



Sustainability Annual Report 2024



Terms And Definitions

Near Miss: an incident, under different circumstances, could have caused injury, illness, fatality, property damage or environmental damage

Risk Observation: a dangerous situation that may create an incident

Lost Time Injury: An injury or illness prevents a person from doing work for 1 or more days after the accident

Lost Time Injury (LTI) Rate : The Lost Time Incident Rate is an Occupational Safety and Health Administration (OSHA) metric that calculates the number of incidents that result in time away from work. $(\text{lost time injuries} / \text{total hours worked}) \times 200,000$

GHG: Greenhouse Gases: Gases in the Earth's atmosphere trap heat, contributing to the greenhouse effect. Key examples include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

Total GHG Emissions: The cumulative amount of greenhouse gases emitted by the subsidiary, measured in terms of carbon dioxide equivalent (CO₂e) to account for the different global warming potentials of each gas.

Scope 1 Emissions: Direct greenhouse gas emissions from sources that are owned or controlled by the subsidiary, such as emissions from combustion in owned back-up gensets and vehicles.

Scope 2 Emissions: Indirect greenhouse gas emissions associated with the purchase of electricity, steam, heat, or cooling

Scope 3 Emissions: All other indirect emissions that occur in the value chain of the reporting subsidiary, including both upstream and downstream emissions.

Hazardous Waste: Waste materials that are dangerous or potentially harmful to human health or the environment often including substances that are toxic, corrosive, flammable, or reactive.

Toolbox Talk Meeting: Informal group discussion focusing on particular safety topics, it can be daily done to enhance safety culture as well as to facilitate health and safety discussions on job sites.

Behaviour Based Safety: An approach to safety management that focuses on workers' behaviour as the cause of most work-related injuries and illnesses, emphasizing the need to change behaviours to reduce accidents and incidents.



About this Report 05

Executive summary 07

Chapter 1: Shaping A Sustainable Future For Africa 08

Chapter 2 : A responsible and resilient business 21

Chapter 3 :Empowered People And Workplace Culture 33

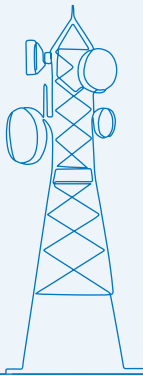
Chapter 4 : Environmental sustainability and impact 60

Conclusion 69

Appendix 70

CHAPTERS

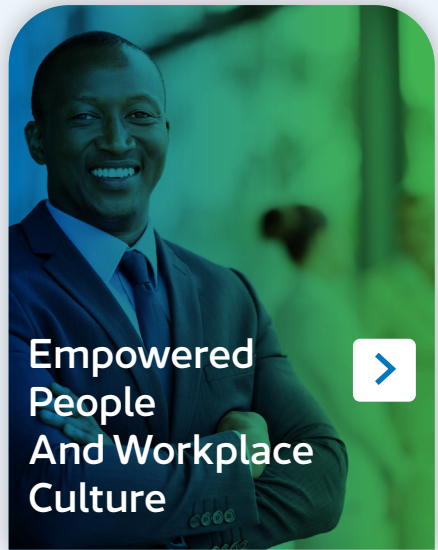
CONTENT



Shaping A Sustainable Future For Africa



A Responsible And Resilient Business



Empowered People And Workplace Culture



Environmental sustainability and impact



| | |
|--|----|
| Vision, Mission, And Values: Shaping A Sustainable Future For Africa | 09 |
| Operations, Impact, And Reach: Expanding Our Presence Across Africa | 10 |
| Commitment To Sustainability: A Roadmap for a Greener Future | 15 |

| | |
|--------------------------------|----|
| Governance and Leadership | 22 |
| Risk, Integrity and Compliance | 26 |
| Responsible Supply Chain | 29 |
| Strategic Roadmap 2025 | 32 |

| | |
|--------------------------|----|
| Human Capital Foundation | 35 |
| Safety & Wellbeing | 38 |
| Diversity & Inclusion | 44 |
| Training And Upskilling | 47 |
| Community Engagement | 51 |
| Strategic Roadmap 2025 | 59 |

| | |
|-------------------------------------|----|
| Biodiversity Conservation | 61 |
| Greenhouse Gas Emissions Management | 62 |
| Energy Conservation | 64 |
| Resource Management | 67 |
| Strategic Roadmap 2025 | 68 |

Figure Table

| | | |
|------------------|---|----|
| Figure 1 | NETIS Materiality Matrix | 20 |
| Figure 2 | NETIS' Supplier Composition | 30 |
| Figure 3 | Supplier Interaction Model | 30 |
| Figure 4 | Procurement and Supplier Screening Compliance Overview | 30 |
| Figure 5 | Workforce Growth Trends and Analysis | 36 |
| Figure 6 | Workforce Composition Snapshot for 2024 | 36 |
| Figure 7 | Breakdown of Workforce by Contract Type in 2024 | 36 |
| Figure 8 | Gender-Based Age Distribution of workforce in 2024 | 36 |
| Figure 9 | Comparison of Entry-Level Wage and Minimum Wage Ratio in 2024 | 37 |
| Figure 10 | EHS Training and Awareness Hours Overview for 2024 | 40 |
| Figure 11 | Safety Audits and Inspections Overview for 2024 | 40 |
| Figure 12 | Near Miss and Risk Observation Trend in 2024 | 41 |
| Figure 13 | Motor Vehicle Accident Rate Analysis in 2024 | 42 |
| Figure 14 | Lost Time Accident Rate Analysis in 2024 | 42 |
| Figure 15 | Motor Vehicle Accident Trend Analysis in 2024 | 42 |
| Figure 16 | Lost Time Accidents Trend Analysis in 2024 | 42 |
| Figure 17 | Representation of Females in Top Management | 45 |
| Figure 18 | Representation of Females in Middle Management | 45 |
| Figure 19 | Group Female Representation Trend Over Time | 45 |

| | | |
|------------------|---|----|
| Figure 20 | Female Headcount Growth Over Time | 45 |
| Figure 21 | 4-Year Overview of Training Participation | 48 |
| Figure 22 | Mandatory vs. Voluntary Training Overview | 49 |
| Figure 23 | Comparison of Internal vs. External Training Investment | 49 |
| Figure 24 | Comparison of Internal vs. External Training Hours | 49 |
| Figure 25 | Training Participation Breakdown by Gender | 49 |
| Figure 26 | Emissions Categorization Overview | 62 |
| Figure 27 | Emissions Breakdown by Scope | 63 |
| Figure 28 | NETIS Climate Action Roadmap Overview | 63 |
| Figure 29 | Solar Panel Installations Over the Last Three Years | 66 |
| Figure 30 | Overview of Renewable Energy Achievements and Contributions | 66 |
| Table 1 | Material Topics Related to Pillar 1 | 19 |
| Table 2 | Material Topics Related to Pillar 2 | 19 |
| Table 3 | Material Topics Related to Pillar 3 | 19 |
| Table 4 | Money Invested and Employee Training Numbers by Subsidiary | 49 |

About This Report

This report was independently researched, analysed, and authored by NETIS' Sustainability Department, in collaboration with cross-functional teams across the Group. It aligns with the GRI Standards, the Greenhouse Gas (GHG) Protocol, and NETIS' overall sustainability strategy. The reporting period covers January 1, 2024, to December 31, 2024, and the report is published on an annual basis.

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JOINT MESSAGE FROM NETIS FOUNDERS

Jean Farhat
Co-founder & CEO



"At NETIS, we are building more than networks - we're powering Africa's sustainable digital revolution."

Our ambitious vision for carbon-free telecom infrastructure meets its perfect match in stakeholders. Together, we will scale our impact across the continent while maintaining our unwavering commitment to environmental stewardship and operational excellence.

To our employees, thank you for your hard work, dedication, and passion for making a difference. To our clients, thank you for your trust and partnership as we work together to build a more sustainable future. To our shareholders, thank you for your continued support and belief in our vision. And to our suppliers, thank you for your commitment to responsible practices.

NETIS is redefining African connectivity - proving that networks can be expansive, reliable, and sustainable. This report showcases how we turn that vision into measurable progress every day.

Jean Claude Figali,
Co-founder
& deputy CEO



EXECUTIVE SUMMARY

NETIS is a leading provider of telecom and energy solutions with 16 years of experience. From network design to maintenance, we offer expertise in GSM, Fiber optics, and energy networks.

As a trusted partner, we prioritise exceptional performance, adherence to deadlines, and the highest standards of quality, safety, and environment. Our track record has earned us a reputation as a reliable industry partner.

With operations in 16 subsidiaries, we actively provide innovative telecom and energy solutions to Africa.

See a Better Future...

16
YEARS
COUNTRIES

CHAPTER 1

Shaping A Sustainable Future For Africa



Vision, Mission, And Values

Our Vision

Building Carbon- Free Networks for a Competitive Africa .

Involves investing in renewable energy, promoting sustainable infrastructure, and fostering innovation. By reducing carbon emissions, we enhance environmental resilience, drive economic growth, and position Africa as a leader in clean energy technology.

Our Values

At NETIS' our values define our identity and shape our actions. They reflect our commitment to excellence, integrity, and sustainable growth. Our five core values—PERCE—serve as the foundation of our success.

- Perseverance: We embrace challenges with determination, continuously striving for excellence despite obstacles.
- Ethics: Integrity and transparency guide our decisions, ensuring fairness and accountability in all our interactions.
- Reliability: We are a trusted partner, consistently delivering high-quality solutions and honouring our commitments.
- Commitment: Our dedication drives innovation, sustainability, and long-term success for our clients and communities.
- Empowerment: We foster an inclusive environment, providing opportunities for growth and enabling individuals to reach their full potential.

These values unite our team and inspire us to make a lasting impact.

Our Mission

Deploying Smart Telecommunications and Energy Networks to have A Sustainable Impact on African social Life



SUSTAINABILITY

We're committed to protecting the environment through sustainable practices and responsible resource management. We believe this is essential for our planet's health and future generations' well-being.



EDUCATION

We promote digital literacy by partnering with local schools and organizations, providing access to technology and training that empowers individuals to reach their full potential.



EQUALITY

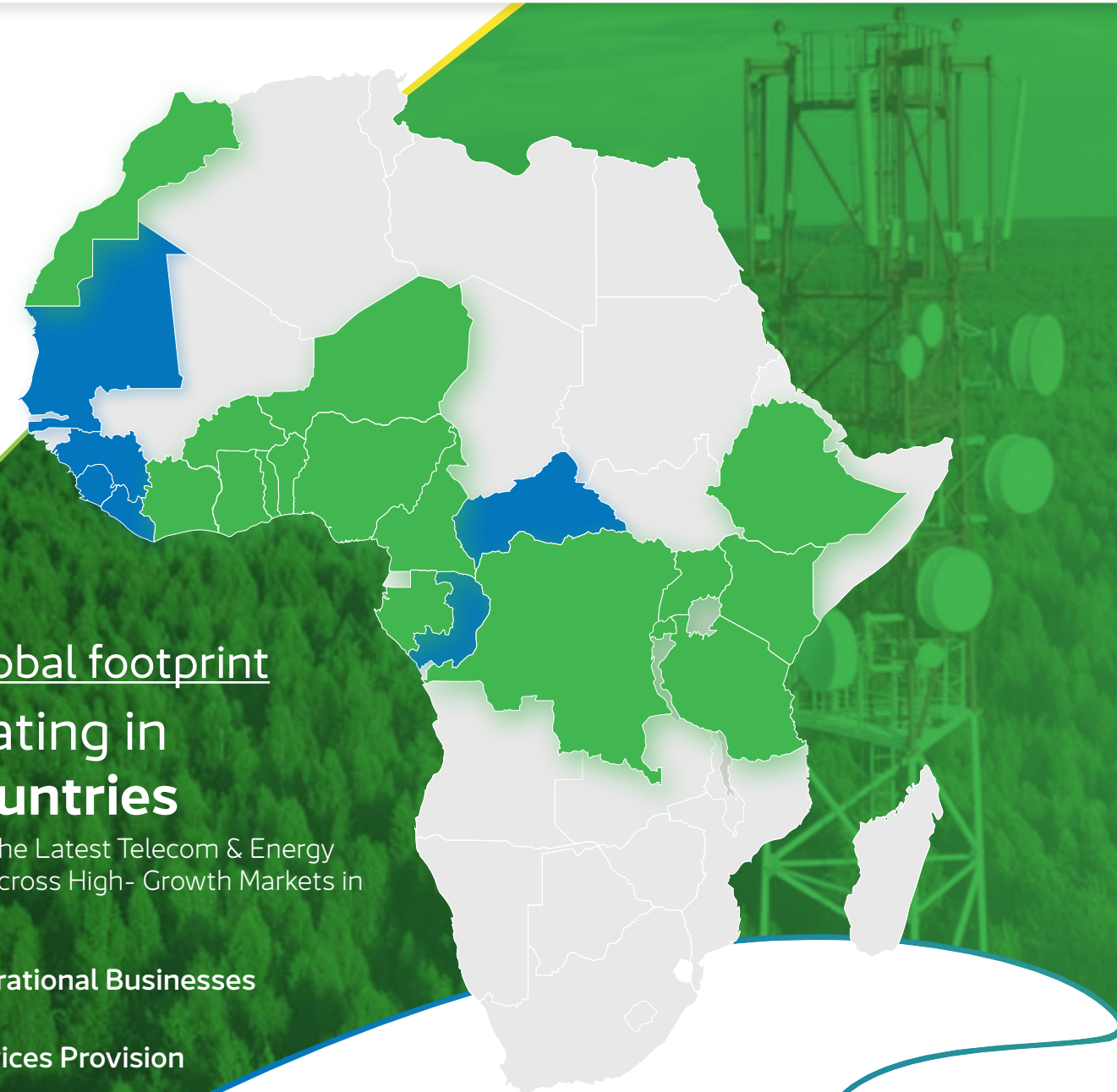
We promote equality and women's empowerment in the telecom and energy industry. Our diverse and inclusive workplace ensures equal opportunities for all, regardless of gender, race, or background.

Operations, Impact, And Reach: Expanding Our Presence Across Africa

Our global footprint Operating in **16 Countries**

Delivering the Latest Telecom & Energy
Solutions Across High- Growth Markets in
Africa

-  Operational Businesses
-  Services Provision



OUR CORE BUSINESS LINES

Infrastructure

Delivering the future of infrastructure in Africa.

We offer innovative fixed and mobile telecom infrastructure services, including designing & building telecom towers, fiber optic network installation, planning & optimization, and maintenance & support.

Our tailored solutions optimize network performance, minimize downtime, and boost productivity.

At NETIS Group, we understand the vital role of connectivity in today's business landscape. We provide reliable fiber optic services for businesses, offering consulting, design, installation, maintenance & repair, upgrades, testing & certification, training programs, and technical support.

Energy

Energy saving, renewable sources.

At NETIS, we specialize in designing and implementing customized energy solutions tailored to the unique requirements of each project.

Our expertise encompasses mini-grid systems for rural communities and comprehensive solar solutions for residential, commercial, and industrial applications (C&I).

By harnessing renewable energy sources, we provide clean and reliable energy, ensuring optimal efficiency and sustainability.

With years of experience and a dedication to exceeding expectations, we are committed to delivering top-quality solutions

Managed Services

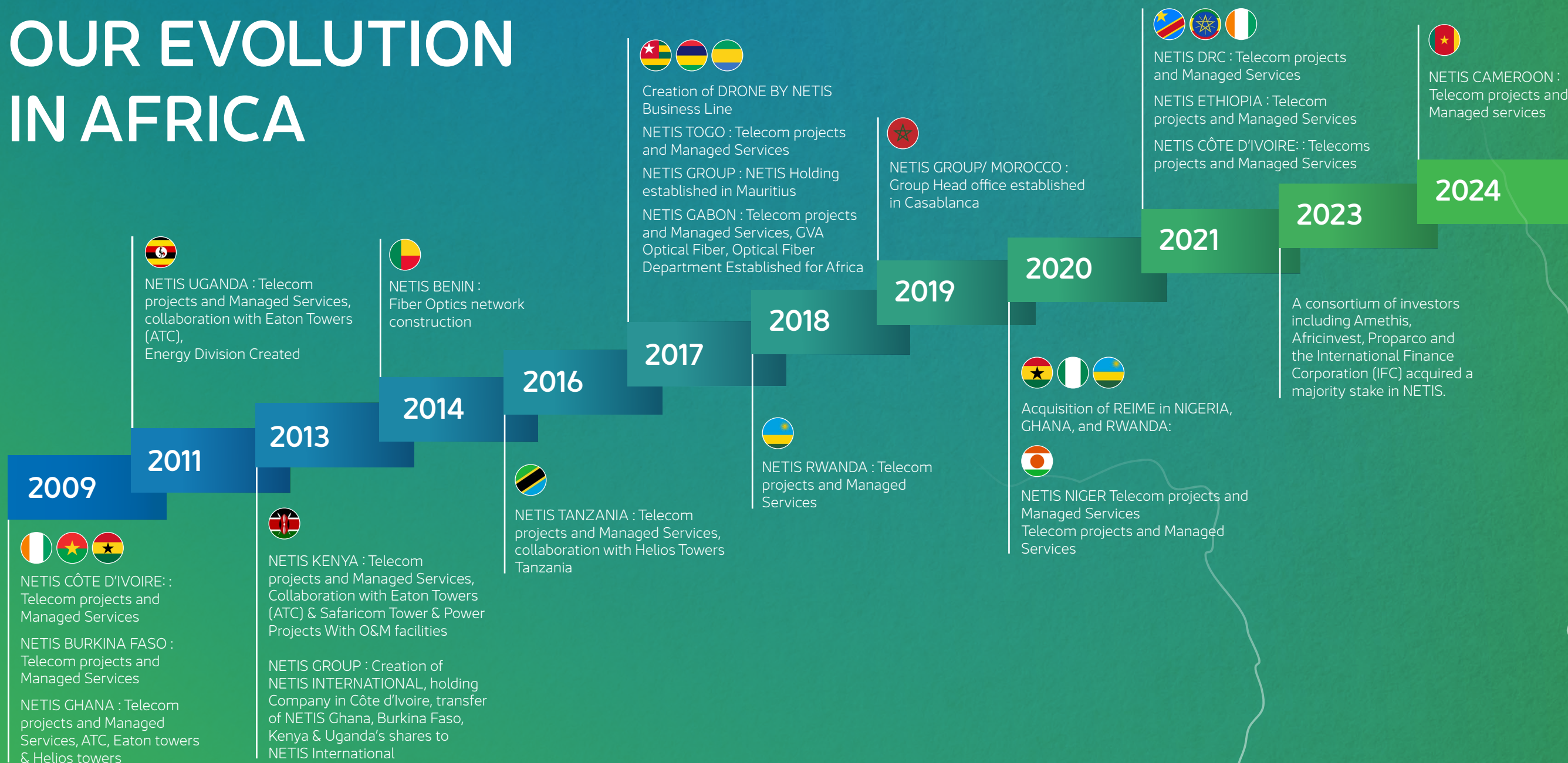
Assume reliability, availability of energy and telecom networks.

Our services are meticulously tailored to address the unique needs and challenges of the telecom industry.

