Environmental Policy

Purpose:

The purpose of this policy is to reduce e&'s environmental impact, promote sustainability across our value chain and continually improve our environmental performance in line with international standards such as ISO 14001 and best practices specifically within the ICT sector. Our commitment extends to not only our operations but also to our critical supply chain and all stakeholders involved.

Scope:

This Environmental policy applies to all e& operations globally to its facilities and activities, including our critical supply and value chain. We strive to be environmentally sound across our entire businesses and operations.

Our commitments:

e& is committed to running its business in an environmentally responsible, sustainable and sound manner. We aim to reduce our environmental impact and promote sustainability across our entire value chain. We adhere to the precautionary approach, which involves taking preventive action in the face of environmental uncertainty.

1. Commitment to reducing environmental impact:

We are committed to identifying, reducing and eliminating environmental impacts associated with our operations and products. This includes a strong emphasis on reducing our carbon footprint, energy consumption, circularity and waste generation through the implementation of the "Reduce, Reuse and Recycle" philosophy in all aspects of our operations.

2. Value chain sustainability:

Striving to be environmentally conscious across our entire value chain, including our supply chain, by promoting eco-efficient practices, sustainability standards and green initiatives with our suppliers and partners. We will actively apply the principles of reducing resource consumption, reusing materials where possible, recycling waste and broad circularity aspects to minimise our environmental footprint.

3. Precautionary approach:

Adopting a precautionary approach in all our operations to prevent environmental damage and promote sustainable practices. This includes proactive identification of potential environmental risks and implementing measures to mitigate them.

4. Compliance with standards:

Complying with all applicable environmental regulations and standards as identified within the compliance register that include ISO 14001 requirements, and continuously seeking to go beyond compliance by adopting best practices and requirements from both local and international benchmarks.

5. Focus areas – water, circularity, e-waste and climate change:

o   Water conservation: Implementing best practices to reduce water consumption and promote water efficiency across all operations

o   Circular economy and waste management: Promoting circular economy principles by designing products for longevity, reuse, and recyclability, and managing electronic waste (e-waste) responsibly

o   e-waste: Ensuring proper management and disposal of e-waste, aligning with global best practices for recycling and minimising the environmental impact of electronic products

o   Climate change: Actively working to mitigate climate change by reducing greenhouse gas (GHG) emissions, promoting renewable energy sources and integrating climate resilience strategies into our operations and supply chain.

6. Energy efficiency and carbon reduction:

Reducing our carbon footprint by minimising energy consumption, implementing energy-efficient measures and promoting the use of renewable energy. We are committed to reducing our carbon footprint by targeting a 43% reduction in Scope 1 & 2 CO_2 emissions by 2030 and 25% reduction in Scope 3 CO_2 emissions by 2040. This will be achieved by increasing renewable energy use, improving energy efficiency and optimising operations. We will monitor and report our progress annually to ensure transparency and accountability.

7. Biodiversity and nature-based solutions:

Protecting biodiversity and adopting nature-based solutions to mitigate climate change and enhance sustainability. We embrace sustainable products and practices that support environmental conservation.

8. Stakeholder engagement:

Engaging with stakeholders at all levels to contribute to sustainability goals, including energy efficiency, climate change mitigation and environmental protection. We strive to ensure that neither the company nor any of its partners, suppliers, or stakeholders support or fund activities that deny climate science or lobby against climate regulations. We actively ensure that our operations, investments and partnerships align with global efforts to combat climate change, and we do not engage in or support any form of climate denial advocacy. Furthermore, e& commits to promoting responsible engagement with stakeholders to advocate for positive climate actions and regulatory compliance. We ensure that our stakeholders are informed and actively participate in achieving these goals.

9. Performance monitoring and reporting:

Regularly measuring and reporting on our environmental performance through sustainability reports. We commit to setting clear environmental objectives and targets, and transparently communicating our progress to stakeholders.

10. Alignment with national and global goals:

Supporting the national and regional environmental ambitions, as well as the United Nations Sustainable Development Goals (SDGs), and aligns our operations with the goals set by the Paris Agreement to limit global warming and reduce greenhouse gas emissions. We strive to contribute to a low-carbon future by minimising our environmental impact.

11. Training and awareness:

Providing regular training and awareness on environmental programmes and practices, ensuring that all employees, contractors and stakeholders are informed, equipped and engaged in our EMS - sustainability initiatives.

Implementation:

Everyone at all levels of our organisation, whether directly or indirectly involved in e& operations, is responsible for complying with this OHS policy. This policy is owned by the Corporate HSE department, as mandated by the higher management of e&. Corporate HSE is responsible for the governance, implementation and periodic review of the policy

to ensure alignment with organisational objectives and international best practices. Any amendments or updates to this policy will be carried out by Corporate HSE, with approval from senior leadership.

This policy will be reviewed annually or as required by specific legislation or changes in industry standards.

Speaking up:

e& encourages openness and accountability. If you suspect any violation of this Environmental policy, we encourage you to report such incidents through available channels or by contacting the HSE team at hse@eand.com