

## ADB SAFEGATE: ESG Policy

By prioritizing environmental, social, and governance (ESG) factors in our business, we aim to create sustainable, fair, healthy, and diverse communities. This policy reflects our values and helps us achieve our business objectives.

### Environment

Our company is committed to reduce the environmental footprint of our business by:

- Reducing energy consumption, carbon emissions, and promoting eco-friendly materials.
- Encouraging customers to adopt environmentally conscious practices and supporting them in reducing their carbon footprint.
- Complying with current environmental regulations and minimizing the environmental impact of our operations.
- Endorsing the recommendations of the United Nations' Sustainable Development Goals.

### Social

We focus on building strong relationships with our stakeholders, empowering our employees, and supporting social and environmental initiatives:

- Providing a diverse, inclusive work environment where stakeholders are valued and respected,
- Supporting initiatives that positively impact the environment, human welfare, and education.
- Fostering safety, health, and wellness, and engaging with suppliers, customers, and employees on related issues.
- Embrace a culture with the highest ethical standards, respect human rights and gender equality and act against discrimination and corruption.

### Governance

We ensure robust oversight, transparency, and risk management throughout our organization:

- Maintaining strong corporate governance practices through responsible leadership, management accountability, and proactive risk management strategies.
- Minimizing risk exposure and enhancing resilience against climate change and other catastrophic events.
- Upholding high ethical standards through our Code of Ethics and Business Conduct, ongoing ethics training, and fostering a culture of honesty and integrity.
- Fostering positive stakeholder relationships through transparent communication, responsive engagement, and open-mindedness to feedback.
- Establishing clear and effective ESG governance, setting goals, and assigning accountability through our ESG committee and reporting to our Board.