From the design and implementation of network maintenance to the supply, installation, and support of equipment, each solution is customized to maximize performance and efficiency, especially within the GSM and fiber optic sectors.

By integrating cutting-edge technologies and adhering to industry best practices, we provide solutions that ensure network reliability, security, and scalability — thereby fostering business growth and success.

OUR EVOLUTION IN AFRICA



OUR MILESTONES IN NUMBERS

Telecom sites maintained

+26 000

With over 26,000 telecom sites maintained, we have established ourselves as a reliable and efficient service provider for our clients. Our team of experts is dedicated to delivering the best possible service and ensuring that our clients have access to reliable and efficient telecom and energy solutions. We cover a wide scope going from site security to fuel delivery, infrastructure and power maintenance.



Cables Installed

7,000 km

NETIS Group has installed over 7,000 KM of fiber optic cables in various African countries. Our extensive network infrastructure enables us to provide reliable and high-speed connectivity to our customers.

Customers connected

+320 000

We take pride in our ability to connect over 320,000 customers across various African countries. Our fiber optic services have played an essential role in providing high-speed and reliable connectivity to these customers.



Solar sites built & maintained

+4000

NETIS Group has built and maintained over 4,000 solar sites across Africa. Our commitment to providing sustainable energy solutions has enabled us to expand our reach and provide reliable energy for our customers. Our team of experts is dedicated to maintaining these sites and ensuring that they continue to operate efficiently.

OUR MILESTONES IN NUMBERS

Electrical towers maintained 900

NETIS Group has maintained over 900 electrical towers. Our team of experts is dedicated to ensuring that these towers operate efficiently and provide uninterrupted power supply and that our customers have access to reliable electricity at all times.



Telecom sites built +4000

NETIS Group has successfully built over 4,000 telecom sites across various African countries. Our expertise in the field of telecom solutions has enabled us to provide reliable and efficient connectivity to our clients.

Commitment To Sustainability: A Roadmap for a Greener Future

At NETIS, sustainability is at the core of our mission to develop resilient and innovative telecommunications and energy networks across Africa.

Our strategy integrates environmental stewardship, social responsibility, and governance excellence into our business operations, ensuring compliance with all local laws and international standards concerning labour rights, environmental protection, and corporate governance.

Our sustainability and safety initiatives, certifications, and management system

Global Commitments & Partnerships



Science-Based Targets Initiative (SBTi)



Commitment to emissions reduction targets aligned with climate science. Validation of our climate action strategy and contribution to global climate goals.



United Nations Global Compact

UN Global Compact

Signatory since 2023
Commitment to human rights, labour standards, environment, and anti-corruption. Alignment with universal sustainability principles.



IFC Compliance

Compliant with IFC environmental and social standards, with a risk management framework for sustainable operations.



SDG Ambitions Accelerator Program

Actively supporting the UN initiative to align corporate goals with the SDGs and integrating them into core business operations.

Certifications & Recognitions
Our Commitment to Excellence



ISO Multisite Certifications

NETIS maintains comprehensive multisite certifications covering Quality Management (**ISO 9001**), Environmental Management (**ISO 14001**), and Occupational Health & Safety Management (**ISO 45001**).



EcoVadis Bronze Medal

Recognition for sustainability performance and validation of our environmental and social practices, demonstrating our commitment to continuous improvement.



CDP Participation

Transparent disclosure of environmental impact with climate change mitigation strategy reporting, aligning with global sustainability standards.



Safety & Compliance Principles

building a culture of safety

- 

13 Life-Saving Rules
Non-negotiable safety protocols with clear guidelines for high-risk activities and zero-tolerance policy for violations.
- 

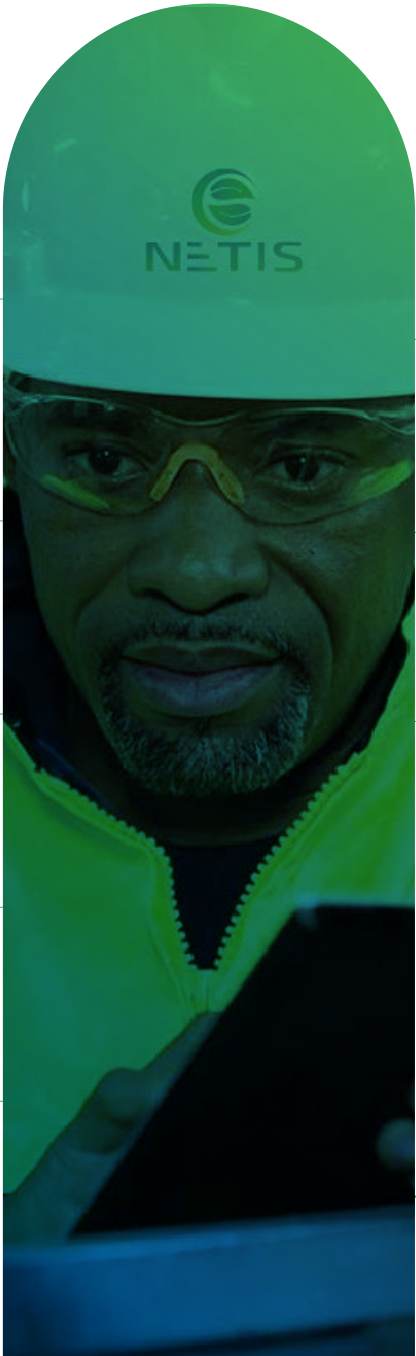
Fleet Bureau
Dedicated teams operate 24/7 to monitor driving behaviour, leveraging data-driven fleet safety management systems and proactively implementing preventative measures to mitigate associated risks
- 

Toolbox Meetings
Regular safety briefings for field teams with practical safety reminders and updates, facilitating knowledge sharing and best practices.
- 

“Boots Not Suits” Audits
Leadership field presence ensuring direct observation of operational realities and demonstrating management commitment to ground-level safety.
- 


Behaviour-Based Safety Integration
Focus on human factors in safety management with proactive identification of at-risk behaviours and positive reinforcement of safe practices.
- 


Crosscheck Audits
Rigorous safety compliance verification using peer-to-peer assessment methodology within a continuous improvement framework.





Digital Tools & Reporting Systems

Innovative Technology Driving Excellence

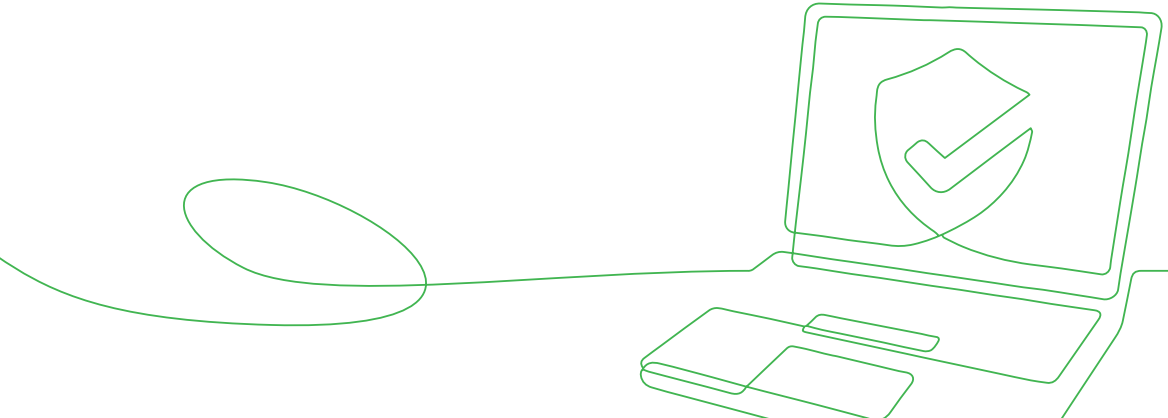
- 

GHG Calculator (In-house)
Proprietary greenhouse gas emissions tracking tool developed internally. Enables carbon footprint measurement and sustainability performance monitoring across operations.
- 

Fleet Monitoring System
Real-time driver behaviour tracking with integrated dashcam technology. Provides performance analytics for fleet optimization and safety enhancement
- 

MyEventManager App
Real-time incident reporting and tracking with seamless documentation of safety events. Mobile accessibility ensures field teams can report incidents immediately.
- 

UtAd Reporting System
Centralized KPI monitoring and analysis with performance metrics visualization. Provides data-driven operational insights for strategic decision-making.





Our three pillars of sustainability

Our strategy is built upon three core pillars that guide our actions and commitments:

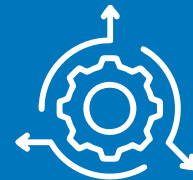
1. **A Responsible and Resilient Business**
2. **Empowered People and Workplace Culture**
3. **Environmental Sustainability and Impact**

Each pillar's strategic objectives drive our policies, initiatives, and performance metrics.

Our materiality assessment

As the cornerstone to our sustainability strategy, we performed a materiality assessment in 2024

A / Methodology



Our materiality assessment process followed a comprehensive, data-driven approach to identify, prioritise, and validate the environmental, social, and governance (ESG) topics most significant to our business and stakeholders:

1. **Foundational Analysis:** We began by analysing our Sustainability Action Plan, which contains over 50 specific actions across multiple ESG categories. This plan was created through collaboration with key stakeholders.
2. **Stakeholder Engagement:** We engaged internal and external stakeholders to understand their priorities:
 - Internal: Consultations with department heads and functional leaders in SHERQ, HR, Legal & Compliance, Supply Chain Management, and Operations
 - External: Feedback from investors and alignment with global frameworks (UN Global Compact, SDGs)
3. **Prioritisation Process:** We assessed each topic based on:
 - Impact on business success and long-term value creation
 - Significance to stakeholders
4. **Validation and Refinement:** Our ESG Subcommittee and Certification Subcommittee reviewed and validated the assessment, ensuring it reflected both strategic priorities and operational realities.





B / Result



Pillar 1: A Responsible and Resilient Business

Building the foundation for long-term success

| Material Topics | Relevant SDG | Reference |
|--|---------------|-----------|
| Governance and Leadership | SDG 16,17 | 1 |
| Ethics, Compliance, and Information Security | SDG 16,9 | 2 |
| Risk Management and Strategy | SDG 8,13,11, | 3 |
| Anti-corruption | SDG 8,16,17 | 4 |
| Supply Chain Management | SDG 8,9,10,12 | 5 |

Table 1: Material Topics Related to Pillar 1

Pillar 2: Empowered People and Workplace Culture

Fostering an inclusive and safe work environment

| Material Topics | Relevant SDG | Reference |
|--------------------------------------|--------------|-----------|
| Occupational Health and Safety | SDG 3, 8 | 6 |
| Employee Wellbeing | SDG 3, 8 | 7 |
| Gender Equality and Diversity | SDG 5, 10 | 8 |
| Labour Rights and Fair Compensation | SDG 8 | 9 |
| Employee Training and Development | SDG 4, 8 | 10 |
| Community Engagement and Development | SDG 11, 17 | 11 |

Table 2: Material Topics Related to Pillar 2

Pillar 3: Sustainable Communities and Environmental Impact

Creating shared value beyond our operations

| Material Topics | Relevant SDG | Reference |
|---|--------------|-----------|
| Greenhouse Gas Emissions and Carbon Reporting | SDG 13 | 12 |
| Energy Efficiency | SDG 7, 13 | 13 |
| Renewable Energy usage | SDG 7, 13 | 14 |
| Energy Conservation | SDG 7,12,13 | 15 |
| Resource Efficiency (Water, Materials, Waste) | SDG 12 | 16 |

Table 3: Material Topics Related to Pillar 3



C / Materiality Matrix

This exercise helped us select 16 material topics for the company and understand our priorities as a business. These supported the development of our annual strategy, targets and metrics.

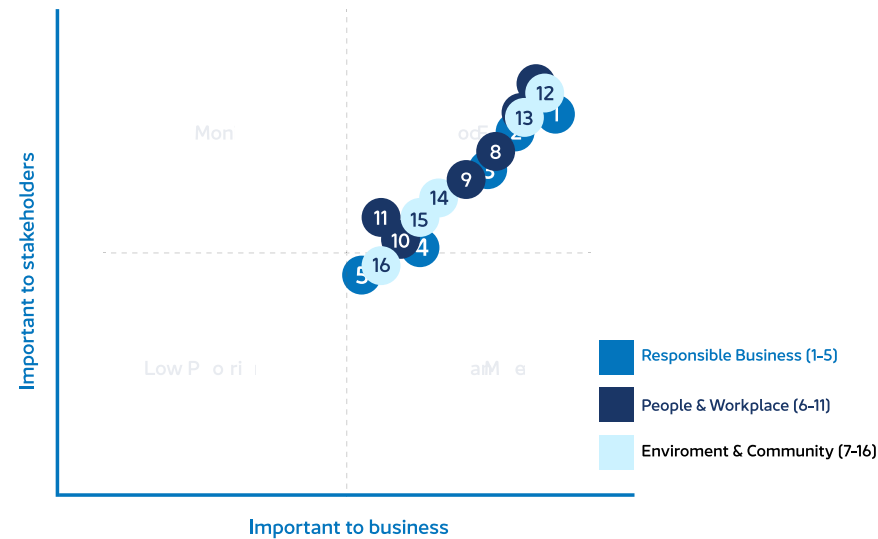


Figure 1: NETIS Materiality Matrix



D / Next Steps

This materiality assessment will:

- Inform our strategic planning and resource allocation
- Guide the development of specific KPIs for each material topic
- Serve as the foundation for our sustainability disclosures and reporting
- Be regularly reviewed to ensure continued relevance



CHAPTER 2

A Responsible And Resilient Business

At NETIS Group, governance is the foundation of our sustainable growth, ethical culture, and long-term performance. It enables transparent leadership, fair decision-making, and responsible conduct across all layers of the organization. Our governance approach integrates sustainability, risk management, and compliance, and is aligned with international best practices, including the GRI Standards, SDGs, and UN Global Compact principles.

Governance and Leadership

Board composition and oversight

The Board of Directors of NETIS Holding comprises a balance of sponsors, independent directors, and investor representatives with diverse experience in finance, energy, sustainability, and corporate governance. Leadership is selected based on expertise in telecommunications, sustainability, and energy

As of 2024



Ms. Marieke Geurts
Non-Executive Director, Amethis



Mr. Jean-Claude Figali
Executive Director, Co-founder, NETIS Management Ltd



Ms. Claire Devey
Non-Executive Director, Proparco



Mr. Jean Farhat
Executive Director, Co-founder, NETIS Management Ltd



Mr. Khalil Lakhoua
Non-Executive Director, Africinvest



Mr. Fayaz Doobarry
Resident, Independent Non-Executive Director



Mr. Laurent Demey
Non-Executive Director, Amethis



Mr. Hedi Dziri
Non-Executive Director, Africinvest



Mr. Michel Barré
Resident, Independent Non-Executive Director-Chairman

Note: Mr. Adnane Zerhouni completed his term in 2024.



Board committees

The Board ensures strategic oversight and operates through three key committees: Strategy and Transformation; Audit, Finance & Risk; and HR & Governance.



Strategy and Transformation Committee

Guides strategic direction and supervises major business transformations.



HR & Governance Committee

Oversees leadership development, organizational culture, and governance processes.



Audit, Finance & Risk Committee

Monitors financial reporting integrity, internal control systems, and regulatory compliance, including conflict of interest management.

Executive management

The Executive Committee (ExCom), under the leadership of the CEO, is responsible for the execution of corporate strategy and management of daily operations. Its composition reflects the diversity and expertise of our leadership:



Jean FARHAT
Co-founder,
Chief Executive Officer



Jean Claude FIGALI
Co-founder,
Deputy CEO Sales



Tarek ABADA
Deputy CEO Sales



Ahmed Chikhani EL ALAOUI
Chief Sustainability
Development Officer



Marc LE BOURLOUT
Chief Sales Officer



Hatim ZOUGARY
Chief Business
Development Officer



Fella GUIGNOUNE
Chief Supply Chain
Officer



Victor ANY-GRAH
Chief Corporate
Finance Officer



Aymeric BRIONES Y BROVIA
Chief Financial Officer



Latifa EL KHADARI
Chief Human
Resources Officer



Jonathan BISCHOFFE
Chief Technical Officer

Key metrics for success 2025

Sustainability governance structure

In 2024, NETIS took a major step by establishing a Sustainability Department, which leads the integration of ESG priorities across the Group. Reporting to the Chief Sustainability Development Officer, the department supports strategic alignment with SDGs, UNGC, IFC standards, and science-based targets.

To complement this, a new CSR Manager role was created under HR to support local community engagement, diversity initiatives, and human development programs.

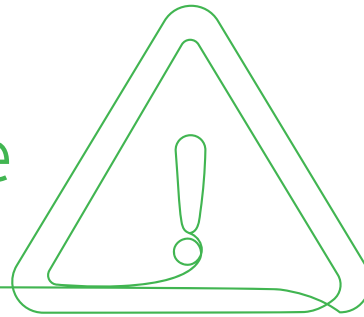
NETIS also launched a Sustainable Development Committee (SDC), chaired by the CEO and composed of key executives, with three subcommittees: ESG, CSR, and Certifications. These bodies meet monthly and guide the implementation of sustainability across the Group and its subsidiaries. Each country has a Local SDC led by the Managing directors and cross-functional representatives, ensuring accountability and ownership of sustainability actions

2025 Acceleration Strategy

For 2025, NETIS Group will build upon the foundation established by our governance structures, particularly leveraging the newly launched Sustainable Development Committee (SDC) and its three subcommittees. The monthly meetings of these bodies will continue to drive sustainability implementation across the Group and its subsidiaries.



Risk, Integrity, and Compliance



Risk management & internal controls

In line with our vision of proactive governance, NETIS created a dedicated Internal Audit Department in 2024. This team leads structured risk reviews, standardizes internal controls in high-risk domains such as EHS and procurement, and strengthens ESG risk management across climate, gender, and community dimensions.

Risk oversight is embedded in every level of the organization and is supported by clear reporting lines and incident escalation protocols, contributing to both resilience and stakeholder confidence.

Compliance & ethical integrity

Our Compliance Management System (CMS) is a cornerstone of governance, led by Responsible Chiefs for Compliance Areas (RCAs) and monitored by the Compliance Committee, which includes the Group CEO, Chief HR Officer, and Chief Sustainability Development Officer.

The system includes:

- Annual risk mapping
- Anonymous grievance mechanisms (internal and external)
- Ongoing automation of compliance tracking tools

In 2024, four compliance cases were reviewed and resolved with transparency and integrity, following NETIS' Code of Conduct and Investigation Policy.

Grievance mechanism

NETIS offers a secure and confidential grievance mechanism accessible to internal staff, external stakeholders, and impacted communities:

- Internal Grievances can be submitted via HR, line managers, or confidential channels.
- External Grievances can be filed through our dedicated form on the corporate website: www.netisgroup.net/compliance.
- Community Complaints are managed through site-level focal points and the CSR Manager, ensuring feedback loops in field operations

All grievances are documented, escalated as necessary, and addressed by relevant authorities, including the Compliance Committee. Whistleblower protection is embedded in our procedures, and all cases are followed up with corrective actions, where needed. Transparency, protection from retaliation, and tracking are fundamental principles of this process.



