



2023

NETIS SUSTAINABILITY REPORT

ANNUAL REPORT

MESSAGE FROM THE CEO



Jean FARHAT,
Chief Executive Officer,
NETIS Group

Dear Stakeholders,

In an era of unprecedented challenges and opportunities, NETIS Group stands committed to transforming Africa's social and economic landscape through advanced telecommunications and energy solutions. Our mission is deeply rooted in sustainability, aiming for a future where our operations leave a positive footprint on the environment and the communities we serve. Our pursuit of carbon-neutral

networks is not just a goal; it's a testament to our dedication to environmental stewardship and technological innovation. This ambition is closely aligned with the Sustainable Development Goals (SDGs) and the United Nations Global Compact (UNGC) principles, guiding every decision and strategy we implement.

Transparency, accountability, and ethical practices are the cornerstones of our corporate governance. These values ensure our actions consistently reflect the trust and responsibility placed upon us as industry leaders.

Looking ahead, we are focused on breaking new ground in sustainability and innovation.

Our commitment to a carbon-free future is bold, but achievable with the unwavering support of our team, partners, and the broader NETIS community.

I am inspired by the potential of what we can accomplish together. Let's continue to drive positive change, leveraging technology for a sustainable and prosperous future for all.



EXECUTIVE SUMMARY

NETIS Group is deeply committed to fostering sustainable development in Africa through innovative telecommunications and energy solutions. At the core of our mission is the pursuit of a carbon-neutral future, reflected in our strategic initiatives to construct eco-friendly networks. This Sustainability Report presents a comprehensive overview of our dedication to exemplary corporate governance, social responsibility, and our concerted efforts to align with the Sustainable Development Goals (SDGs) and the United Nations Global Compact (UNGC) principles. Through these actions, we underscore our position as a conscientious leader in the telecommunications and energy industries, demonstrating our unwavering commitment to not only advancing technological progress but also ensuring the social and environmental well-being of the communities we serve.

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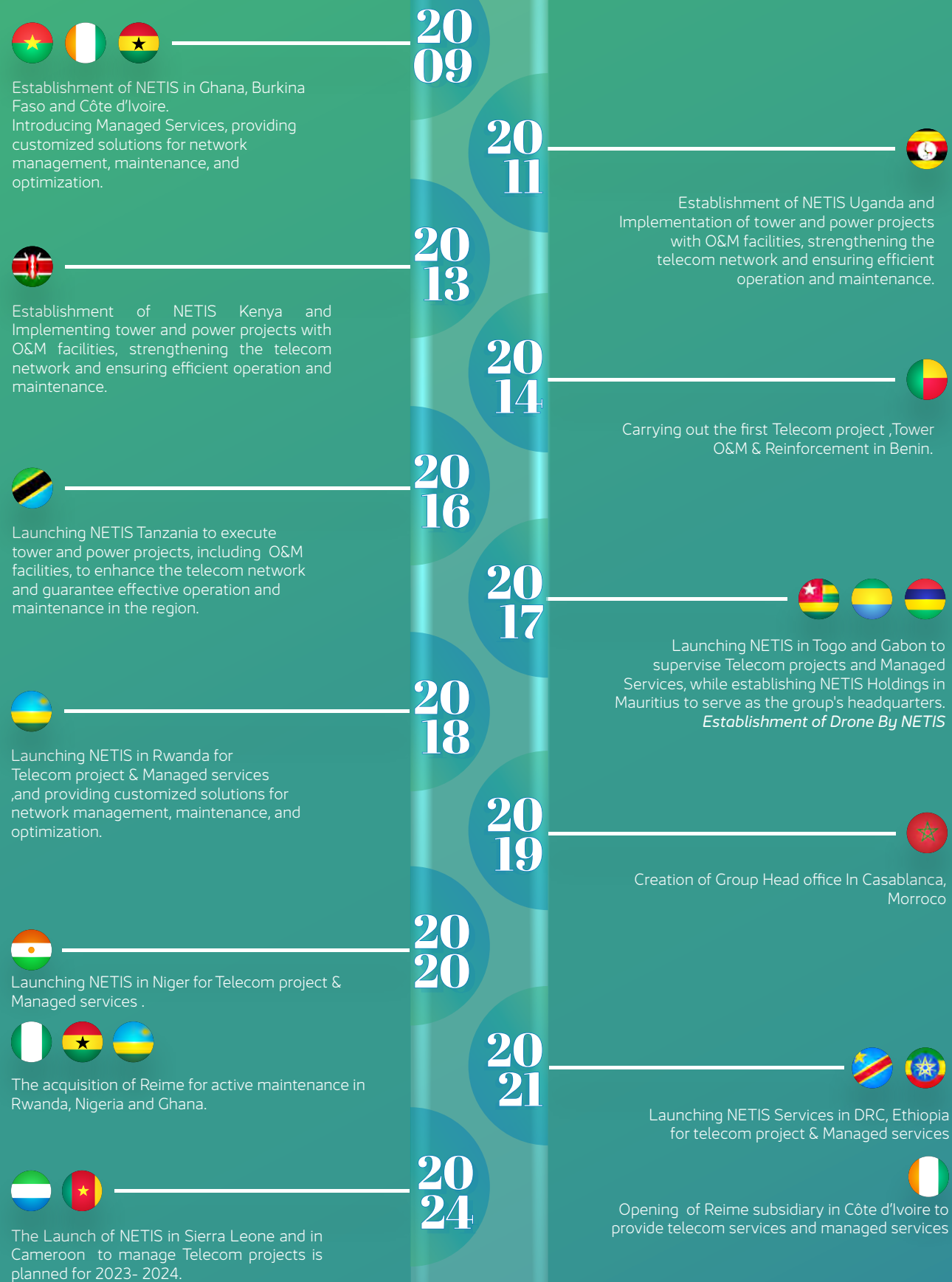
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Glossary of Abbreviations

