

Environmental, Social & Governance Policy



PURPOSE

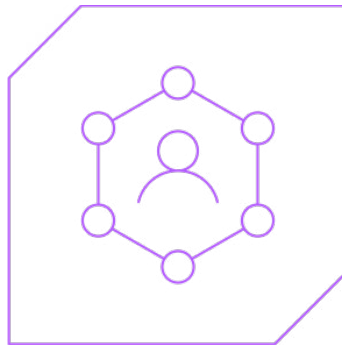
As global corporate citizens, it is our responsibility to support the sustainable and inclusive development of the communities where we do business.

This ESG (Environmental, Social, and Governance) Policy details our commitment to embedding responsible business practices in three principal areas:

- ◆ Environmental Sustainability
- ◆ Social Responsibility
- ◆ Governance, Ethics & Compliance



ENVIRONMENTAL



SOCIAL

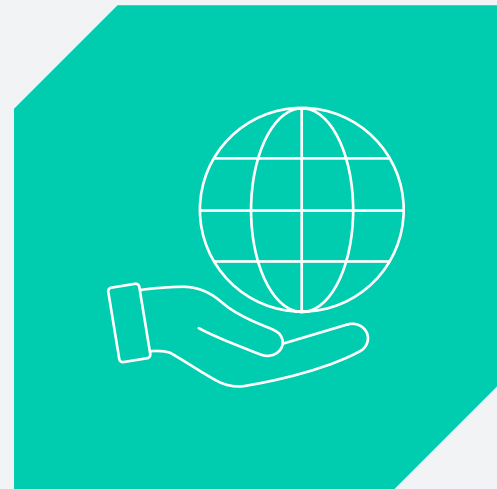


GOVERNANCE

POLICY DETAILS

ESG Strategy

Our ESG strategy is rooted in the belief that success is measured not only by profits but by our impact on the environment, our engagement in society and the strength of our governance structures. We engage with internal and external stakeholders in focus areas where we strive to make the greatest impact.



Oversight & Implementation

The 11:11 Systems Board of Directors has direct oversight of 11:11 Systems' ESG program. ESG Program operations falls under our Senior Vice President, Legal and Compliance who reports directly to the Chief Operations Officer. We work with the Board of Directors to obtain feedback on ESG related strategies and goals. Such strategies are implemented by various business functions and their outcomes are tracked and communicated.

ESG metrics for reporting include but are not limited to energy consumption and our impact on the environment, community engagement, human rights and labor relations, diversity and inclusion, supply chain management, ethical business practices, anti-bribery and corruption, information security and personal data privacy.

Environmental Sustainability

We are committed to creating a sustainable company for the long term and embedding eco-friendly practices into the core operation of our business.

Our Actions

- ◆ We commit to reducing our environmental impact in the way we conduct business.
- ◆ We will encourage employees to prioritize sustainability in their workplace practices and lifestyle choices through increased education and awareness training about ESG topics. We will seek ways to recognize employees for achievements relating to sustainability.
- ◆ Through public reporting, we will maintain transparency on our sustainability challenges and opportunities and will articulate and share our experiences. We will maintain total transparency on our sustainability challenges and opportunities and will articulate and share our experiences.

Social Responsibility

We strive to strengthen the connections and resilience of the communities where we live and conduct business.

Our Actions

- ◆ We commit to providing equal opportunity in all aspects of employment and will not tolerate discrimination based on age, race, color, national origin, religion, sex, gender identity, sexual orientation or any other categories protected by law.
- ◆ We aim to strengthen our bond with the communities in which we conduct our business by supporting global and local, nonprofit community organizations with in-kind goods and services, volunteer support and occasional financial contributions.
- ◆ We commit to protecting the safety, health and well-being of all employees, customers, partners, and vendors in our workplace.
- ◆ We seek to ensure that products and services delivered to customers or used in our business are sourced from suppliers, subcontractors and business partners that share our commitment to worker welfare and eradicating all forms of human trafficking in their operations and supply chains, in accordance with our Supplier Code of Conduct*, Supplier Assurance Procedure*, and Code of Business Conduct*.

Governance, Ethics & Compliance

We focus on providing policy level guidance to conform the Company's operations to an acceptable level of risk and to enhance productivity through integrity and global coordination; facilitate better communication through transparency and centralized policy creation; and improve employee engagement and awareness through commitment.

Our Actions

- ◆ We contribute to the Company's reputation as a trustworthy and ethical organization by establishing and maintaining controls designed to uphold strong corporate governance
- ◆ We assist the Company in managing its enterprise risk identification and mitigation strategies, internal controls, and compliance programs. This includes all global locations and all risk types (i.e., strategic, financial, regulatory & compliance, operational).
- ◆ We communicate the Company's expectations regarding personal and corporate conduct via the Code of Business Conduct that provides employees with the appropriate framework for making ethical decisions.
- ◆ We build trust with our stakeholders through open communication, participation in due diligence requests and publication of annual reports, as applicable.

Monitoring & Enforcement

The Company maintains an Open Door Policy and encourages individuals to report concerns and the Company is committed to addressing all reports in a fair and objective manner. Individuals who seek to notify 11:11 Systems about violations of this and other policies should contact their Manager or another Manager in the organization about their concerns. If they prefer to report their concern anonymously, they can utilize the Company's AlertLine* for reporting concerns.