Code of conduct

The NETIS Code of Conduct sets ethical expectations for all employees, suppliers, and partners. It addresses:

- Anti-bribery and corruption
- Labour and human rights
- Fair business practices and transparency
- Equal opportunity and non-discrimination
- Data privacy and information protection

All employees receive regular ethics training and must sign the Code as part of onboarding. Violations are addressed through structured investigation and, where applicable, disciplinary action.

A light version of the Code of Conduct dedicated to Business partners is signed prior to prequalifying any business partner ensuring Compliance.

Anti-Corruption and Business Ethics

At NETIS, we uphold a zero-tolerance policy toward all forms of corruption, bribery, and unethical business conduct. Our commitment to integrity is embedded in every interaction with clients, suppliers, subcontractors, and public authorities.

To ensure full alignment with international standards and investor expectations, NETIS has established a **Gratuity and Gifts Policy**, applicable to all employees and external third parties.

This policy clearly defines acceptable practices and prohibits any exchange of undue benefits that may influence decision-making or compromise impartiality. All gratuities, gifts, or hospitality exceeding defined thresholds must be declared and recorded in accordance with Group procedures.

As part of our wider compliance framework, anti-corruption provisions are embedded in:

- Our **Code of Conduct**, signed by all employees and business partners
- Our **supplier and subcontractor prequalification processes**, including due diligence and contractual clauses on ethical conduct
- Our **Compliance Management System (CMS)**, which

monitors and investigates potential conflicts of interest and unethical behaviour

- Our **training and awareness efforts**, targeting both staff and external stakeholders

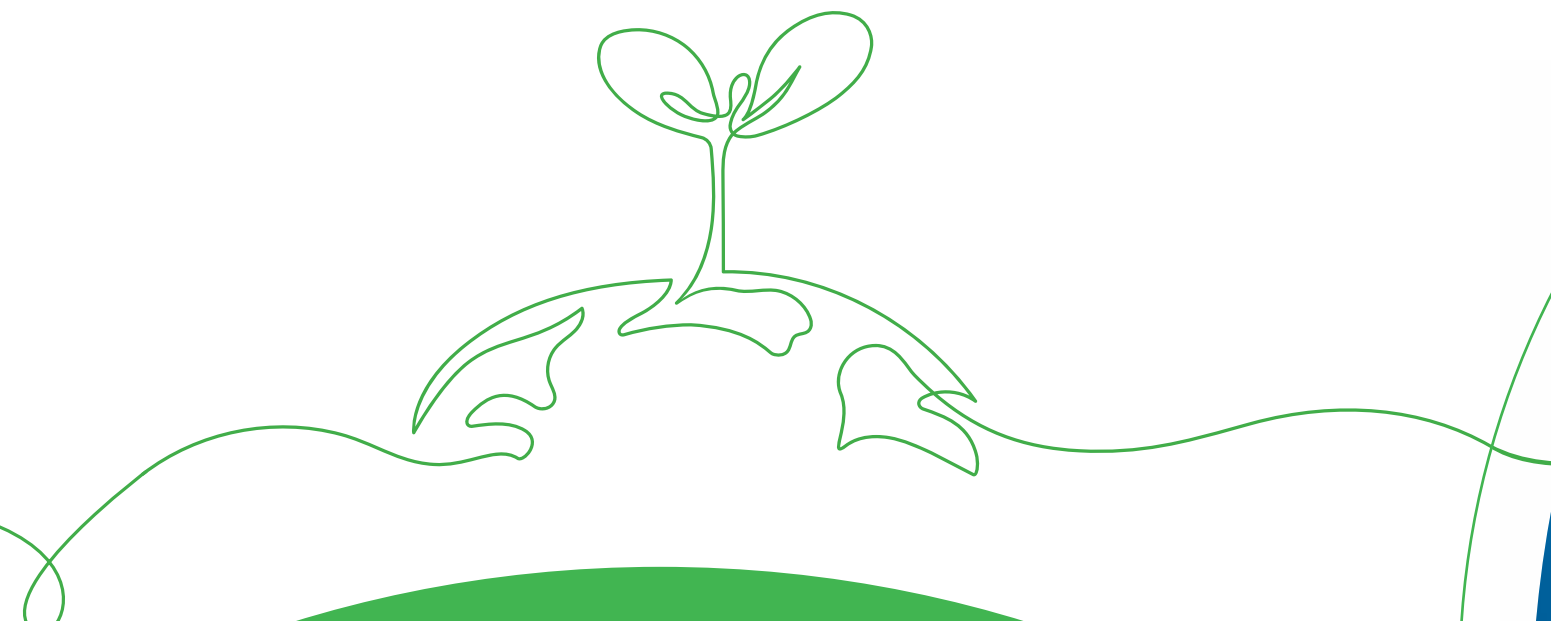
In 2024, NETIS delivered dedicated anti-corruption training to **49 employees** across high-risk functions such as procurement, finance, and project delivery. This training reinforced awareness of red flags, reporting obligations, and the disciplinary consequences of non-compliance.

Cybersecurity & digital ethics

Cybersecurity has become a central pillar of our governance and risk strategy. In 2024, NETIS made significant progress in strengthening its digital infrastructure to protect sensitive data, operational systems, and customer trust.

Key actions included enhancing user authentication, restricting external devices, training employees on cyber hygiene, and improving our monitoring capabilities across systems. Governance is ensured by both the Compliance Committee and the newly activated Digital Committee, which steers strategic decisions related to IT risk, infrastructure upgrades, and digital resilience.

Looking forward, NETIS aims to achieve international cybersecurity certification, improve incident detection and response, and integrate cyber risk fully into its ESG and business continuity planning.



Key metrics for success (2024)

In 2024, NETIS made notable strides in risk management and compliance. A new Internal Audit Department strengthened risk reviews and standardized internal controls. The Compliance Management System resolved four cases in line with the Code of Conduct and Investigation Policy. The grievance mechanism addressed internal and external concerns via multiple channels, including the website portal. Cybersecurity was reinforced through stricter access controls, employee training, and improved system monitoring.

2025 acceleration strategy

Building on our 2024 achievements, NETIS will focus on further strengthening our risk and compliance framework. The Internal Audit Department will expand its ESG risk management across climate, gender, and community dimensions.

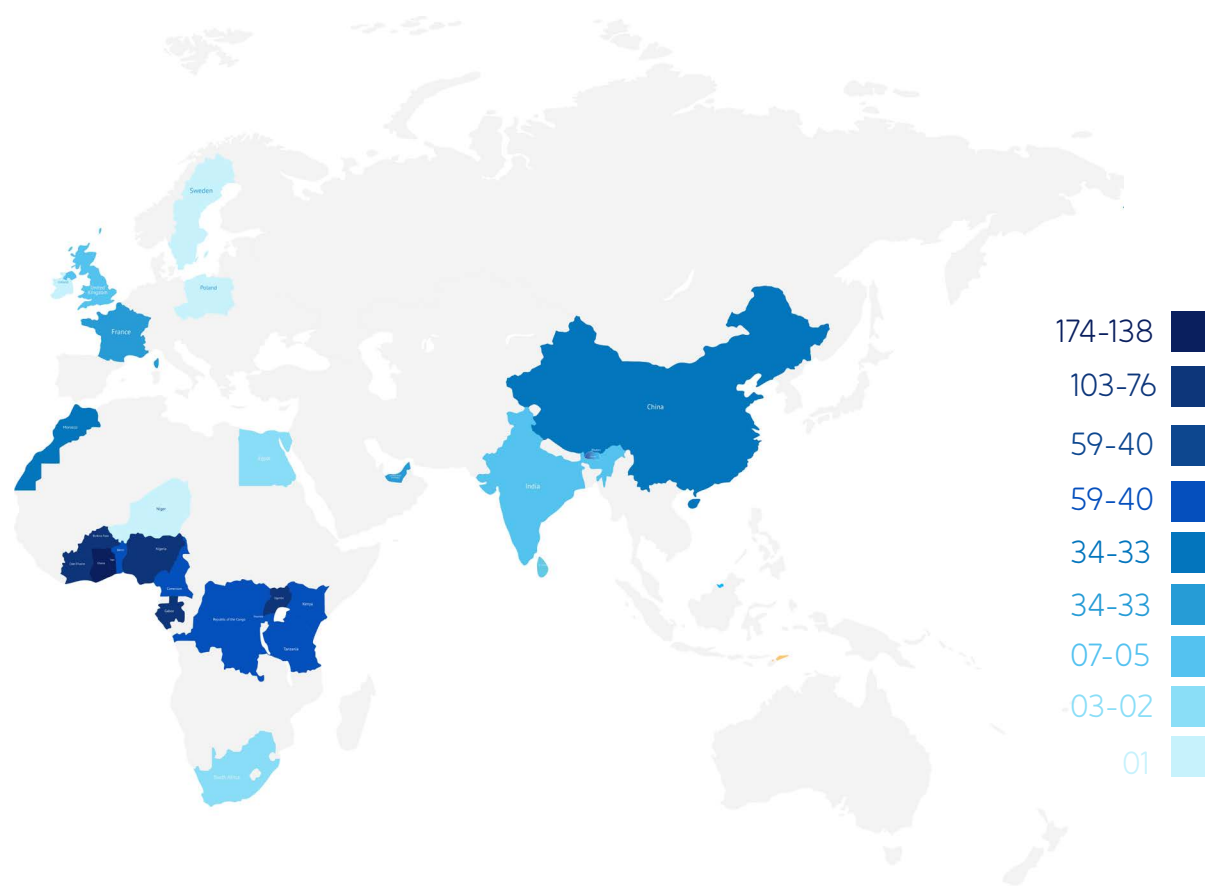


Responsible Supply Chain

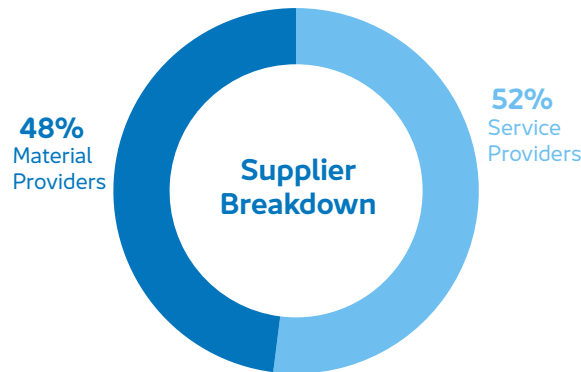
Sustainable supply chain management

NETIS maintains a robust and diverse global supply chain with 1140 active global Partners that spans 15 African nations and extends to 27 countries worldwide. Our procurement strategy is built on strategic diversity, responsible sourcing, and sustainable practices.

Key Metrics for Success (2024)



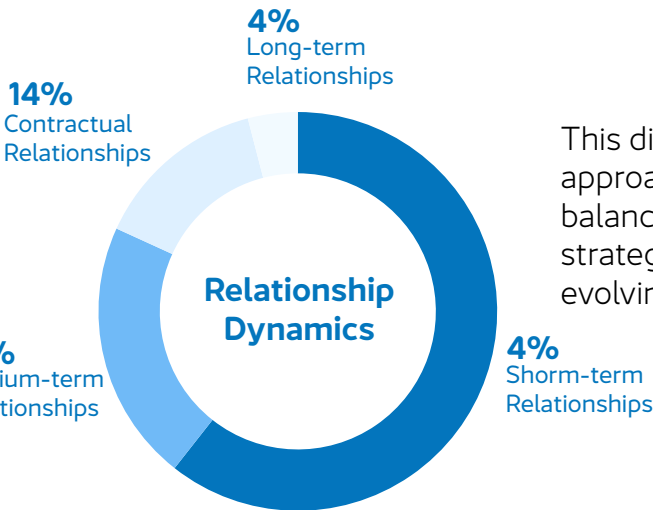
Supplier Composition



Material Providers : Critical suppliers ensuring consistent supply of essential materials for core operations.

Service Providers : Supporting essential operational functions with specialized services.

Figure 2 : NETIS' Supplier Composition



This distribution reflects our agile approach to supplier management, balancing operational flexibility with strategic partnerships while adapting to evolving market conditions.

Figure 3 : Supplier Interaction Model

Ethical Sourcing Framework

Risk Mitigation

Zero Risk

Child labor and forced labor verified through comprehensive audits
Human trafficking, corruption, environmental compliance among others

100%

Annual compliance audits for strategic international suppliers

Procurement Principles

Local Procurement



Supplier Screening Compliance



Figure 4: Procurement and Supplier Screening Compliance Overview

2024 Sustainability Initiatives



Sustainable Procurement Policy

Comprehensive guidelines for responsible procurement practices



Enhanced Evaluation Procedures

Refined supplier assessment metrics with sustainability focus



Sustainability Metrics Integration

Performance reviews with integrated ESG indicators

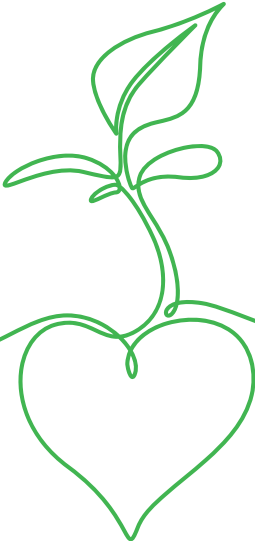


Local Supplier Development

Expanded capacity building programs for regional partners

These key metrics not only reflect our current performance but also guide our strategic focus moving forward.





2025 Acceleration Strategy

For 2025, NETIS Group will build upon the foundation established by our governance structures, particularly leveraging the newly launched Sustainable Development Committee (SDC) and its three subcommittees. The monthly meetings of these bodies will continue to drive sustainability implementation across the Group and its subsidiaries.

Strategic Roadmap 2025

NETIS is committed to continuously improving its governance model. In 2025, we will:

- Roll out ESG and compliance KPIs across all subsidiaries
- Further integrate data ethics and cybersecurity into our governance systems
- Complete cybersecurity certifications
- Extend compliance training to key partners and suppliers
- Deepen sustainability leadership through the SDC and CSR programs
- Strengthen sustainable supply chain management through improved qualification/evaluation

Through these actions, we aim to build a future-ready, resilient, and ethical organization aligned with the values of the communities we serve and the principles we uphold.



A smiling man in a suit is the central figure of the page. The image is overlaid with a blue and green gradient that transitions from left to right. The text 'CHAPTER 3' is written in large, white, bold, sans-serif capital letters across the middle of the image.

CHAPTER 3

Empowered People And Workplace Culture

NETIS’ 2024 social sustainability performance reflects our strategic commitment to creating value through people. With operations across 16 countries and a growing workforce of +3,500 employees, we have strengthened our foundation through transformative initiatives in safety culture, professional development, gender equality, and employee wellbeing.

This year, we achieved significant milestones,



34% employee participation in professional development programs



21% female representation (up from 18% in 2021)



Safety Enhanced safety protocols resulting in measurable improvements in fleet safety metrics



Launched comprehensive Gender and Empowerment Initiative with four specialized programs

as we look ahead, our strategic roadmap focuses on developing future-ready talent, accelerating gender parity in leadership, and embedding safety as a non-negotiable value across all operations.



Human Capital Foundation

NETIS continues to demonstrate resilience and growth with a workforce that has expanded strategically across our operational footprint. Our +3500 employees represent diverse backgrounds, skills, and experiences that collectively drive our success and innovation.

Driving growth and diversity

In 2024, NETIS advanced its human capital management through measurable workforce initiatives. The organization's total workforce grew through 1,009 new employee hires, distributed across all of our subsidiaries. Female representation increased from 18% to 21% of total employees in three years, with 236 women hired, marking a 24% year-over-year increase in female recruitment.

Strategic talent acquisition and retention

While maintaining a turnover rate of 2% among managers and 18% among non-managers, we remained focused on talent development, evolving our approach into a comprehensive strategy that supports career growth, inclusion, and engagement. Key initiatives include:

- **Structured Mobility Program:** Facilitated six strategic internal transfers across operations, finance, and executive functions
- **Standardized Recruitment Framework:** Implemented consistent hiring practices across all subsidiaries, to have a diverse candidate pool and an equitable and inclusive workplace.
- **HR Capability Building:** Delivered specialized training to 26 HR and Operations staff to enhance talent acquisition and development expertise

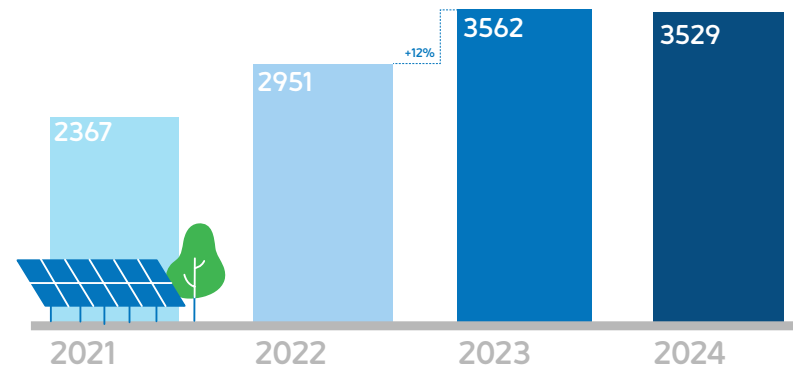
Creating a compelling workplace

At NETIS, we recognise that our workforce is our most valuable asset. Our employee value proposition centres on five key pillars:

1. **Professional Growth:** NETIS fosters structured career pathways and development opportunities, as reflected in our annual employee reviews, with a 89% participation rate in 2024. These reviews cover mobility, development, and training goals for all employees, including an evaluation of leadership involvement in strategic sustainability initiatives. This assessment focuses on their engagement with key environmental, social, and governance (ESG) topics and progress toward NETIS' sustainability objectives
2. **Inclusive Culture:** Workplace environment that celebrates diversity and fosters belonging.
3. **Competitive Benefits:** Comprehensive compensation packages addressing financial, health, and well-being needs.
4. **Purposeful Work:** Meaningful contributions to company goals and community impact.
5. **Fair pay:** Our job evaluation process, including the development of a standardized salary scale, ensures fairness and competitiveness, addressing pay discrepancies across subsidiaries.

Key Metrics for Success (2024)

Total Workforce growth

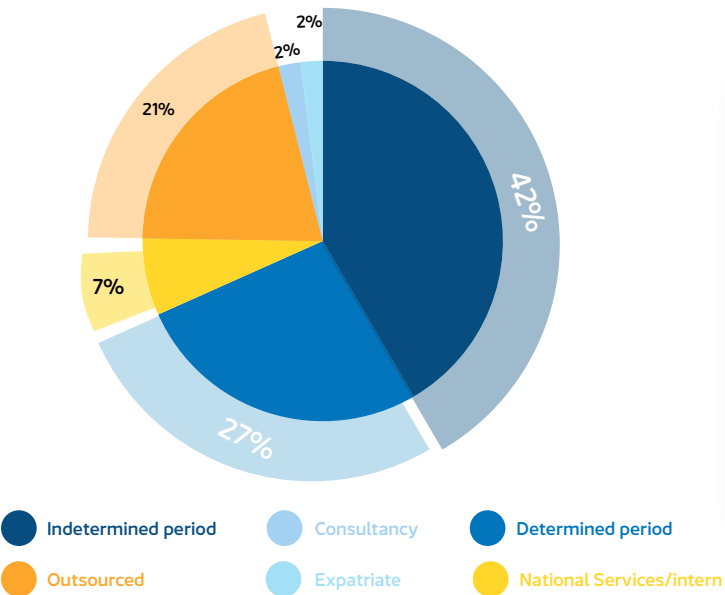


Key Insights

Our workforce has grown by 49% since 2021, reflecting our commitment to sustainable business expansion and job creation.