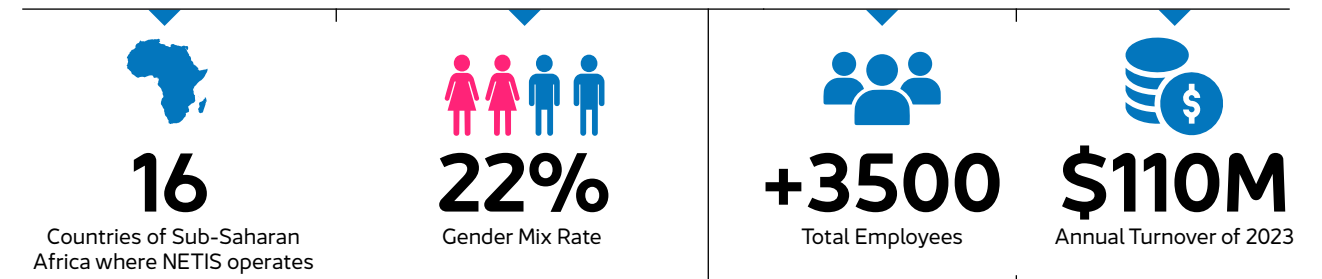
CEO	- Chief Executive Officer
CSR	- Corporate Social Responsibility
EHS	- Environment, Health, and Safety
ESG	- Environmental, Social, and Governance
ExCom	- Executive Committee
GHG	- Greenhouse Gas
HR	- Human Resources
ILO	- International Labour Organization
INED	- Independent Non-Executive Director
ISO	- International Organization for Standardization
IT	- Information Technology
KPIs	- Key Performance Indicators
MVA	- Motor Vehicle Accident
O&M	- Operations and Maintenance
RCA	- Responsible Chief for Compliance Areas
SDGs	- Sustainable Development Goals
SBTi	- Science-Based Targets initiative
SHERQ	- Safety, Health, Environment, Risk, and Quality
UN	- United Nations

