

ESG POLICY STATEMENT

The Management of OUTCO recognizes the importance of Environmental, Social, and Governance (ESG) principles in ensuring the long-term success and sustainability of our business. As part of our commitment to responsible business practices, we are dedicated to integrating ESG considerations into all aspects of our operations. To fulfil our responsibilities, the management will:

- > Conduct and regularly review ESG assessments to identify key risks and opportunities across environmental, social, and governance factors, ensuring practical, sustainable solutions are implemented.
- > Fully comply with all relevant ESG-related legal requirements at international, national, and local levels, and strive to exceed regulatory standards.
- > Promote employee engagement in ESG initiatives, encouraging all staff members to actively participate in identifying and mitigating ESG risks, and fostering a culture of continuous improvement.
- > Ensure the provision of sustainable resources and maintain operations that minimize environmental impact while promoting energy efficiency and waste reduction.
- > Allocate adequate resources to address ESG risks and opportunities that arise from our business activities, ensuring these factors are integrated into strategic decision-making.
- > Define clear organizational responsibilities for ESG-related matters at all levels, ensuring accountability and transparent reporting on ESG performance.
- > Monitor and evaluate ESG performance regularly and revise strategies, policies, and procedures to drive continuous improvement across all ESG dimensions.
- > Communicate and consult with employees, contractors, and stakeholders on ESG matters to ensure alignment and engagement with our objectives.
- > Minimize environmental impacts wherever possible, prioritizing sustainable practices in our supply chain, energy management, waste disposal, and product/service design.
- > Ensure ethical practices in governance by adhering to high standards of integrity, transparency, and compliance, maintaining a strong code of conduct across all business activities.
- > Encourage responsible sourcing and supplier engagement, ensuring that our partners meet our ESG criteria and share our commitment to sustainability and ethical operations.
- > Invest in training and development to ensure that all employees and contractors are equipped with the knowledge and skills to contribute to our ESG objectives effectively.

This Policy will be reviewed and revised as necessary to reflect changes in business activities, stakeholder expectations and evolving ESG standards. .

Signed:



Name:

Jason Petsch

Position:

CEO

Date:

08 April 2025