

POLICY FOR SUSTAINABILITY RISKS AND OPPORTUNITIES ALONG WITH ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) CONSIDERATIONS.

(A);Sustainability

The Board of Directors recognizes the critical importance of sustainability in ensuring long-term value creation and resilience. This policy and related strategy, shall be prepared in such a way, that outlines the Board's approach to identifying, assessing, managing, and capitalizing on sustainability risks and opportunities to align with regulatory requirements, stakeholder expectations, and corporate social responsibility while taking into account Environmental, Social, and Governance (ESG) considerations

(B); Diversity, Equity, and Inclusion (DEI) Policy

1. Introduction

The Board of Directors is committed to fostering a diverse, equitable, and inclusive workplace. This policy outlines our approach to ensuring equal opportunities, eliminating discrimination, and creating an inclusive culture where all individuals feel valued and respected.

2. Purpose

This policy aims to:

- Promote diversity, equity, and inclusion at all levels of the organization.
- Ensure fair and unbiased hiring, promotion, and retention practices.
- Foster an inclusive work environment where diverse perspectives are valued.
- Uphold compliance with applicable laws and industry best practices.

3. Scope

This policy applies to all employees, contractors, suppliers, partners, and stakeholders associated with the organization.

4. Key Principles

- **Diversity:** We recognize and embrace the value of differences, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, and socio-economic background.
- **Equity:** We strive to create fair access, opportunities, and advancement while identifying and eliminating barriers to participation.
- **Inclusion:** We foster a culture of belonging where all voices are heard, respected, and empowered to contribute.

5. Responsibilities

- **Board of Directors:** Provide oversight and ensure DEI initiatives align with corporate values and strategy.
- **Leadership & Management:** Implement DEI policies, set measurable goals, and hold teams accountable for progress.
- **Human Resources:** Develop and monitor DEI programs, conduct training, and address complaints related to discrimination or bias.
- **Employees:** Promote inclusivity and respect in daily interactions and report any concerns or violations of this policy.

6. DEI Initiatives & Strategies

- **Recruitment & Hiring:** Ensure diverse candidate pipelines and unbiased selection processes.
- **Training & Development:** Provide regular DEI training and leadership development opportunities for underrepresented groups.
- **Workplace Culture:** Encourage employee resource groups (ERGs) and mentorship programs to support inclusion.
- **Equal Pay & Advancement:** Conduct regular pay equity reviews and provide career growth opportunities for all employees.
- **Supplier Diversity:** Engage with minority-owned and diverse suppliers to foster broader economic inclusion.

7. Monitoring & Reporting

- Regular assessments and reports shall be conducted to track progress against DEI goals.
- Employee surveys and feedback mechanisms shall be utilized to enhance DEI efforts.
- The Board shall review DEI performance annually and adjust strategies as needed.

8. Compliance & Enforcement

- Any form of discrimination, harassment, or bias will not be tolerated and will be subject to disciplinary action.
- Employees are encouraged to report DEI-related concerns through established grievance procedures.

- Compliance with local and international diversity regulations is mandatory.

9. Continuous Improvement

- The organization shall stay informed of emerging DEI best practices and industry benchmarks.
- This policy will be reviewed and updated periodically to reflect the evolving needs of the workplace and community.

10. Conclusion

This policy underscores the organization's commitment to DEI as a cornerstone of corporate success. Through ongoing efforts, we aim to build a more diverse, equitable, and inclusive workplace that drives innovation and fosters a culture of belonging