Figure 5: Workforce Growth Trends and Analysis

2024 Workforce by contract type



Key Insights

NETIS' workforce is composed of a mix of contract types, ensuring flexibility and alignment with the company's operational needs, this mix reflects NETIS' approach to managing a diverse set of workforce needs, with a balance of permanent, temporary, and outsourced roles

Figure 7 : Breakdown of Workforce by Contract Type in 2024

2024 workforce Snapshot

Total Employees 3529



Figure 6: Workforce Composition Snapshot for 2024

Key Insights

Our transparent reporting on employee numbers by gender supports our commitment to diversity and inclusion.

2024 workforce age distrubtion by gender

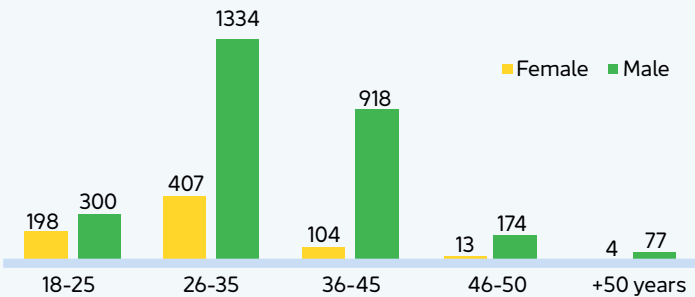


Figure 8: Gender-Based Age Distribution of workforce in 2024

Key Insights

The company's workforce spans across various age ranges, which helps balance experience with innovation, driving both operational efficiency and creativity

2024 Entry-Level Wage to minimum Wage Ratio

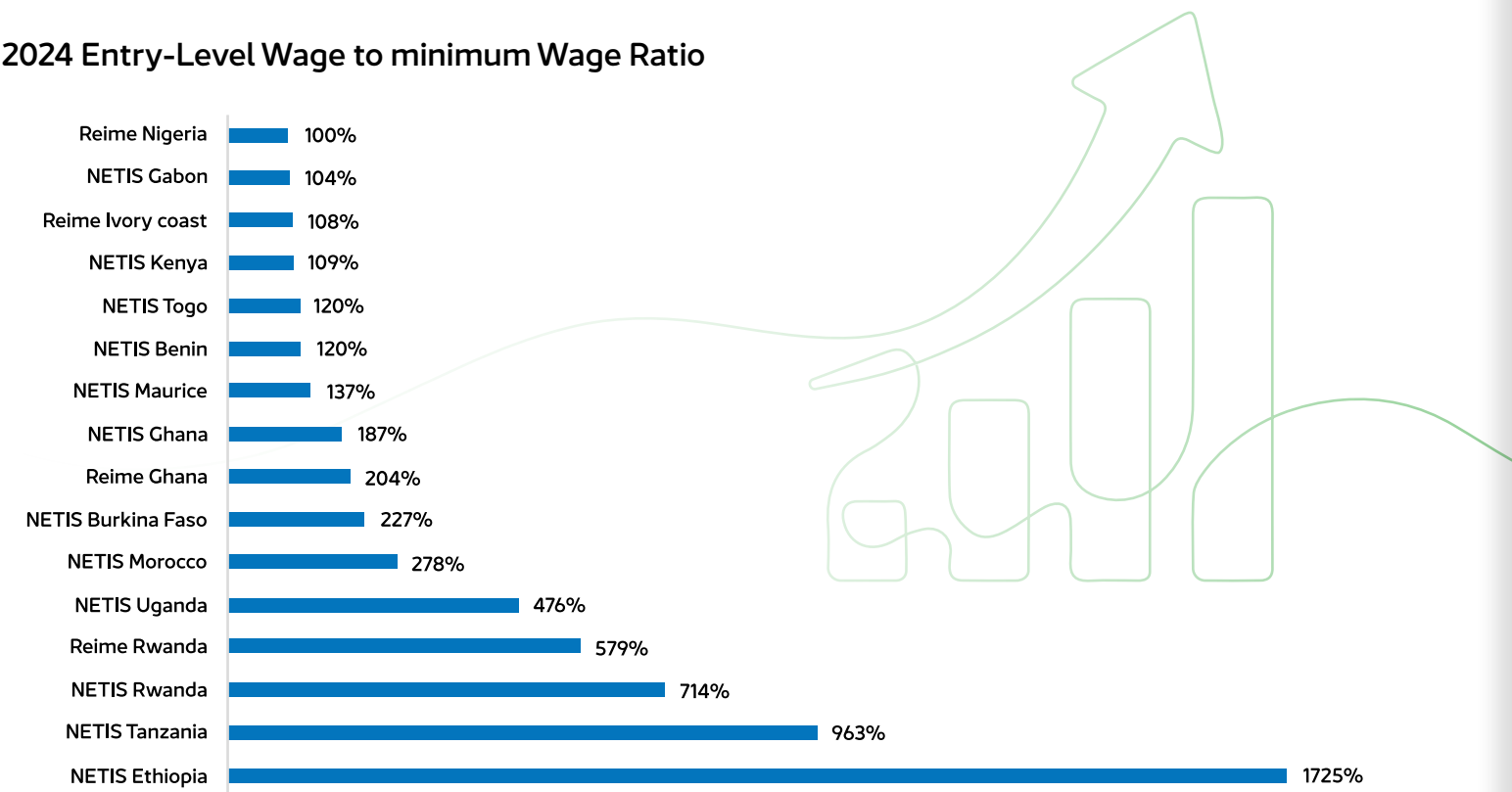


Figure 9: Comparison of Entry-Level Wage and Minimum Wage Ratio in 2024

Key Insights

NETIS is committed to fair compensation, consistently offering entry-level wages that significantly exceed minimum wage standards across African markets. By providing competitive remuneration, the company empowers its workforce and contributes to economic growth and individual financial well-being. This strategic approach to compensation reflects NETIS' dedication to sustainable employment practices and its role in fostering economic opportunities across diverse African regions.

2025 Acceleration Strategy

At NETIS, building a strong human capital foundation means equipping our teams with the tools and systems needed to thrive in a dynamic, digital-first environment. As part of this vision, we have launched a comprehensive HR digital transformation initiative centred on the implementation of a standardized Human Resources Management System (HRMS) across all subsidiaries.

This initiative is designed to centralize HR data, automate critical processes, and introduce self-service functionalities for employees and managers. By doing so, we are enhancing efficiency, improving decision-making, and delivering a more seamless and empowering employee experience. More than a technological upgrade, this transformation reflects our commitment to modernizing the HR function as a strategic pillar of the organization—one that is data-driven, responsive, and aligned with the evolving needs of our people and business.



Safety & Wellbeing

Effectiveness in safety as a core value

In 2024, NETIS achieved a fundamental shift in safety culture, elevating it from compliance to a core organizational value. This transformation reflects our belief that safety is not merely a regulatory requirement but a foundational principle that protects our most valuable asset—our people.

Our approach integrates cutting-edge technology with human-centred practices:

- **Integrated Management System:** Certified under ISO 45001:2018, ISO 9001:2015, and ISO 14001:2015
- **Stakeholder Engagement:** We organize Quarterly Safety Committees with cross-functional representation to align on health, safety, and environmental performance across all levels of the organization. In addition, we hold NETISAFE meetings monthly sessions chaired by the Group CEO in addition to the sustainability Team with all Managing Directors to review subsidiary performance, address safety infractions, and ensure continuous improvement across the Group.
- **Technology-Enabled Safety:** Real-time monitoring and intervention systems, including The UTAD Performance Scoring Tool that provides real-time compliance assessment in Safety, Health, Environment, Risk, and Quality (SHERQ), offering valuable insights that enable swift, informed interventions. Similarly, the MyEvent Management App facilitates immediate reporting of safety concerns and near misses, supporting rigorous incident investigations through root cause analysis and corrective actions.

Strengthening risk management

As we move forward, our priority is to reinforce our proactive approach to risk management, where every risk is meticulously evaluated and addressed before it escalates. SHERQ Managers work closely with department heads to assess risks and implement mitigation strategies that identify emerging hazards and update action plans accordingly. We have prioritized three key areas for targeted improvements:



1. Fitness for Duty Program

Our holistic approach to workforce readiness encompasses physical, mental, and competency dimensions:

- **Physical Readiness:** Tailored pre-employment screenings and ongoing health assessments
- **Competency Assurance:** Mandatory certifications in critical safety domains including work at height, electrical safety, and defensive driving.
- **Wellness Integration:** Comprehensive mental health support and work-life balance initiatives

The program is anchored by NETIS' 13 Life-Saving Rules, which serve as non-negotiable principles governing all operations.

2. Fleet Safety Management

Although our MVA trend has decreased, we have identified a need for enhanced real-time supervision of vehicles, NETIS launched the Fleet Bureau initiative, a strategic partnership with our tracking provider that represents a significant advancement in our approach to fleet safety and efficiency.

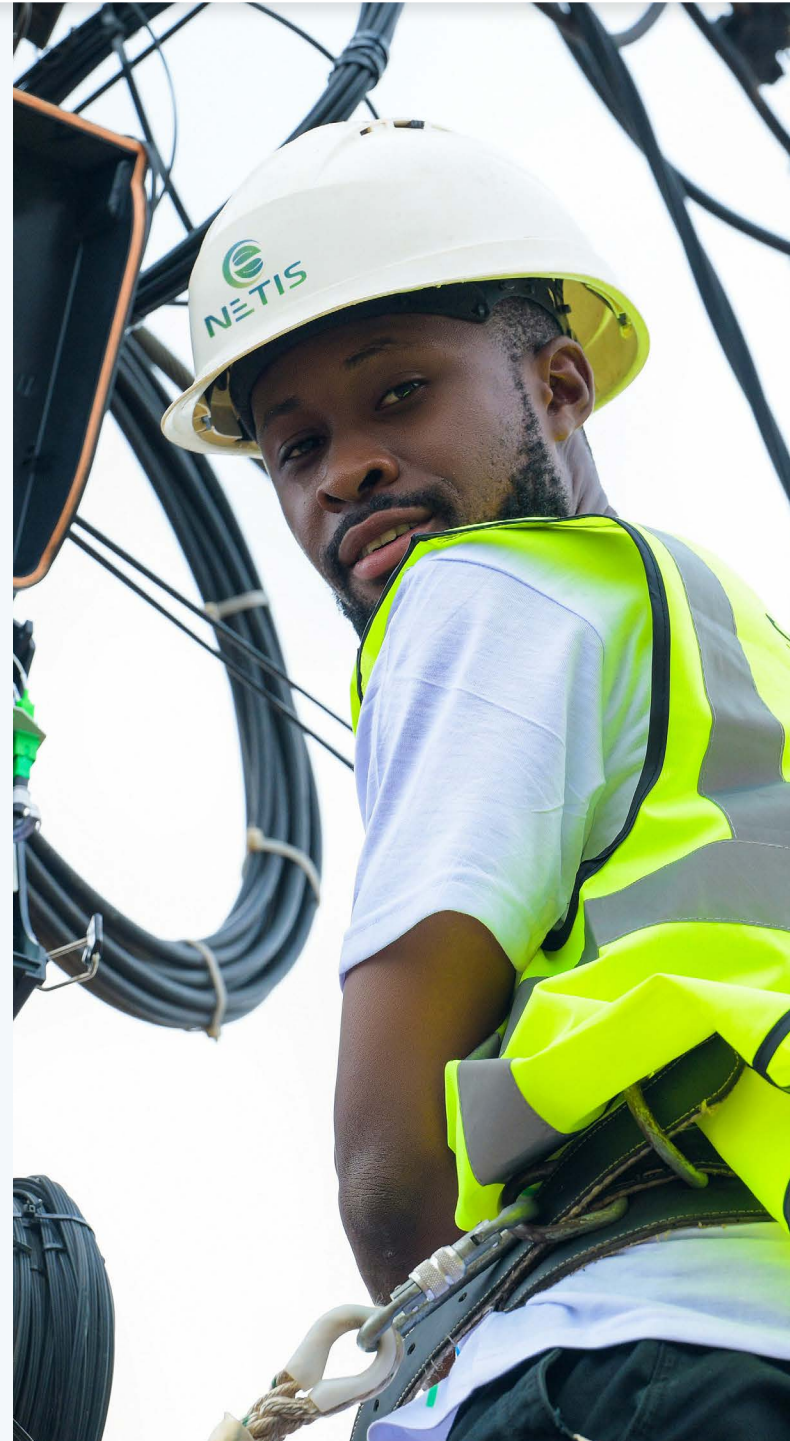
The Fleet Bureau initiative represents a paradigm shift in our approach to transportation safety:

- **Data-driven oversight:** A fully deployed system enables real-time monitoring of vehicle location, speed, and driver behaviour. Dashcam-based continuous surveillance has been implemented in two subsidiaries and is currently being extended across the Group.
- **Structured Rest Protocols:** Enforced 30-minute breaks after three consecutive driving hours and unauthorized night driving oversight.
- **Immediate Intervention:** Direct alerts to drivers and supervisors when safety parameters are breached

Initial full implementation of the Fleet Bureau in two subsidiaries has yielded measurable improvements in fleet safety metrics.

3. Extending Safety Excellence to Partners

At NETIS, we recognise that true safety excellence is only achieved when all actors within our value chain are aligned with our standards. To that end, we have developed a robust



framework for integrating subcontractors into our safety ecosystem, ensuring that our commitment to health, safety, and environmental protection extends well beyond our internal teams.

- **Pre-Qualification Assessment:**

All subcontractors undergo a stringent evaluation process that assesses the maturity and effectiveness of their safety management systems. This screening ensures that only partners with strong safety foundations are selected to support our operations.

- **Cultural Alignment and Onboarding:**

Every subcontractor is required to participate in a mandatory induction program designed to embed NETIS' safety values, expectations, and behavioural standards. This orientation fosters a shared culture of accountability and vigilance across all worksites.

- **Performance Monitoring and Continuous Oversight:**

Subcontractor performance is tracked through regular safety audits, site inspections, reporting, and compliance reviews conducted by SHERQ managers. These evaluations serve both as a control mechanism and as an opportunity for capacity-building and continuous improvement. This integrated approach has significantly reinforced cooperation between Group SHERQ teams and operational managers across subsidiaries. It has also improved incident prevention, compliance with international HSE standards, and consistency in safety practices ultimately contributing to a safer and more responsible supply chain.

Employee wellbeing

Our commitment to employee well-being extends beyond physical safety to encompass financial security, health, and career fulfilment:

- **Comprehensive Health Coverage:** Medical insurance programs across all subsidiaries
- **Financial Security:** Retirement contributions and life insurance benefits
- **Mental Health Support:** Dedicated resources for psychological wellbeing
- **Transportation Assistance:** Vehicle provisions or allowances based on job requirements

These initiatives reflect our holistic approach to employee care and our recognition that wellbeing is essential for sustainable performance.



Key Metrics for Success (2024)

Beyond digital solutions, real engagement is crucial. In 2024, our employees logged over 1,890 hours aggregated across all subsidiaries and months in EHS training and awareness demonstrating our commitment to embedding safety into daily operations. Complementing this, we conducted 1,839 BNS audits and 7,782 inspections to uphold rigorous safety standards across all sites, paired with 34,853 Near miss and RO detected.

Total EHS & Awarness Hours in 2024

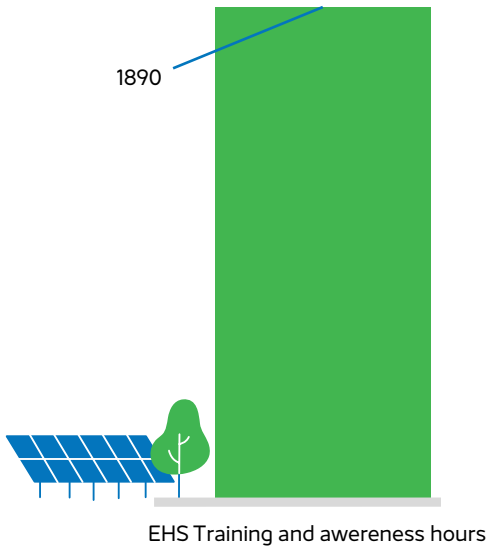


Figure 10: EHS Training and Awareness Hours Overview for 2024

Safety Audits and Inspection in 2024

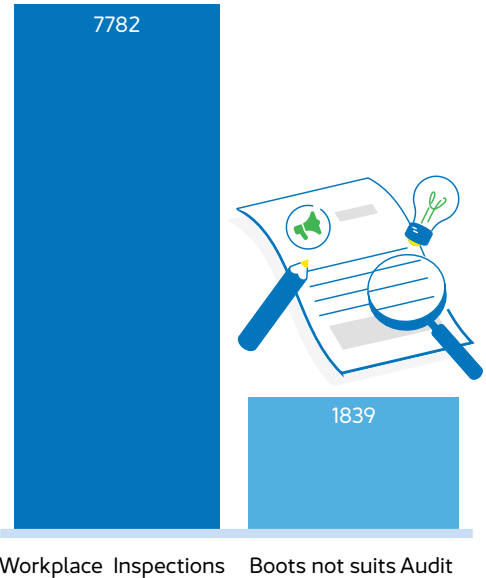


Figure 11: Safety Audits and Inspections Overview for 2024

Key insights:

In 2024, NETIS demonstrated an unparalleled commitment to safety through 7,782 comprehensive workplace inspections, 1,839 boots-not-suits audits, and 1,890 EHS training and awareness hours through constant sessions, underscoring our proactive approach to maintaining a safe and informed workplace

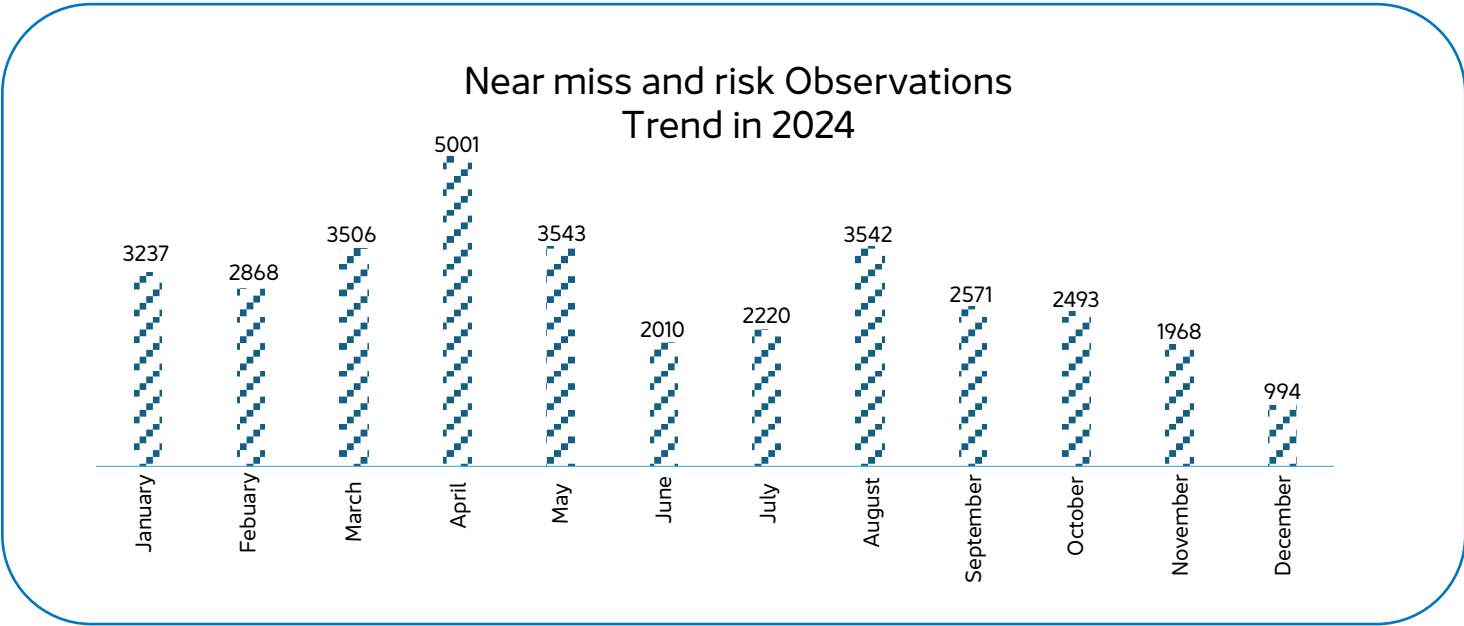


Figure 12: Near Miss and Risk Observation Trend in 2024

Key insights:

Throughout the year, NETIS demonstrated an exceptional commitment to safety by recording 34,853 near miss and risk observations, reflecting a robust and proactive approach to workplace risk management and employee protection.



