

TECHNOLOG GROUP OF COMPANIES

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

Effective from: July 2025

Introduction

Our organisation (which includes Technolog Holdings; Technolog Ltd; Utilitec Services Ltd; Utility Data Services Ltd and Technolog SARL) is committed to integrating environmental, social, and governance principles into our business operations and decision-making processes. This ESG policy outlines our commitment to sustainable development, ethical practices, and responsible corporate governance to create long-term value for our stakeholders, including employees, customers, investors, and the communities in which we operate.

Environmental Responsibility

- We aim to minimise our environmental footprint by reducing greenhouse gas emissions, conserving energy and water, and managing waste responsibly.
- We promote the use of sustainable resources and encourage innovation in eco-friendly products and services.
- We aim to deliver sustainable designs which are built to last; to use recyclable materials in our products; to provide repair services to provide extended life of our products; and to ensure that all end-of-life product and all other wastes are recycled through accredited providers for safe, accountable, compliant, eco-friendly disposal services.
- Our organisation complies with all relevant environmental laws and regulations and strives to exceed compliance standards where possible.

Social Responsibility

- We are dedicated to fostering an inclusive, diverse, and equitable workplace where all employees are treated with respect and dignity.
- We prioritise the health, safety, and well-being of our employees and stakeholders through comprehensive policies and training programmes.
- We engage with local communities through charitable activities, volunteer programmes, and partnerships that support social development and education.

Governance

- Our organisation maintains transparent, accountable, and ethical governance practices aligned with best industry standards.
- We ensure that our leadership and management structures promote integrity, compliance, and responsible decision-making.

- We regularly review and update our policies to adapt to evolving regulatory requirements and stakeholder expectations.

Implementation and Monitoring

To ensure the effectiveness of this ESG policy, we establish clear objectives, assign responsibilities, and monitor progress through regular reporting and audits. We are committed to continuous improvement and stakeholder engagement to enhance our ESG performance over time.

Conclusion

This ESG policy reflects our organisation's dedication to sustainable growth, ethical conduct, and social responsibility. We believe that integrating these principles into our core operations will contribute to long-term success and positive societal impact.