TIMELINE

15 years of growth and evolution

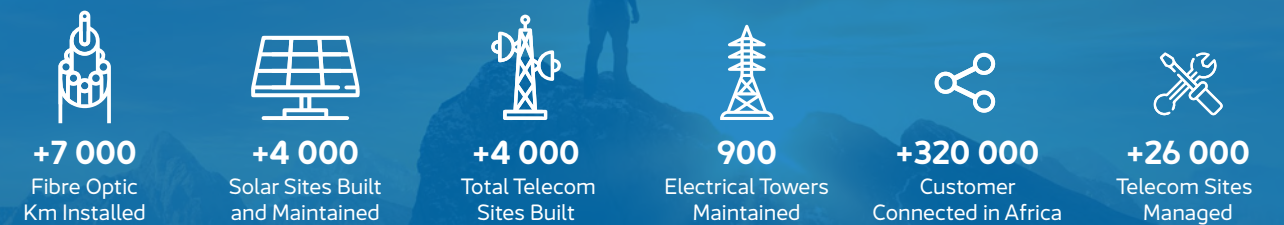


KEY NUMBERS



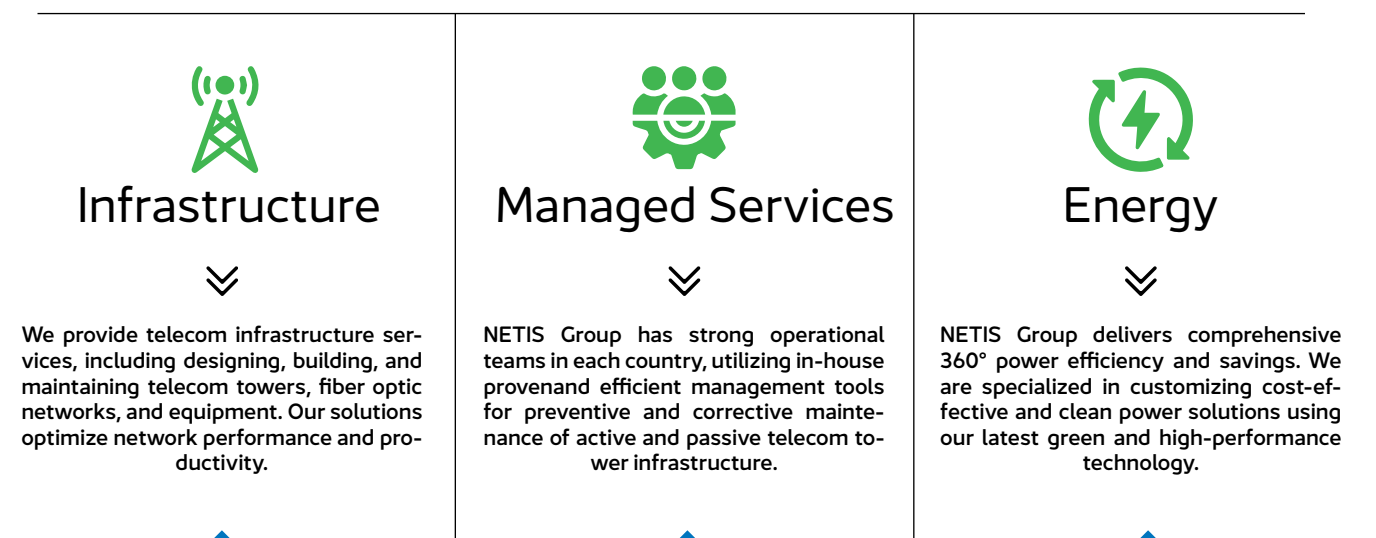
KEY ACHIEVEMENTS

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



BUSINESS LINES

Driving Innovation Through Diverse Business Offerings





SEE a better future

NETIS is a leading provider of telecom and energy solutions, boasting 15 years of industry experience.

We specialize in the design, construction, and maintenance of GSM, fiber optic, and energy networks.

As a trusted partner, we are committed to exceptional performance, strict adherence to deadlines, and maintaining the highest standards of quality and safety. Our proven track record has established us as a reliable partner in the industry.

