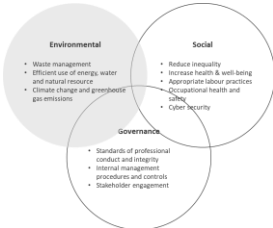


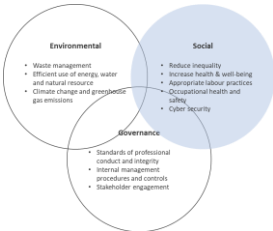
Logent's Guiding Principles for Sustainability

Environment



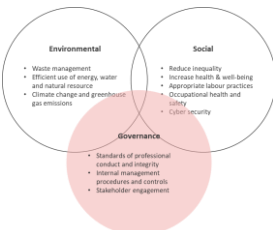
- Waste management: Logent shall implement waste reduction measures in every part of operations
- Use of energy: Logent shall, when it is in charge of facilities, strive to minimize energy use and focus on renewable sources
- Climate change and greenhouse emissions: Logent shall strive to measure its impact on climate change and minimize its climate footprint, as well as safeguard its operations from potential climate-related risks

Social



- Inequality reduction: Logent treats all individuals equally, and will strive to foster an inclusive cultural environment and establish equal opportunity measures
- Health & well-being: Logent shall, through charity and sponsorship projects and internal health and work-life balance initiatives, improve employees' health and well-being and support its communities
- Appropriate labour practices: Logent shall always comply with current labour legislation and practices
- Occupational health and safety: Logent shall strive to have zero work related incidents and accidents
- Cyber security: Logent respects individuals' right to data privacy. We shall establish strict data protection policies for business and personal data

Governance



- Standards of professional conduct and integrity: Logent shall in our dealings with customers, business partners, employees and owners act fairly and with integrity at all times
- Internal management procedures and controls: Logent shall have methods of monitoring and controlling production, administration and service activities to ensure high quality production and financial reporting
- Stakeholder engagements: Logent shall evaluate all stakeholders based on established policies and guidelines to ensure all counterparties live up to Logent's high ethical standards and expectations