Motor vehicel Accident Rate in 2024
(No of MVA per 1M KM)

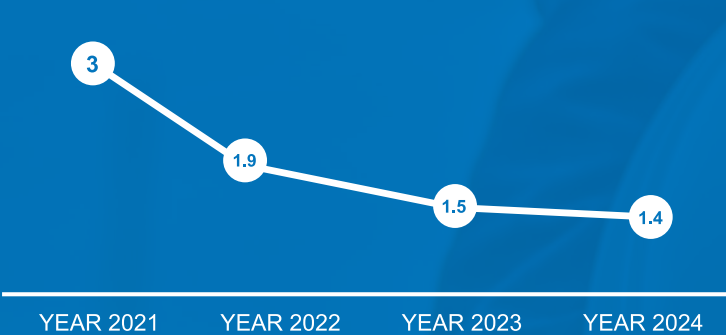


Figure 13: Motor Vehicle Accident Rate Analysis in 2024

Lost time accidents Rate in 2024

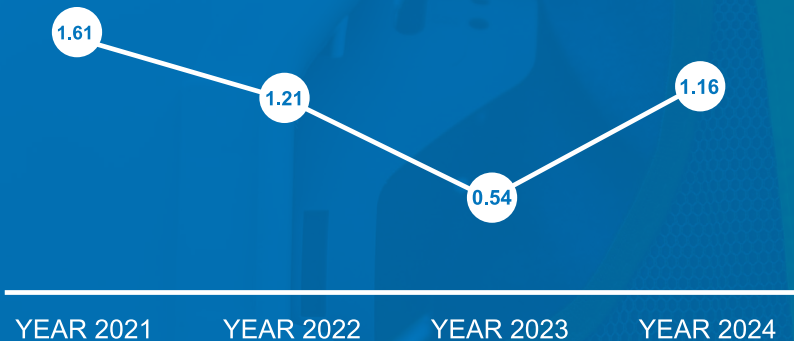


Figure 14 : Lost Time Accident Rate Analysis in 2024

Motor vehicel Accident Trend in 2024

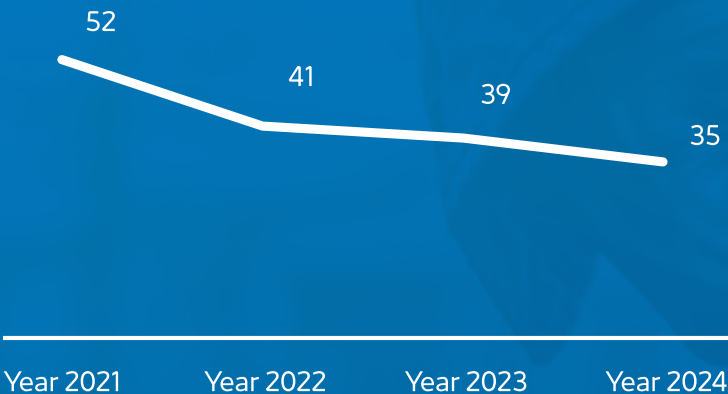


Figure 15: Motor Vehicle Accident Trend Analysis in 2024

Lost time accidents Trend in 2024



Figure 16: Lost Time Accidents Trend Analysis in 2024

Key insights:

Lost Time Accidents (LTA) showed a significant variation, dropping to 18 in 2023 but rising to 37 in 2024. This increase was primarily due to a series of repeated, low-severity incidents concentrated in two subsidiaries during the early part of the year. These cases were promptly identified and brought under control through targeted corrective measures as the year progressed. Correspondingly, the Lost Time Accident Rate increased from 0.54 in 2023 to 1.16 in 2024, reflecting the temporary spike in incident frequency rather than a systemic deterioration in safety standards.

Motor Vehicle Accidents (MVA) demonstrated a consistent downward trend, decreasing from 52 in 2021 to 35 in 2024. The Motor Vehicle Accident Rate per 1M kilometres similarly improved, declining from 3.0 in 2021 to 1.4 in 2024, reflecting enhanced driving safety and risk management.

While MVA metrics indicate a positive trajectory, the concentration of LTAs in early 2024 underscores the importance of reinforcing incident reporting systems and sustaining proactive safety oversight across all subsidiaries.

Rather than viewing these incidents as setbacks, we have treated them as catalysts for continuous improvement—enhancing our oversight mechanisms, strengthening communication channels, and reaffirming that safety must be upheld with equal rigour across both internal teams and subcontractors. By refining our expectations and enforcement practices, we are embedding a culture where safety is a shared, non-negotiable responsibility at every level of the organization.



2025 Acceleration Strategy

In 2025, NETIS is reinforcing its approach to workforce and subcontractor management to ensure deeper alignment with Group standards and performance expectations. Priority actions include:

- **Enhanced Oversight**
Strengthening the supervision of all field activities—whether conducted by employees or subcontractors—through regular audits, improved compliance controls, and more robust incident reporting mechanisms.
- **Expanded Performance Indicators**
Introducing new KPIs tailored to frontline execution—covering safety, quality, efficiency, and responsiveness—to drive accountability and track performance across all contributors.
- **Streamlined Operational Procedures**
Standardizing key operational processes, such as work permits and site onboarding, to ensure consistency, speed, and clarity from day one, regardless of employment status.
- **Enforced Accountability**
Applying clear and consistent disciplinary processes for all workforce categories—ensuring that lapses in safety or quality are addressed promptly and fairly, with corrective actions and, where necessary, sanctions.

This integrated and reinforced management framework is essential to accelerating project delivery, sustaining compliance, and ensuring operational discipline across all NETIS sites and teams

Diversity & Inclusion

Approach to equity, gender, and empowerment

NETIS has embraced diversity and inclusion as strategic imperatives, recognising that diverse perspectives drive innovation and organizational resilience. While significant progress has been made in 2024, we acknowledge the need for continued focus to achieve our three-year gender parity goals.

Gender and empowerment initiative

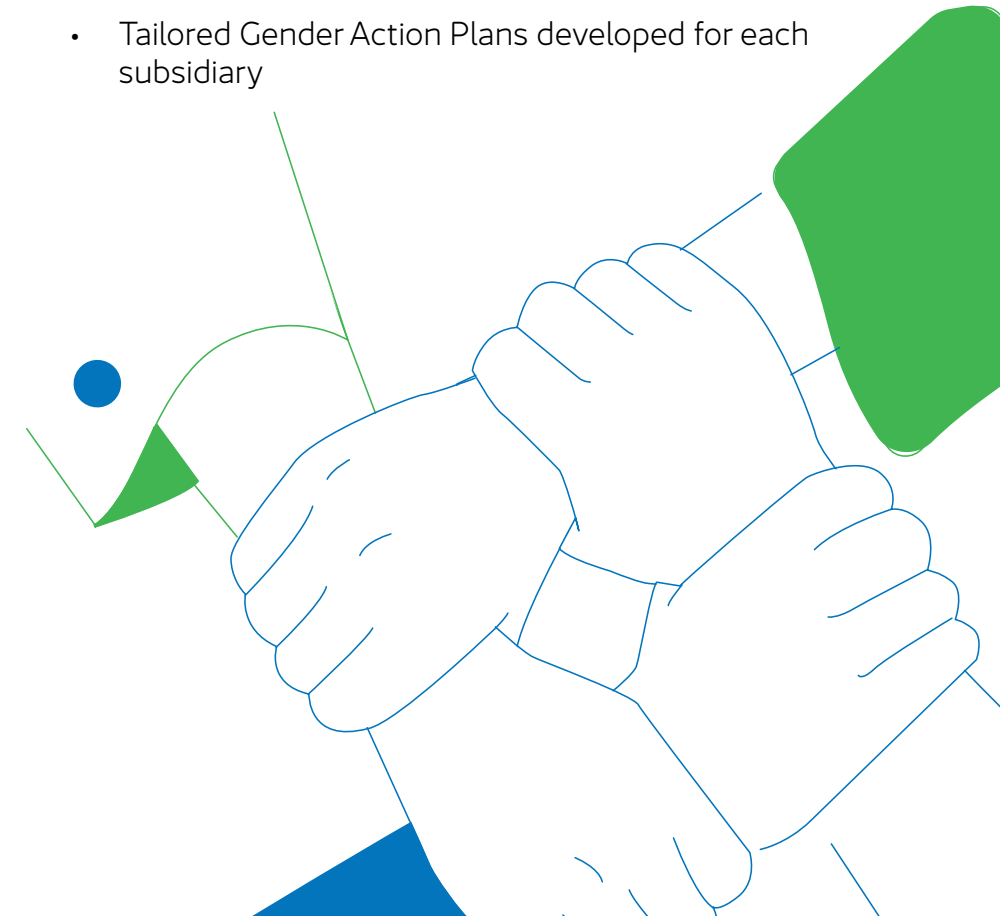
Our flagship Gender and Empowerment Initiative comprises four interconnected programs designed to address structural barriers and accelerate progress:

designed to address structural barriers and accelerate progress:

1. **Mentorship Program:** Strategic pairing of emerging female talent with senior leaders, creating pathways for advancement
2. **Internship Pipeline:** Structured entry opportunities for young women, building a sustainable talent pipeline
3. **Venus Leadership Program:** Specialized development curriculum for high-potential female employee.
4. **Elevate Allies Program:** Engagement of male colleagues as active champions for gender equity

In 2024 we have made impactful strides in the implementation including:

- Comprehensive training delivered to HR teams across all subsidiaries
- Unified branding and communication strategy
- Formal diversity and inclusion policy finalized and distributed
- Tailored Gender Action Plans developed for each subsidiary



Key Metrics for Success (2024)

Women In leadership

Top Managment

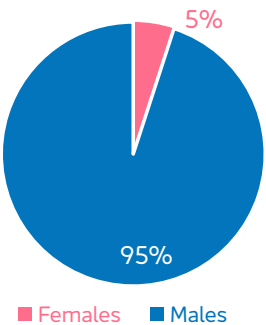


Figure 17: Representation of Females in Top Management

Middle Managment

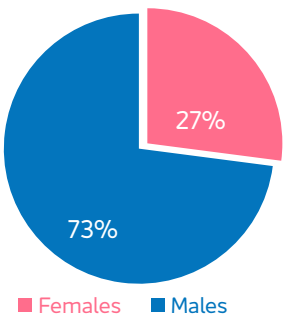


Figure 18: Representation of Females in Middle Management

Key insights:

While middle management shows improving gender diversity at 27% female representation, our top management (5% female) represents a key area for future development. NETIS is implementing targeted leadership development programs to create pathways for women to advance to senior positions.

Gender Mix evolution

Female Representation Trend

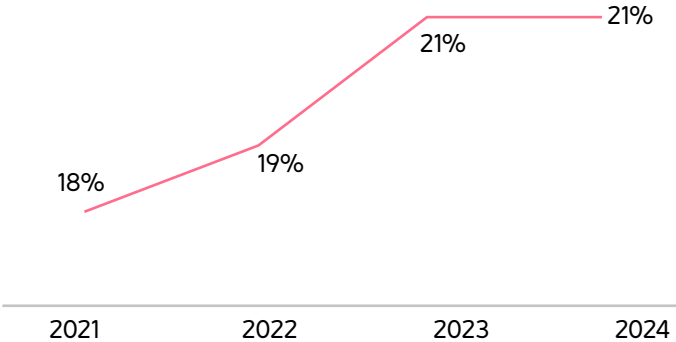


Figure 19: Group Female Representation Trend Over Time

Key insights:

We have increased female representation in the whole group from 18% to 21% over four years, with ongoing initiatives to improve gender balance.

Female Headcount evolution

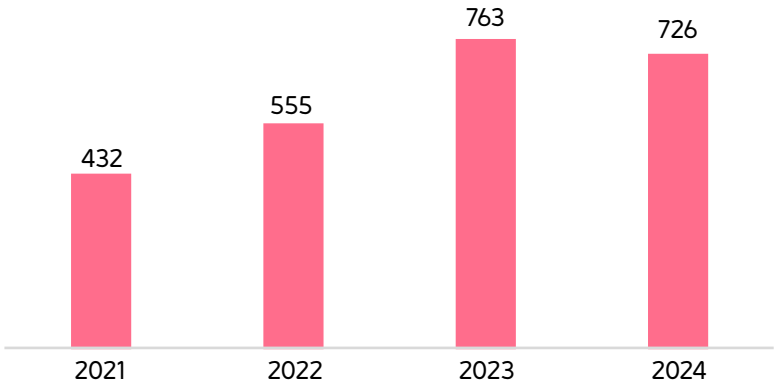
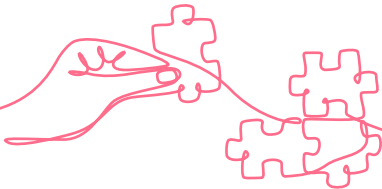


Figure 20: Female Headcount Growth Over Time

Key insights:

The female headcount increased significantly from 432 in 2021 to 726 in 2024, showing strong progress in gender diversity. Despite the growth in overall headcount, we continue to focus on initiatives to further improve female representation, particularly in leadership positions.





2025 Acceleration Strategy

Based on critical assessment of our progress, we have identified four priority areas for 2025:

1. **Policy Implementation:** Full deployment of gender-oriented recruitment and promotion policies across all subsidiaries by Q2 2025
2. **Program Scaling:** Expansion of successful pilot initiatives to all operational locations
3. **Leadership Pipeline:** Structured succession planning with specific gender diversity targets

These initiatives will be supported by enhanced metrics tracking and quarterly progress reviews to ensure accountability and momentum.

Training And Upskilling

Learning ecosystem

NETIS has cultivated a dynamic learning ecosystem centred on continuous skill development and knowledge exchange. At the heart of this ecosystem is UNINET (University of NETIS), which serves as our cornerstone for professional growth and capability building.

As a result, remarkable surge in participation in our training and development programs has been witnessed over the last four years.

Most notably, in 2024, we achieved an outstanding 34% participation rate, with 1194 employees trained out of 3529.

Learning priorities for organizational growth

Technical Excellence

Our Fiber Optics Training Program represents a centrepiece of our technical capability development:

- In-house designed curriculum tailored to operational needs
- Progressive skill development from foundational to advanced levels
- Practical application focus ensuring immediate workplace relevance

Safety Competency

A significant portion of our 698 training topics in 2024 focused on safety-critical competencies:

- EHS Certifications across various domains

- Specialized training in high-risk activities (Working at Height, Confined Spaces)
- Defensive Driving and road safety protocols

Knowledge Transfer

The I-TEACH Program (Internal Training Empowerment and Capabilities Hub) harnesses the expertise of our workforce:

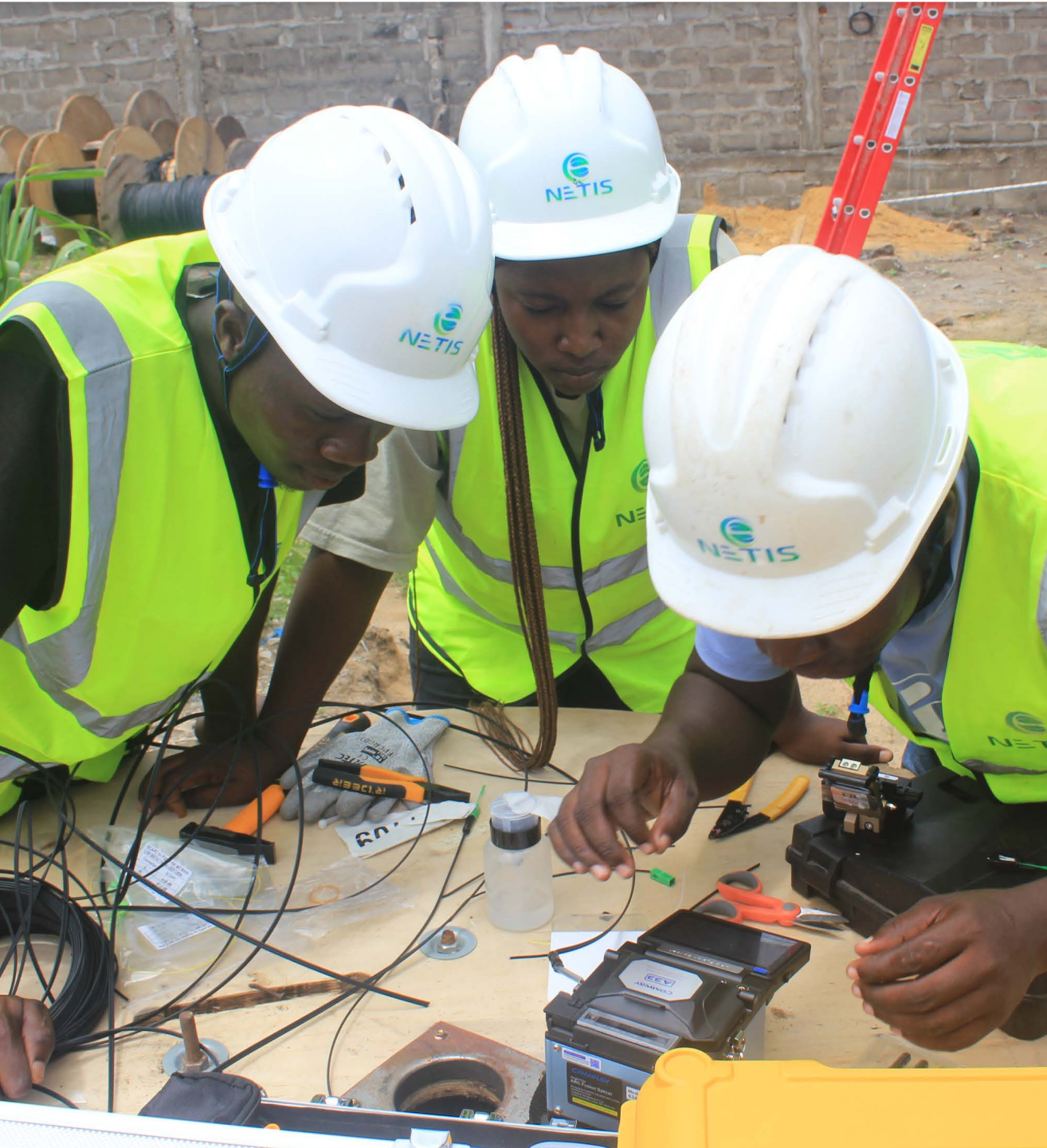
- Internal subject matter experts trained as certified instructors
- Hands-on instruction in critical operational areas
- Goal of 5+ certified internal trainers by year-end 2025

