

## **Sustainability Policy**

TAKE Solutions is committed to being a sustainable business enterprise that creates value for our customers, our investors, our employees, our partners, Society and the Environment. Our core values of: Integrity, Differentiate, Boundaryless Innovation, Vibrancy & Joy, and Equity with Fairness, all guide us along the path of sustainability.

### **Governance:**

Every TAKEster is a part of our sustainability initiative. This is spear-headed by a senior-level team with the active involvement of top management.

### **Economic Sustainability:**

Our core values of Integrity, Differentiate, and Boundaryless Innovation all ensure that we are an ethical business that constantly strives to differentiate itself in the market through innovation. We will continue to ensure our economic sustainability for our investors through our innovative offerings that create real value for our customers and our customers' customers. Our compensation and policies shall be derived from our core value of Equity with Fairness. As an ethical organization, we will comply with all relevant legislation, regulations and requirements, giving our customers and partners the comfort of doing business with a reliable partner

### **Environmental Sustainability:**

Our core values of Integrity, Boundaryless Innovation, and Equity with Fairness prompt us to recognise that our business has an impact on the environment, and we are committed to minimizing/mitigating this. As a technology company, we will leverage Green Technology and IT, and we will encourage the adoption of green practices in all aspects of our operations.

### **Social Sustainability:**

Our core values of Integrity, Vibrancy & Joy, and Equity with Fairness prompt us to be grateful for the support we get from the society and to do everything we can to promote social well-being. We acknowledge the contribution of every TAKEster in our journey, and are committed to promoting their well-being and career. Our customers' trust is sacrosanct, and to maintain this, we commit to ethical marketing practices and ensuring customer

satisfaction. TAKE Solutions shall engage in socially beneficial activities that ameliorate our community.

### Specific Commitments

<b>Economic</b>	<b>Environment</b>	<b>Social</b>
<ul style="list-style-type: none"><li>• Be an ethical business</li><li>• Invest in innovation to create value for our customers</li><li>• Comply with all legal requirements</li></ul>	<ul style="list-style-type: none"><li>• Adopt green IT and technology solutions</li><li>• Improve energy efficiency, waste management and water conservation</li><li>• Reduce/mitigate GHG emissions as a part of our operations</li><li>• Comply with all regulatory requirements</li></ul>	<ul style="list-style-type: none"><li>• Be an employer of choice</li><li>• Promote education and sports in our community</li><li>• Practice ethical marketing</li><li>• Solicit and act on customer feedback to ensure customer satisfaction</li><li>• Comply with all regulatory requirements</li></ul>