With operations across 16 subsidiaries, NETIS actively delivers innovative telecom and energy solutions throughout Africa. Join us in unlocking the potential of telecom and energy infrastructure for a brighter future.

NETIS GROUP AT A GLANCE

NETIS Mission, Vision, and Core Values

NETIS Mission

Making A Sustainable Impact on Africa Social Life By Deploying Smart Telecommunications And Energy Networks



NETIS Group is committed to Sustainability, emphasizing our passion for Africa and our hope for its future. In this context, sustainability embodies our dedication to the long-term environmental, economic, and social stability of the region. NETIS is focused on practices that protect the environment, support economic growth, and enhance the quality of life for future generations in Africa.



NETIS Group invests in enhancing the skills of its workforce, not solely for business needs but also to improve employability. Furthermore, NETIS is committed to sharing its expertise with educational partners. We view education as a means to empower individuals and contribute to societal development.



NETIS Group is dedicated to ensuring gender equity, with a particular focus on creating an inclusive workplace culture for women across Africa. By prioritizing gender equity, NETIS is actively taking steps to ensure that opportunities and benefits are fairly distributed, without discrimination. This commitment is in alignment with our core principles of equality and inclusivity.

NETIS Vision

Our Vision: Building Carbon-Free Networks for a Competitive Africa.

NETIS' vision highlights our strong commitment to environmental stewardship and sustainability through the reduction of our carbon footprint.

This vision represents a significant step toward the future we envision for ourselves and Africa. It articulates our aspirations and the long-term goals we aim to achieve



Our 5 Values

As NETIS embarks on its journey of growth and transformation, the importance of defining a clear and unified set of principles to guide our collective identity and actions is paramount. We take immense pride in the active involvement of every member of the NETIS team in defining our core values.

This participatory and unified approach is a testament to our commitment to fostering an environment where every contribution is valued and respected. It ensures that our foundational values genuinely reflect the collective aspirations and ethics of our entire team.

Perseverance

Persist in performing despite Difficulties

Empowerment

Free up people energy, recognize and develop their potential

Ethics

Guided by our ethical principles for behaviour and decision-making

Commitment

Stand for and be dedicated to fulfilling the expectations of our partners

Reliability

Be trustworthy and consistently good in quality & performance

NETIS SUSTAINABILITY CHARTER

NETIS envisions a future where Africa leads with resilience and innovation, underpinned by robust low-carbon networks and a competitive edge. Our unwavering mission is to forge a sustainable impact on Africa's social fabric through the deployment of smart telecommunications and energy networks. Anchored in our core values of Empowerment, Commitment, Perseverance, Ethics, and Reliability, we cultivate a culture deeply rooted in Sustainability, Education, and Equality – our "SEE" pillars.

Our commitment to sustainability aligns with global frameworks and initiatives driving positive change.

Strategically, we align with the Sustainable Development Goals (SDGs), United Nations Global Compact (UNGC), and the Science-Based Targets initiative (SBTi), ensuring our efforts in tackling climate change, enhancing environmental stewardship, and promoting social responsibility are globally recognised and impactful.

Additionally, we adhere to the IFC Standards, further solidifying our dedication to sustainable and responsible practices.

Our primary areas of emphasis include:

1. Climate Change and Environmental Stewardship

- **GHG Control and Carbon Neutrality:** Our unwavering commitment to stringent greenhouse gas control encompasses legal compliance and meeting stakeholder expectations. With a comprehensive strategy for carbon footprint monitoring and a pledge to achieve carbon neutrality, we are investing in renewable energy and innovative emission reduction solutions in alignment with SBTi.
- **Resource Efficiency:** We optimise the use of resources such as energy, water, and materials for maximum efficiency and effectiveness.
- **Waste Management:** Our holistic and ambitious waste management strategy focuses on reducing generation, promoting recycling, and striving towards zero-waste operations, thus contributing to a circular economy.
- **Climate Resilience:** We are building climate-resilient infrastructure to ensure robust networks against climate change challenges, maintaining service continuity for clients, and aiding community adaptation.