Extended Impact

Our development initiatives extend beyond our direct workforce:

- Safety training provided to 16 technicians in Cameroon
- Technical skills development for 20 technicians in Rwanda (25% female)





Key Metrics for success:

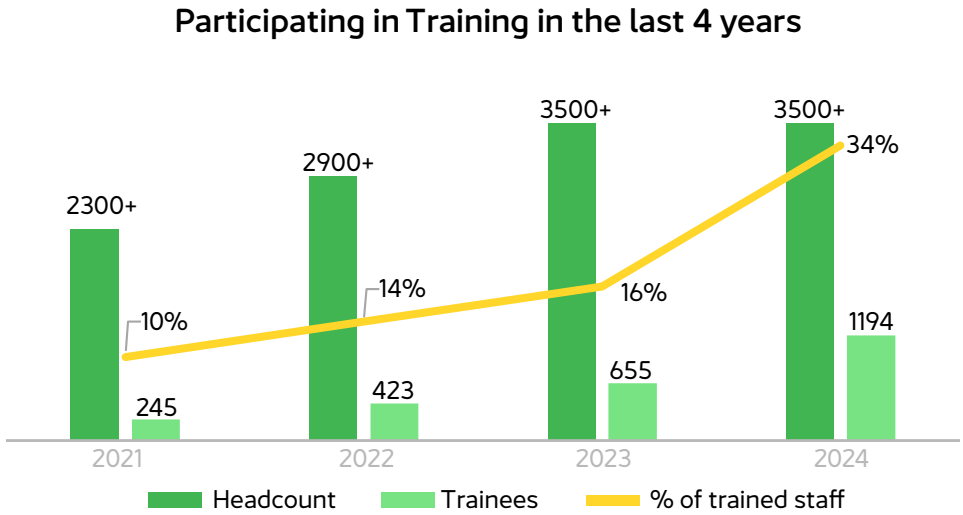
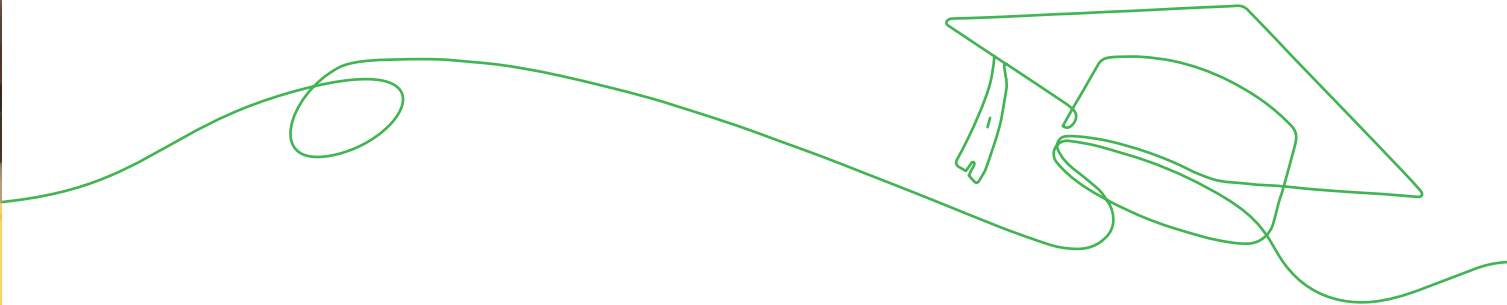


Figure 21: 4-Year Overview of Training Participation

Key insights:

NETIS has shown a remarkable progression in training engagement. Starting with 245 trainees and 2,400 headcounts in 2021 (10% trained staff), the organization steadily increased training participation. By 2024, the numbers escalated to 1,194 trainees, 3,529 headcount, and an impressive 34% of staff trained, demonstrating a robust commitment to continuous learning and professional development.



Mandatory Vs Voluntary Training



Figure 22: Mandatory vs. Voluntary Training Overview

Training breakdown by gender

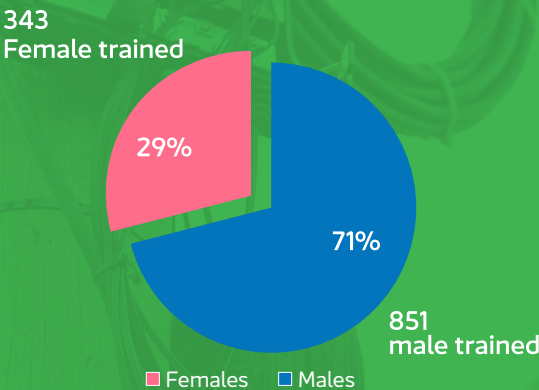


Figure 25: Training Participation Breakdown by Gender

Internal Training Vs External Training investment

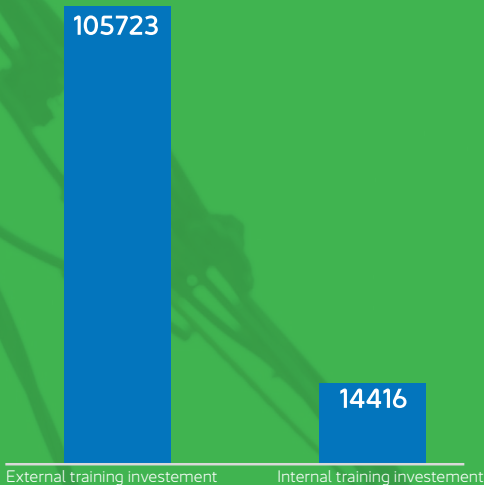


Figure 23: Comparison of Internal vs. External Training Investment

Internal Vs External training hours



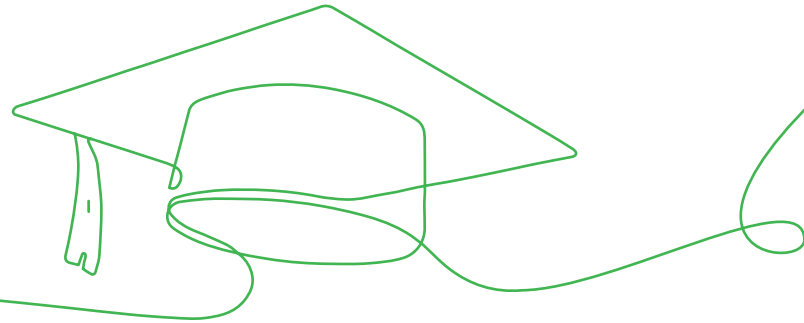
Figure 24: Comparison of Internal vs. External Training Hours

| Scope | Total employee Trained | Female Trained |
|-----------------------|------------------------|----------------|
| NETIS Burkina Faso | 130 | 34 |
| NETIS Benin | 28 | 3 |
| NETIS East Africa | 65 | 38 |
| NETIS Ethiopia | 17 | 9 |
| NETIS Gabon | 86 | 16 |
| NETIS Ghana | 74 | 35 |
| NETISMA-NETIS Holding | 44 | 26 |
| NETIS DRC | 75 | 6 |
| NETIS Rwanda | 95 | 50 |
| NETIS Togo | 92 | 26 |
| NETIS Tanzania | 96 | 27 |
| NETIS Uganda | 52 | 15 |
| Reime CIV | 102 | 7 |
| Reime Ghat | 65 | 13 |
| Reime Rwanda | 96 | 28 |
| Reime Nigeria | 75 | 10 |
| Total invested | | +117.000\$ |

Table 4: Money Invested and Employee Training Numbers by Subsidiary

Key insights:

NETIS demonstrates a robust commitment to employee development, investing + \$117,000 in comprehensive training programs that encompass mandatory and voluntary learning opportunities, with a focus on both internal expertise and external knowledge enhancement



2025 Acceleration Strategy

In 2025, we will enhance our focus on building and tracking capabilities across the entire value chain, including non-employees, through the following actions:

- **Comprehensive Tracking for Non-Employee Training:**
We will implement robust systems to monitor training delivered to subcontractors and other third parties, enabling us better to assess the broader impact of our capability development efforts.
- **Enforcement of Our Ongoing Projects:**
We will ensure consistent follow-up and accountability for all ongoing projects, with clear milestones, reinforced governance, and stronger ownership across teams.

These actions support our goal of embedding long-term performance improvements while extending our impact beyond internal teams.



Community Engagement

Approach to social impact and community engagement

NETIS recognizes that sustainable business success is inextricably linked to thriving communities. Our community engagement approach focuses on creating shared value through strategic initiatives that address local needs while leveraging our core competencies.

Key focus areas include:

- Infrastructure development for community benefit
- Education and skills development partnerships
- Economic empowerment for vulnerable populations

Local partnerships

Our impact is amplified through strategic partnerships with:

- Local educational institutions
- Community organizations
- Industry associations

These collaborations ensure that our initiatives are culturally relevant, locally owned, and sustainable over time.



Supporting Education in Morocco Post-Earthquake

Location: Dou Ounamer and Imzayne, rural commune of Anougal, Al Haouz, Morocco.

Community: Nearly 150 families. Around 100 school-age children.

Impact:

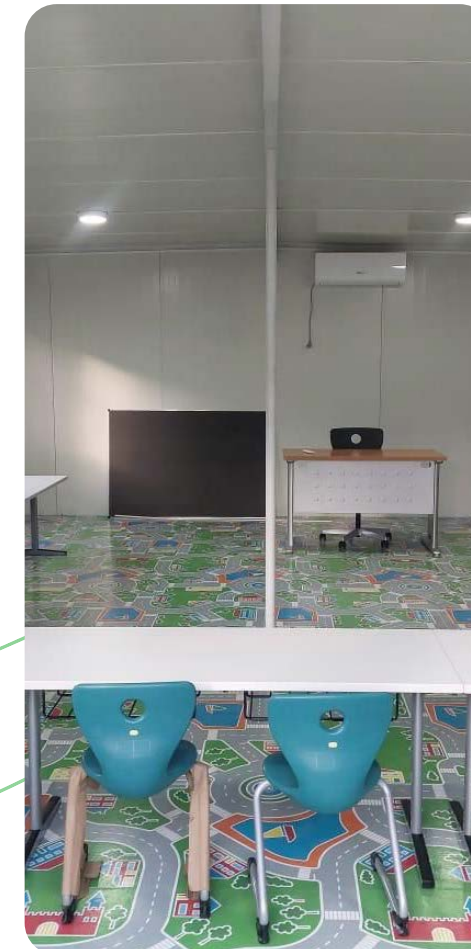
- Restores a safe, structured, and resource-equipped learning environment for children.
- Supports educators with comfortable living accommodations, enhancing teaching quality.
- Strengthens collaboration between civil society, local authorities, and national education stakeholders.

Challenge: Following the September 8, 2023 earthquake, schools were destroyed, leaving 64 children studying under a tent.

Project: Construction of a Modular School

Components:

- Two 50m² classrooms with functional furniture, books, educational resources, and games.
- Sanitary facilities for students and staff.
- Three 18m² teacher accommodations to support educators.



NETIS GHANA : supporting Education

University Partnership

NETIS Ghana had the pleasure of engaging with the engineering students from Ghana Communication Technology University in their offices.

Empowering Female Interns:

Practical Workshops at Achimota Head Office. In September 2024, the first batch of female interns at our Achimota Head Office completed hands-on workshops in marketing & sales, Health & Safety, operations, and basic Excel skills. Each intern set personal objectives for the 4-week program, which concluded with presentations of their experiences.

CSR Team Donation for Flower Sunday:

The NETIS Ghana CSR team proudly donated drinks, water, and cash to support Flower Sunday, a program benefiting 500 children. This donation helped provide refreshments and furthered the educational focus of the event, which centered on teaching kids about nature, with this year's theme being animals. Held on September 22, 2024, the program was a wonderful opportunity to nurture young minds and foster a deeper appreciation for the natural world



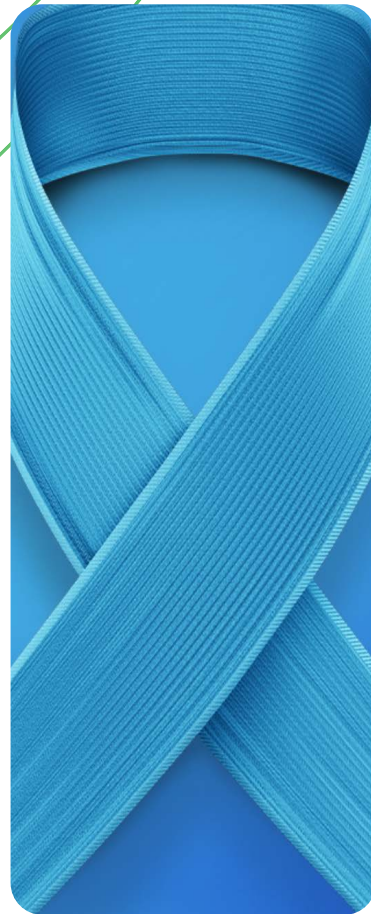
Pink October Campaign Across Subsidiaries

Our subsidiaries each celebrated Pink October in their own unique way, reflecting the diverse cultures, ideas, and initiatives that make our company so special.



Blue November Campaign Across Subsidiaries

Our subsidiaries each celebrated Blue November in their own unique way, reflecting the diverse cultures, ideas, and initiatives that make our company so special.



NETIS Togo - Supporting ONG Maison Béthanie

On November 29th, NETIS Togo and CanalBox Togo/GVA joined forces for a meaningful CSR initiative at the "ONG Maison Béthanie" orphanage, which has been supporting orphaned and underprivileged children since 2000. The team had the privilege of donating and spending an emotional day with the children, whose joy, courage, and resilience left a lasting impact. It was a reminder of the power of solidarity, especially during the festive season.



NETIS Benin - Contributing to Forest Restoration on National Tree Day

NETIS Benin participated in the 40th edition of the National Tree Day in Benin, held on June 1st, 2024, under the theme "Forest Restoration and Innovations." On this occasion, with the help of forestry experts, we planted trees to contribute to environmental sustainability. This initiative reflects our commitment to promoting ecological preservation and supporting efforts aimed at restoring forests for a greener future.



NETIS Burkina Faso - Empowering Women and Protecting the Environment

NETIS Burkina Faso took part in a reforestation camp focused on environmental preservation and female leadership. The main activity of the event was tree planting, contributing to the fight against pollution and desertification. In addition to reforestation efforts, the initiative also addressed key topics such as healthy living for young girls and entrepreneurship, empowering them with knowledge and skills for a better future. Through this engagement, NETIS Burkina Faso reaffirmed its commitment to sustainability, gender equality, and community development.



NETIS RDC - Empowering Women Through Fitness

To mark International Women's Day, NETIS RDC organized a Fitness Day aimed at promoting health and well-being for women. This initiative is part of the company's Corporate Social Responsibility (CSR) efforts and encourages an active and balanced lifestyle. By offering a day of fitness and camaraderie, NETIS RDC sought to celebrate women while highlighting the importance of physical and mental health. The event was a moment of solidarity and connection, reinforcing the company's commitment to gender equality and the well-being of women.



NETIS Kenya - Growing a Greener Future

As part of our commitment to environmental sustainability, NETIS Kenya partnered with our customer, ATC, for a joint tree planting event. This initiative aimed to contribute to reforestation efforts and promote a greener, healthier environment. By working together, we reinforced the importance of corporate collaboration in tackling climate change and preserving natural resources. This event reflects our shared dedication to sustainability and making a positive impact on the communities we serve.



NETIS Uganda - Supporting the Fight Against Cancer

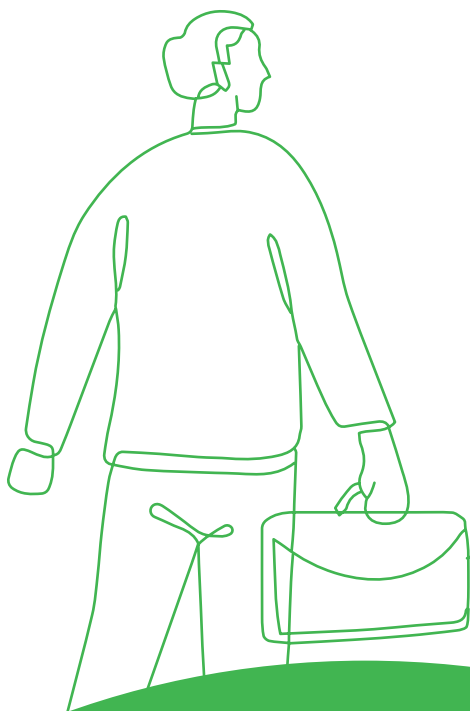
NETIS Uganda proudly contributed to the fight against cancer by donating to the Cancer Institute of Uganda and actively participating in a cancer run. This initiative reflects the company's commitment to corporate social responsibility and supporting healthcare initiatives in the community. By taking part in the run, NETIS Uganda aimed to raise awareness and funds for cancer treatment, research, and patient support, reinforcing its dedication to making a positive impact on society.



NETIS Togo – Beach Cleanup

Our subsidiary in Togo organized a CSR action at Hollando-Palm Beach, located in the Golfe 4 Commune. The initiative saw the active participation of 45 individuals, who engaged in community-building activities aimed at promoting environmental sustainability and local well-being. This event reflects our ongoing commitment to making a positive impact in the communities where we operate.





2025 Acceleration Strategy

In line with our long-term vision, we are dedicated to creating a positive and lasting impact on the communities where we operate. Our commitment to CSR is rooted in our belief that businesses have a responsibility not only to their shareholders but also to the society and environment in which they function. NETIS will keep on launching targeted CSR initiatives across the countries where NETIS operates, with a particular emphasis on education, environmental sustainability, and social inclusion. These initiatives will be designed to address local challenges and contribute to the socio-economic development of the regions. We aim to empower local communities through various programs that support education, provide employment opportunities, and promote environmental conservation. Through these efforts, we aim to foster long-term positive change and contribute to the overall welfare of society.

