

## Environmental, Social, and Governance (ESG) Policy

At **SOCO Network Solutions GmbH** and **bn:t Blatzheim Networks Telecom GmbH** (collectively referred to as "**connect**"), we are committed to conducting our business with a profound sense of social responsibility, environmental sustainability, and ethical integrity. Our collaborative efforts are guided by a shared vision to go beyond conventional business practices and contribute meaningfully to the well-being of our communities and the preservation of our environment.

When selecting our business partners and suppliers, we carefully scrutinise the extent to which they comply with environmental and social concerns and which values they represent, embody, and convey.

Our commitment to these principles is formalized in our **Environmental, Social and Governance (ESG) Policy**. This policy serves as a comprehensive framework that expresses our commitment to having a positive impact on the communities we serve. It also emphasises our determination to reduce our environmental footprint and strictly adhere to the highest standards of corporate governance.

### Environmental Responsibility

We strive to minimize our environmental impact by adopting sustainable practices in our day-to-day operations. This includes but is not limited to energy conservation, waste reduction, and resource efficiency.

We are committed to complying with all applicable environmental laws and regulations. Beyond compliance, we seek opportunities to exceed regulatory requirements and contribute to environmental conservation.

### Social Responsibility

We actively work with all our stakeholders to understand and respond to their concerns. This includes employees, customers, suppliers, and the communities in which we operate.

We promote a workplace where all people are treated with respect and dignity. We are committed to providing equal opportunities and promoting diversity at all levels of our organisation.

### Governance Practices

We adhere to the highest standards of ethical behaviour in all our business activities. We expect our employees to adhere to a code of ethics that promotes integrity, honesty, and transparency.

Our dedicated ESG team is actively involved in overseeing and managing our ESG initiatives. ESG considerations are integrated into management discussions and decision-making processes.

We are committed to transparent reporting on our ESG performance. This includes regular communication with stakeholders, ESG reports and compliance with relevant reporting frameworks.

To ensure that our ESG-related business activities are in line with our expectations and evolving requirements, this policy is reviewed annually. This regular review process is designed to help us respond proactively to new industry standards and ensure the continued effectiveness and relevance of our ESG practices. We endeavour to continually develop and adapt our approach to meet the expectations of our stakeholders and business partners and uphold the principles of responsible and sustainable business practices.

This ESG policy reflects our commitment to responsible and sustainable business practices. By integrating ESG considerations into our business activities, we aim to have a positive impact on the environment, society and our long-term business success.

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Gez.

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Managing Director (CEO)

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