

Sustainability / Environmental Social Governance Policy Statement

Boldyn Networks recognise people and planetary challenges, including climate change and inequity. The aim of this Policy is to ensure that our sustainability / ESG commitments are considered in making company decisions at all levels of Boldyn.

Boldyn Networks Board and Senior Management are committed to the United Nations Global Compact's (UNGC) Ten Principles in human rights, labour, environment and anti-corruption, as well as our organisation's ESG targets that support the United Nations Sustainable Development Goals. Boldyn Networks commits to strive to meet all our ESG targets, in particular:

- Improve our inclusion, diversity and equity; increasing our overall ethnicity representation, and increasing our gender representation to $\geq 40\%$ gender representation in our leadership population and $\geq 35\%$ gender representation overall.
- Reduce our carbon emissions to net zero scope 1 and 2 emissions before 2040 and develop our strategy for scope 3 emission quantification and reduction by 2025.
- Assess suppliers against our modern slavery framework and implement an action plan for high-risk suppliers.

Our approach in achieving these objectives is through:

- Embedding sustainability as part of our leadership framework as a defining behaviour.
- Integrating sustainability behaviour into all aspects of the employee lifecycle including recruitment, performance, development and promotion.
- Providing sufficient resources and support for our key ESG action groups including our Inclusion, Diversity, Equity and Action (IDEA) Council.
- Reviewing and maintaining a modern slavery framework, including a modern slavery statement.
- Reporting and sharing our progress regularly and participating in UNGC's annual benchmarking survey.
- Driving sustainability initiatives via our established ESG cross-functional team and IDEA Council, and future ESG action groups.
- Training key representatives, as well as having an ESG awareness course for all employees.
- Leadership team review of the organisation's risk profile, including ESG risks and focused on supporting strategic directions, as per the company-wide Risk Management Framework.

We aim to exceed regulatory requirements and align our global Sustainability Framework with key requirements from ISO 14001:2015 Environmental Management Systems.

Boldyn Networks also commits to:

- Continually improve our ESG performance through the development, achievement and monitoring of clear and measurable objectives and targets.
- Seek to follow good environmental practice in the design, build and maintenance of our facilities and Infrastructure, including considering ESG risks of goods and services that we supply and procure, and work towards minimising these risks.
- Consulting with staff and other stakeholders to prevent or minimise harm at our controlled and shared sites.
- Respect the natural, indigenous, and built heritage, local community interests and minimise any risks and conflicts of interests with the community.
- Regularly review and improve the Safety, Wellbeing & Sustainability (SWS) Framework, and related policies and procedures to ensure they are supporting our ESG targets.

This policy shall be readily available and communicated to all interested parties. It shall also be available for public viewing on the Boldyn Networks website.

Effective: 01st day of July 2024

A handwritten signature in black ink, appearing to read "Igor Leprince".

Igor Leprince
Group Chief Executive Officer, Boldyn Networks