Strategic Roadmap 2025

As we look to the future, NETIS remains committed to accelerating our social sustainability performance through targeted initiatives and measurable goals:

Workforce Development Goals

- Increase female representation in management to 15% by 2025.
- Achieve more participation in professional development programs.
- the implementation of a standardized Human Resources Management System (HRMS) across all subsidiaries.

Safety Excellence Targets

- Progress toward ZERO incident culture.
- Expand Fleet Bureau initiative to all subsidiaries.
- Maintain 100% compliance with Life-Saving Rules.
- Ensure effective oversight over our subcontractor's activities

Diversity and Inclusion Objectives

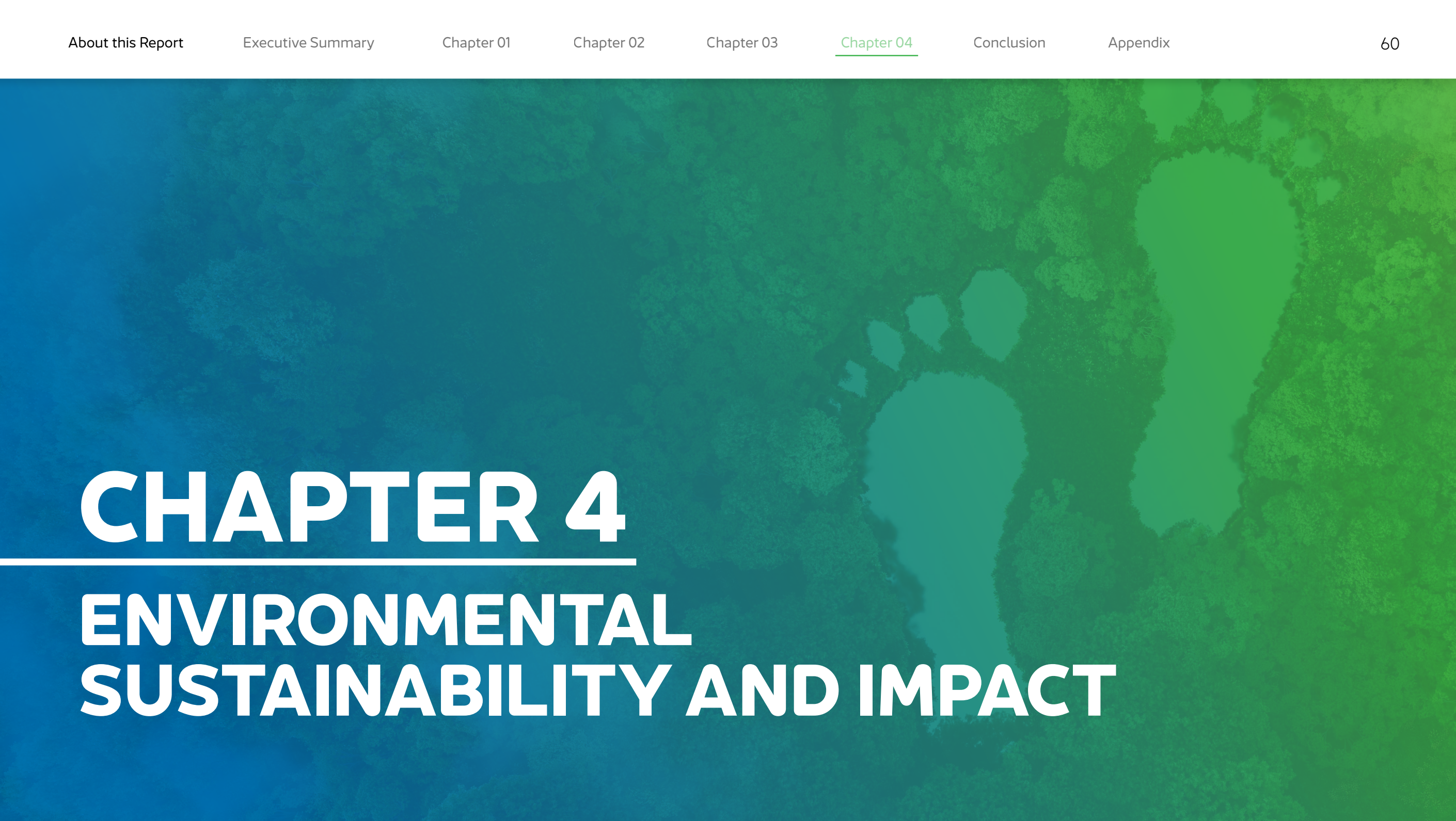
- Achieve gender parity in leadership by 2027
- Implement gender-oriented recruitment and promotion policies across all subsidiaries
- Expand successful diversity programs to all operational locations

Capability Building Priorities

- Enhance training effectiveness evaluation processes
- Expand UNINET's curriculum and reach
- Establish comprehensive tracking for non-employee training

Community Impact Initiatives

- Develop standardized metrics for community program assessment
- Increase strategic partnerships with local organizations
- Implement skill-based employee volunteering program

An aerial photograph of a forest, showing a large, clear-cut area in the foreground where a tree stump remains. The surrounding forest is dense and green, with a blueish-green tint to the overall image.

CHAPTER 4

ENVIRONMENTAL SUSTAINABILITY AND IMPACT



NETIS is committed to environmental stewardship across our operations. This chapter outlines our comprehensive approach to sustainability, focusing on four key areas:

- Biodiversity Conservation,
- Greenhouse gas emissions management,
- Energy conservation,
- Resource management,

In 2024, we made significant progress through expanded renewable energy initiatives, comprehensive emissions tracking, and improved waste management processes.

Biodiversity Conservation

Biodiversity conservation commitment

NETIS is fully committed to minimizing its environmental footprint and halting and reversing biodiversity loss. Our biodiversity conservation policy is applied across all operational subsidiaries, with particular attention given to our network expansion and infrastructure development.

Biodiversity management approach

NETIS is managing the negative impacts on biodiversity Through:

Biodiversity Impact Assessment: NETIS conducts environmental impact assessments (EIAs) when necessary to evaluate how telecommunications

activities affect local biodiversity and adjust strategies accordingly to mitigate negative effects through the EAMP (Environmental Management Plan).

Minimize Habitat Disruption: When constructing or upgrading telecommunications infrastructure (Towers), NETIS advises its clients to select locations that minimize disruption to natural habitats and biodiversity.

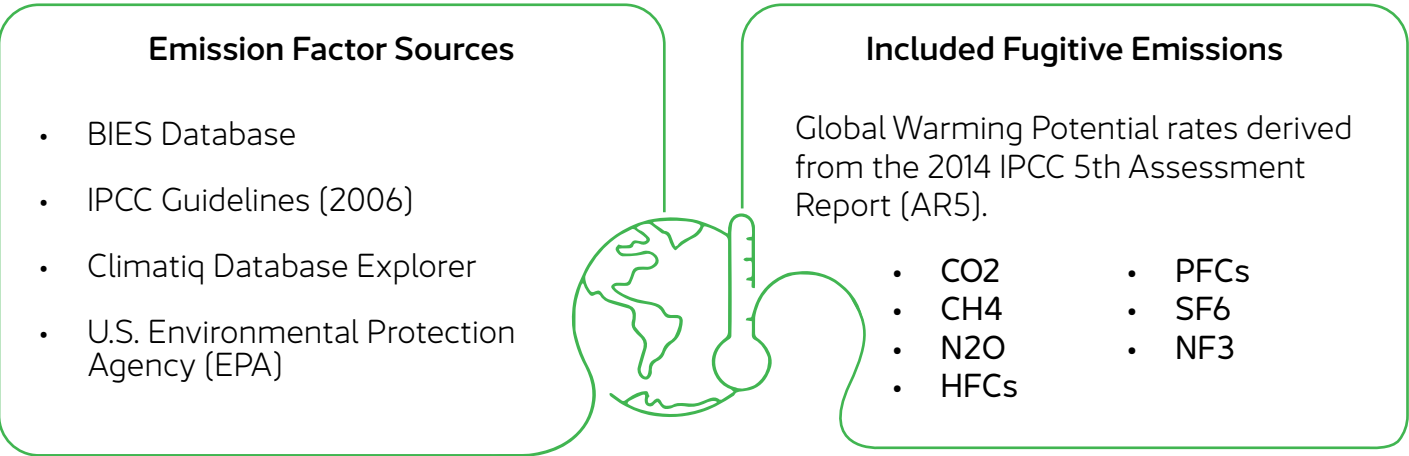
Sustainable Material Usage: We are engaging with our clients to prioritise the use eco-friendly materials in their infrastructure development to reduce environmental impact.
Supply Chain Biodiversity Commitments: We require all suppliers to comply with our environmental standards, focusing on responsible sourcing of materials and reducing ecological impact throughout their operations.

Hazardous Waste Management: We implement recycling and responsible disposal programs for hazardous waste, such as old FO cables and used batteries, to minimize environmental harm.

Greenhouse Gas Emissions Management

Calculation methodology

Our GHG emissions calculations follow the standards outlined in the GHG Protocol, developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). This widely recognized protocol offers a standardized approach for companies to calculate and report greenhouse gas emissions.



These resources were used to identify emissionfactors across various sectors and activities, ensuring the accuracy of our inventory.

Emissions categorization

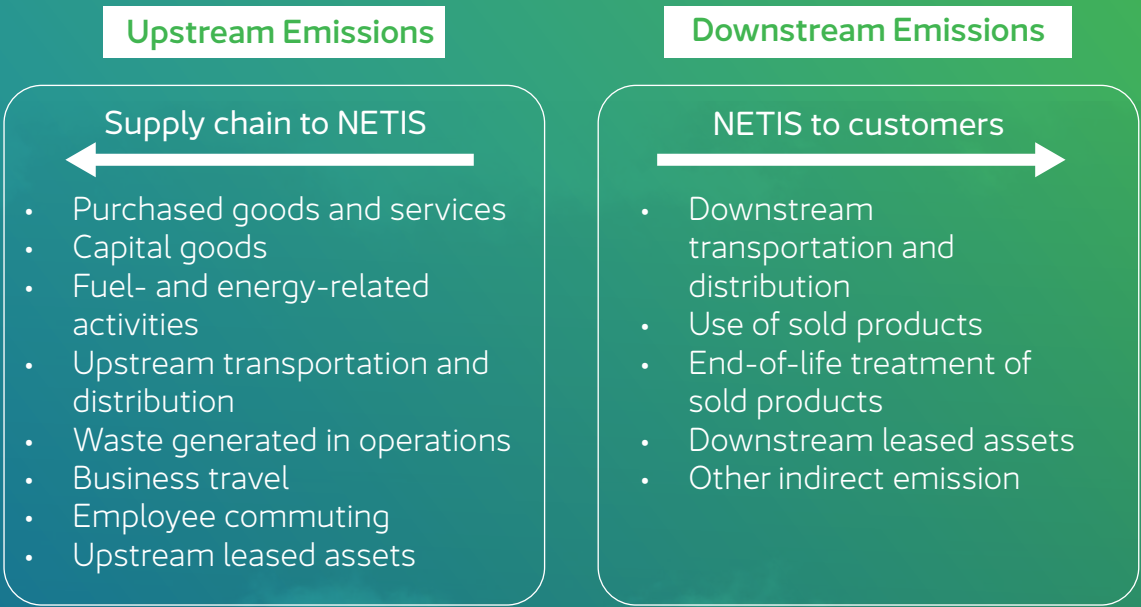


Figure 26: Emissions Categorization Overview



Key Metrics for Success (2024)

In 2024, NETIS conducted its first comprehensive GHG inventory assessment, adopting the GHG Protocol and operational control boundary methodology. Our analysis covered all 15 subsidiaries from January to December 2024

Total Emissions : 50,150,69 tons CO₂e

| Scope | Emission | Percentage |
|---------|-----------|------------|
| Scope 1 | 5934.12 | 11.83% |
| Scope 2 | 308.71 | 0.62% |
| Scope 3 | 43907.86 | 87.55% |
| Total | 50,150.69 | 100% |

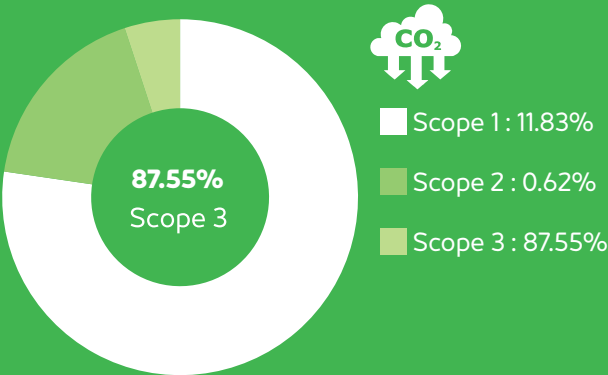


Figure 27: Emissions Breakdown by Scope

Our comprehensive analysis identified three key sources responsible for the majority of our emissions:

- Purchased products and services
- Fleet vehicles
- Freight transportation

2025 Acceleration Strategy

Building on our 2024 comprehensive assessment, NETIS has developed a targeted approach to reduce our carbon footprint across all scopes, with particular focus on Scope 3 emissions which represent our most significant impact area.

Our strategy goes beyond long-term goals, with a focused effort on significantly increasing the proportion of renewable energy used across our operations. This shift to clean energy is a crucial step in accelerating our progress toward a sustainable, low-carbon future.

NETIS Climate Action Roadmap : From Commitment to Net-Zero



Figure 28 : NETIS Climate Action Roadmap Overview

Energy Conservation

Overview

NETIS recognizes energy management as a cornerstone of our sustainability strategy and corporate social responsibility commitment. Our comprehensive approach focuses on reducing consumption, optimizing efficiency, and transitioning to renewable energy sources across our operations in West and East Africa.

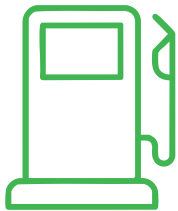
Key Metrics for Success (2024)

In 2024, NETIS conducted its first comprehensive GHG inventory assessment, adopting the GHG Protocol and operational control boundary methodology. Our analysis covered all 15 subsidiaries from January to December 2024

Diesel Consumption

1.35M

Liters Diesel Fuel Consumed By fleet



Gasoline Consumption

580K

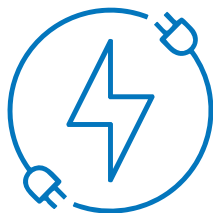
Liters Gasoline Fuel Consumed By fleet



Electricity Consumption

926 kWh

Office electricity Consumed





Conservation initiatives

Our Approach

NETIS has implemented a comprehensive energy management system across our operations in West and East Africa, focusing on four key pillars:

- 1. Monitoring & Analysis** - Monthly consumption tracking with detailed metrics
- 2. Efficiency Measures** - Implementation of proven energy-saving technologies as needed
- 3. Renewable Integration** - Expanding solar power across offices
- 4. Continuous Improvement** - Regular reviews and enhancement of energy performance

Implementation highlights

Employee Engagement

Strong awareness programs have fostered active participation in energy-saving initiatives across all subsidiaries.

Operational Excellence

Strategic energy-saving practices at regional offices and on-site locations have led to significant reductions in both energy usage and costs.

Behavioural Changes

Simple yet effective actions—such as equipment shutdown protocols and optimized climate control—have contributed substantially to our efficiency efforts.

Renewable energy progress

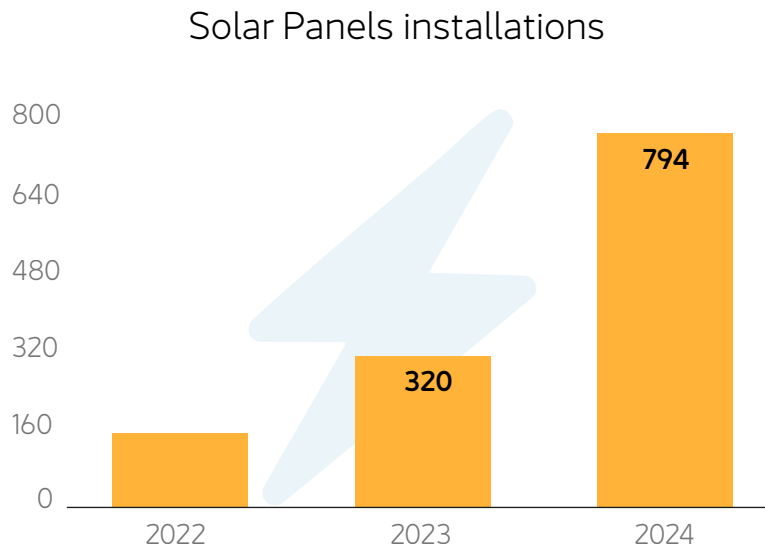
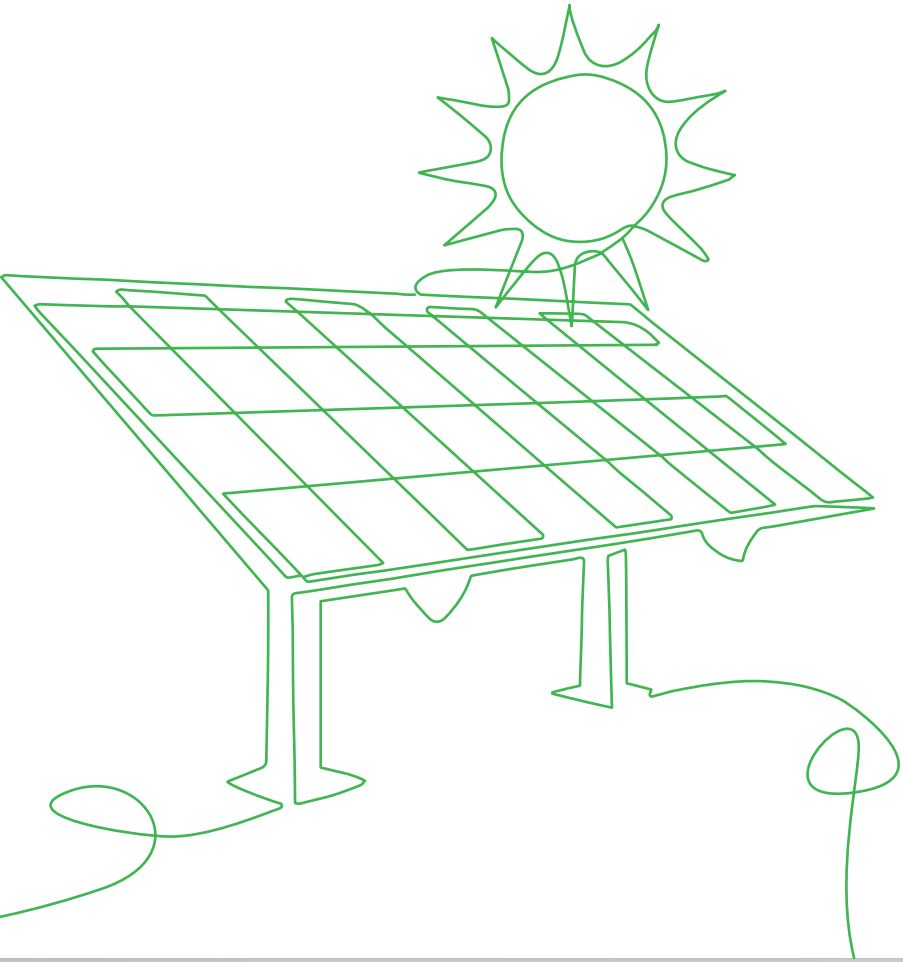


Figure 29: Solar Panel Installations Over the Last Three Years



Renewable energy Achievments





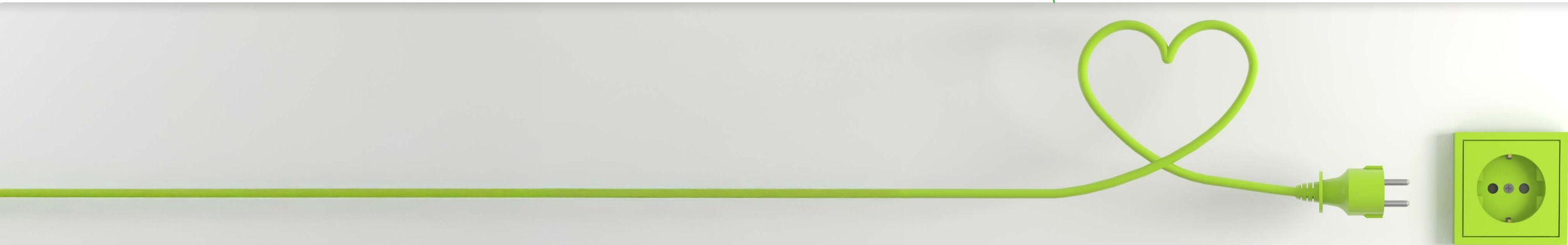
-  **409% GROWTH**
Solar panel installations since 2022
-  **28%** **HYBRID SOLUTIONS**
O&M sites equipped with solar + grid power
-  **10,77** **MWh Capacity**
total installed solar capacity
-  **48+** **MWh Genrated**
Annual off grid solar energy production

Figure 30: Overview of Renewable Energy Achievements and Contributions





Resource Management

Synopsis

In the complex operational landscape of Africa, NETIS recognizes the critical importance of responsible resource management. Our approach to water and waste management reflects a comprehensive commitment to sustainability, adaptability, and environmental stewardship, particularly in regions with diverse regulatory frameworks and operational challenges.

Resource management principles

Despite operating in environments with varying infrastructure and regulatory standards, NETIS has developed a strategic approach to resource conservation that focuses on:

- Precise monitoring of resource consumption
- Active conservation and recycling efforts
- Community engagement and awareness
- Continuous improvement through data-driven insights

Key metrics for success (2024)

Water Management approach

2024 Water Consumption Overview

- Total Water Consumed: **9,805.68 m³**

- o Water Supply: **9,651.37 m³**
- o Drinking Water: **154.31 m³**

Our water management strategy extends beyond internal consumption. We:

- Conduct regular assessments of water use
- Offer awareness sessions on water conservation
- Collaborate with local communities to promote responsible water use
- Track progress through comprehensive key performance indicators (KPIs)
- Waste management approach

2024 Waste Performance

- Total Waste Generated: **212.33 tons**
- Hazardous Waste: **78.16 tons**
- Total Waste Recycled: **92.25 tons** (57% of total waste)
 - o Hazardous Waste Recycled: **78.16 tons**
 - o Non-Hazardous Waste Recycled: **14.09 tons**



2025 Acceleration Strategy

In 2025, NETIS commits to Adopting a circular economy model, by prioritizing:

- Waste reduction
- Maximizing recyclable and biodegradable materials
- Expanding strategic partnerships with specialized waste management facilities
- Enhancing employee and community awareness on environmental impact
- Increasing recycling and conservation rates
- Developing more sophisticated tracking mechanisms

By integrating water and waste management strategies, NETIS continues its commitment to sustainable operations and environmental responsibility in challenging operational contexts

Strategic Roadmap 2025

NETIS’ Holistic Approach to Environmental Stewardship

NETIS’ commitment to environmental sustainability in 2024 represents a multifaceted and strategic approach to corporate environmental responsibility. By integrating comprehensive initiatives across biodiversity conservation, greenhouse gas emissions management, energy conservation, and resource management, the company has demonstrated a robust and proactive commitment to minimizing its ecological footprint.

The organization’s strategy goes beyond mere compliance, embracing a holistic vision of sustainability that encompasses:

- Proactive Biodiversity Protection: Engaging customers with through rigorous impact assessments, habitat preservation, and sustainable material usage, NETIS is actively working to mitigate its environmental impact and protect local ecosystems.
- Comprehensive Emissions Management: The company’s first comprehensive GHG inventory assessment provides a transparent and detailed understanding of its carbon footprint, laying the groundwork for targeted emissions reduction strategies.

- Strategic Energy Transformation: By implementing a four-pillar approach to energy management, monitoring, efficiency, renewable integration, and continuous improvement. NETIS is systematically reducing its energy consumption and transitioning towards cleaner energy sources.
- Responsible Resource Stewardship: The company’s circular economy approach to water and waste management shows a deep understanding of resource conservation, emphasized by evolving recycling rates and community engagement.

These efforts reflect more than environmental compliance; they represent a fundamental reimagining of corporate responsibility. NETIS is positioning itself not just as a telecommunications provider, but as a responsible environmental stakeholder committed to sustainable development in Africa.

Looking forward, the company’s dynamic approach characterized by continuous improvement, strategic partnerships, and a commitment to data-driven insights suggests that its environmental sustainability journey is an ongoing, evolving process. By maintaining this adaptable and comprehensive strategy, NETIS is setting a progressive standard for environmentally conscious business practices in the telecommunications sector.

Conclusion

Looking Beyond 2025: Redefining African Connectivity

NETIS stands at a pivotal moment in Africa's digital transformation journey. While the metrics and achievements detailed in this report demonstrate significant progress, they represent more than just corporate milestones, they signal the emergence of a new paradigm in telecommunications infrastructure.

The future we envision transcends traditional sustainability metrics. By integrating carbon-free networks with community empowerment, we are creating a blueprint for what African connectivity could become: infrastructure that connects people and regenerates environments, strengthens communities, and catalyses economic opportunities.

The telecommunications industry has long focused on connecting people. At NETIS, we are proving that how we build these connections matters just as much as the connections themselves. Our journey shows that sustainability is not a constraint on growth – it is an accelerator of innovation and value creation.

The path ahead requires bold thinking and decisive action. As Africa's digital needs evolve, so must our approach to meeting them. We invite all our stakeholders to join us in reimagining what sustainable connectivity can achieve for Africa's future.



Appendix

Abbreviations

| | | | |
|-------|--|--------|--|
| BBS | Behaviour Based Safety | IT | Information Technology |
| BNS | Boots Not Suits | KPI | Key Performance Indicator |
| CEO | Chief Executive Officer | LTA | Lost Time Accident |
| CDP | Carbon Disclosure Program | MD | Managing Director |
| CSR | Corporate Social Responsibility | MS | Managed Services |
| CSM | Compliance Management System | MVA | Motor Vehicle Accident |
| EHS | Environment, Health and Safety | NM | Near Miss |
| EIA | Environmental Impact Assessment | O&M | Operations & Maintenance |
| EAMP | Environmental Management Plan | RCA | Responsible Chiefs for Compliance Areas |
| ESG | Environmental, Social, and Governance | RO | Risk Observations |
| ExCom | Executive Committee | SDC | Sustainable Development Committee |
| FO | Fiber Optic | SDG | Sustainable Development Goals |
| GHG | Greenhouse Gas | SHERQ | Safety, Health, Environment, Risk, and Quality |
| GRI | Global Reporting Initiative | UN | United Nations |
| GSM | Global System for Mobile Communications | UNGC | United Nations Global Compact |
| HR | Human Resources | UNINET | University of NETIS |
| HSE | Health, Safety and Environment | UTAD | NETIS Internal System of Management by performance |
| IFC | International Finance Corporation | WBCSD | World Business Council for Sustainable Development |
| ISO | International Organization for Standardization | WRI | World Resources Institute |

| GRI TOPIC | GRI CODE | Page |
|---|----------|-------|
| General disclosure | GRI 2 | |
| Organizational Details | GRI 2-1 | 10 |
| Entities included in sustainability reporting | GRI 2-2 | 10 |
| Reporting period, frequency and contact point | GRI 2-3 | 5 |
| Restatements of information | GRI 2-4 | N/A |
| External assurance | GRI 2-5 | N/A |
| Activities, value chain, and other business relationships | GRI 2-6 | 29 |
| Employees | GRI 2-7 | 34-37 |
| Workers who are not employees | GRI 2-8 | N/A |
| Governance Structure | GRI 2-9 | 22-24 |
| Nomination and Selection | GRI 2-10 | 22 |
| Chair of the Highest Governance Body | GRI 2-11 | 24 |
| Role in Sustainability | GRI 2-12 | 25 |
| Delegation of Responsibility | GRI 2-13 | 25 |
| Role of the highest governance body in sustainability reporting | GRI 2-13 | 25 |
| Conflicts of Interest | GRI 2-15 | 26 |
| Communication of critical concerns. | GRI 2-16 | 26 |

| GRI TOPIC | GRI CODE | Page |
|---|----------|-------|
| Collective Knowledge of the Highest Governance Body | GRI 2-17 | 22 |
| Evaluation of the Performance of the Highest Governance Body | GRI 2-18 | N/A |
| Remuneration Policies for the Highest Governance Body and Senior Executives | GRI 2-19 | N/A |
| Process to Determine Remuneration | GRI 2-20 | N/A |
| Annual Total Compensation Ratio | GRI 2-21 | N/A |
| Statement on Sustainable Development Strategy | GRI 2-22 | 6 |
| Policy Commitments | GRI 2-23 | 6 |
| Embedding Policy Commitments | GRI 2-24 | 6 |
| Processes to Remediate Negative Impact | GRI 2-25 | 26 |
| Mechanisms for Seeking Advice and Raising Concerns | GRI 2-26 | 26 |
| Compliance with laws and regulations | GRI 2-27 | 26 |
| Membership Associations | GRI 2-28 | N/A |
| Approach to Stakeholder Engagement | GRI 2-29 | 13 |
| Collective Bargaining Agreements | GRI 2-30 | N/A |
| Material Topics | GRI 3 | |
| Process to Determine Material Topics | GRI 3-1 | 18-20 |

| GRI TOPIC | GRI CODE | Page |
|--|-----------|------|
| List of Material Topics | GRI 3-2 | 19 |
| Management of material topics | GRI 3-3 | 20 |
| Economic Performance | GRI 201 | |
| Direct economic value generated and distributed | GRI 201-1 | N/A |
| Financial Implications and Other Risks and Opportunities Due to Climate Change | GRI 201-2 | N/A |
| Defined Benefit Plan Obligations and Other Retirement Plans | GRI 201-3 | 35 |
| Financial assistance received from government | GRI 201-4 | N/A |
| Market Presence | GRI 202 | |
| Ratios of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage | GRI 202-1 | 37 |
| Proportion of Senior Management Hired from the Local Community | GRI 202-2 | N/A |
| Indirect Economic Impacts | GRI 203 | |
| Infrastructure Investments and Services Supported | GRI 203-1 | 9.11 |
| Significant indirect economic impacts | GRI 203-2 | 51 |
| Procurement Practices | GRI 204 | |
| Proportion of Spending on Local Suppliers | GRI 204-1 | 30 |
| Anti-corruption | GRI 205 | |

| GRI TOPIC | GRI CODE | Page |
|---|-----------|------|
| Operations Assessed for Risks Related to Corruption | GRI 205-1 | 27 |
| Communication and Training on Anti-corruption Policies and Procedures | GRI 205-2 | 27 |
| Confirmed Incidents of Corruption and Actions Taken | GRI 205-3 | 27 |
| Anti-competitive Behavior | GRI 206 | |
| Legal Actions for Anti-competitive Behavior | GRI 206-1 | N/A |
| Tax | GRI 207 | |
| Approach to Tax | GRI 207-1 | N/A |
| Tax Governance, Control, and Risk Management | GRI 207-2 | N/A |
| Stakeholder Engagement and Management of Tax-related Issues | GRI 207-3 | N/A |
| Country-by-Country Reporting | GRI 207-4 | N/A |
| Materials | GRI 301 | |
| Materials Used by Weight or Volume | GRI 301-1 | 61 |
| Recycled Input Materials Used | GRI 301-2 | 61 |
| Reclaimed Products and Their Packaging Materials | GRI 301-3 | N/A |
| Energy | GRI 302 | |
| Energy consumption within the organization | GRI 302-1 | 64 |

| GRI TOPIC | GRI CODE | Page |
|---|-----------|-------|
| Energy Consumption Outside of the Organization | GRI 302-2 | N/A |
| Energy Intensity | GRI 302-3 | N/A |
| Reduction of Energy Consumption | GRI 302-4 | 65-66 |
| Reductions in Energy Requirements of Products and Services | GRI 302-5 | N/A |
| Water and Effluents | GRI 303 | |
| Interactions with Water as a Shared Resource | GRI 303-1 | 67 |
| Management of Water Discharge-related Impacts | GRI 303-2 | N/A |
| Water Withdrawal | GRI 303-3 | N/A |
| Water Discharge | GRI 303-4 | N/A |
| Water Consumption | GRI 303-5 | 67 |
| Biodiversity | GRI 304 | |
| Operational Sites in or Adjacent to Protected Areas | GRI 304-1 | 61 |
| Significant Impacts of Activities, Products, and Services on Biodiversity | GRI 304-2 | 61 |
| Habitats Protected or Restored | GRI 304-3 | N/A |
| IUCN Red List Species and National Conservation List Species | GRI 304-4 | N/A |
| Emissions | GRI 305 | |

| GRI TOPIC | GRI CODE | Page |
|--|-----------|------|
| Direct (Scope 1) GHG Emissions | GRI 305-1 | 63 |
| Energy Indirect (Scope 2) GHG Emissions | GRI 305-2 | 63 |
| Other Indirect (Scope 3) GHG Emissions | GRI 305-3 | 63 |
| GHG Emissions Intensity | GRI 305-4 | N/A |
| Reduction of GHG Emissions | GRI 305-5 | 63 |
| Emissions of Ozone-Depleting Substances (ODS) | GRI 305-6 | N/A |
| Waste | GRI 306 | |
| Waste Generation and Significant Waste-Related Impacts | GRI 306-1 | 67 |
| Management of Significant Waste-Related Impacts | GRI 306-2 | 67 |
| Waste Generated | GRI 306-3 | 67 |
| Waste Diverted from Disposal | GRI 306-4 | 67 |
| Waste Directed to Disposal | GRI 306-5 | 67 |
| Supplier Environmental Assessment | GRI 308 | |
| New Suppliers That Were Screened Using Environmental Criteria | GRI 308-1 | 30 |
| Negative Environmental Impacts in the Supply Chain and Actions Taken | GRI 308-2 | N/A |
| Employment | GRI 401 | |

| GRI TOPIC | GRI CODE | Page |
|--|------------|-------|
| New Employee Hires and Employee Turnover | GRI 401-1 | 35 |
| Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees | GRI 401-2 | 35 |
| Parental Leave | GRI 401-3 | N/A |
| Labor/ Management Relations | GRI 402 | |
| Minimum Notice Periods Regarding Operational Changes | GRI 402-1 | N/A |
| Occupational Health and Safety | GRI 403 | |
| Occupational Health and Safety Management System | GRI 403-1 | 38 |
| Hazard Identification, Risk Assessment, and Incident Investigation | GRI 403-2 | 38 |
| Occupational Health Services | GRI 403-3 | 38-40 |
| Worker Participation, Consultation, and Communication on Occupational Health and Safety | GRI 403-4 | 38 |
| Worker Training on Occupational Health and Safety | GRI 403-5 | 40 |
| Promotion of Worker Health | GRI 403-6 | 40 |
| Prevention and Mitigation of Occupational Health and Safety Impacts | GRI 403-7 | 38 |
| Workers Covered by an Occupational Health and Safety Management System | GRI 403-8 | 38 |
| Work-Related Injuries | GRI 403-9 | 42 |
| Work-Related Ill Health | GRI 403-10 | N/A |

| GRI TOPIC | GRI CODE | Page |
|--|-----------|------|
| Training and Education | GRI 404 | |
| Average Hours of Training per Year per Employee | GRI 404-1 | 47 |
| Programs for Upgrading Employee Skills and Transition Assistance Programs | GRI 404-2 | 47 |
| Percentage of Employees Receiving Regular Performance and Career Development Reviews | GRI 404-3 | 47 |
| Diversity and Equal Opportunity | GRI 405 | |
| Diversity of Governance Bodies and Employees | GRI 405-1 | 45 |
| Ratio of Basic Salary and Remuneration of Women to Men | GRI 405-2 | N/A |
| Number of Employees with Disabilities | GRI 405-3 | N/A |
| Non-Discrimination | GRI 406 | |
| Incidents of Discrimination and Corrective Actions Taken | GRI 406-1 | |
| Freedom of Association and Collective Bargaining | GRI 407 | 27 |
| Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | GRI 407-1 | N/A |
| Child Labor | GRI 408 | |
| Operations and Suppliers at Risk for Child Labor | GRI 408-1 | 30 |
| Forced or Compulsory Labor | GRI 409 | |
| Operations and Suppliers at Risk for Child Labor | GRI 409-1 | 30 |

| GRI TOPIC | GRI CODE | Page |
|--|-----------|-------|
| Security Practices | GRI 410 | |
| Security Personnel Trained in Human Rights | GRI 410-1 | N/A |
| Rights of Indigenous Peoples | GRI 411 | |
| Incidents of Violations of Indigenous Peoples' Rights | GRI 411-1 | N/A |
| Local Communities | GRI 413 | |
| Operations with Local Community Engagement, Impact Assessments, and Development Programs | GRI 413-1 | 51-59 |
| Operations with Significant Actual or Potential Negative Impacts on Local Communities | GRI 413-2 | N/A |
| Supplier Social Assessment | GRI 414 | |
| New Suppliers That Were Screened Using Social Criteria | GRI 414-1 | 30 |
| Negative Social Impacts in the Supply Chain and Actions Taken | GRI 414-2 | N/A |
| Public Policy | GRI 415 | |
| Political Contributions | 415-1 | N/A |
| Customer Health and Safety | GRI 415 | N/A |
| Assessment of the Health and Safety Impacts of Product and Service Categories | 415-1 | |
| Customer Health and Safety | GRI 416 | |
| Assessment of the Health and Safety Impacts of Product and Service Categories | GRI 416-1 | N/A |

| GRI TOPIC | GRI CODE | Page |
|---|-----------|------|
| Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services | GRI 416-2 | N/A |
| Marketing and Labeling | GRI 417 | |
| Requirements for Product and Service Information and Labeling | GRI 417-1 | N/A |
| Incidents of Non-compliance Concerning Product and Service Information and Labeling | GRI 417-2 | N/A |
| Incidents of Non-compliance Concerning Marketing Communications | GRI 417-3 | N/A |
| Customer Privacy | GRI 418 | |
| Substantiated Complaints Concerning Breaches of Customer Privacy | GRI 418-1 | N/A |



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