2. Human Rights and Workplace Integrity

- **Health and Safety:** The health and safety of our employees, contractors, and the public are paramount, with rigorous protocols implemented for a safe working environment and a commitment to zero harm.
- **Work with Dignity:** We uphold workplace dignity, adhering to fair labour practices aligned with ILO conventions and local legal requirements, and ensuring respectful and equitable working conditions.
- **Education for Employees:** Our commitment to continuous learning and professional growth encompasses advanced training, workshops, and access to higher education and specialised certifications, nurturing a skilled and adaptable workforce.
- **Anti-Discrimination and Anti-Harassment:** Our inclusive culture combats discrimination and harassment through stringent policies, training, and a zero-tolerance stance.

3. Women Empowerment

- **Equality and Gender Balance:** We actively promote gender equality, offering equal opportunities for advancement and leadership. True equality encompasses an environment where diverse perspectives are valued and supported.
- **Empowerment Initiatives:** We empower women through targeted programmes addressing workplace and community challenges, ranging from mentorship to advocacy, enhancing professional growth and confidence.
- **Upskilling:** Central to our women's empowerment strategy, we offer specialised training and development programmes for skill enhancement, contributing to a dynamic, diverse, and innovative workforce.

4. Community Engagement and Development

- **Community Safety and Environmental Preservation:** We operate with the utmost care to avoid adverse impacts on community safety and the environment, respecting ecological and cultural sensitivities.
- **Community Empowerment through Education:** Our deep commitment to community education involves a range of initiatives tailored to local needs, from vocational training to partnerships with educational institutions.

5. Sustainable Supply Chain Management

In our journey towards sustainability, we place significant emphasis on fostering a sustainable supply chain. This involves rigorous supplier screening for environmental care, social responsibility, and ethical practices, and collaborating to adopt sustainable practices. We aim to minimise environmental impact, focusing on reducing waste, enhancing resource efficiency, and using renewable resources. Our sustainable supply chain strategy is about compliance and driving positive change, ensuring our commitment to sustainability resonates throughout our value chain.

These principles are deeply embedded within our business operations, showcasing our unwavering dedication to bringing this strategy to life. Our commitment extends beyond mere implementation; we are actively engaged in enhancing and substantiating our practices through external certifications, assessments, and transparent reporting.

This approach highlights our resolve towards accountability, transparency, and our aspiration to lead in sustainable business practices. By adopting this comprehensive strategy, NETIS is not only making a significant contribution to a more sustainable Africa but also establishing a standard in corporate sustainability.

GLOBAL FRAMEWORK

Thinking Globally, Impacting Locally

Ensuring our operations uphold rigorous sustainability benchmarks is integral to our company's vision. Several globally recognized frameworks guide our continuous improvement journey.

As a signatory to the UN Global Compact since 2023, we embrace the Compact's Ten Principles on human rights, labour, environment, and anti-corruption. Aligning strategy and reporting with these universal principles demonstrates our dedication to responsible business conduct.

The International Finance Corporation's Performance Standards likewise support our efforts. Covering key sustainability topics from biodiversity to labour standards, the IFC PS help assess and manage environmental and social risks proactively.

Participating in the UN Global Compact-Accenture SDG Ambition accelerator program further charts our course. By evaluating impacts and dependencies through a Sustainable Development Goals (SDG) lens, we strategize how telecommunications and energy can most effectively advance the 2030 Agenda.

The Science Based Targets initiative (SBTi) also informs our target-setting process. Validated emissions goals anchored in climate science ensure mitigation efforts comply with the Paris Agreement's 1.5°C warming limit.

Applying these globally vetted frameworks in spirit and letter futureproofs our sustainability practices. Collective progress relies on diligence, transparency, and expertise across industries and geographies. Our company remains committed to sustainable management in step with evolving standards.

As part of our commitment to continuous improvement, our company also began participating in the EcoVadis sustainability rating program. EcoVadis independently assesses companies' management of environmental, social, and ethical issues. Through their platform, we gain external insights into how our efforts measure up globally against international standards.

Our aim is to champion responsible telecommunications and energy leadership through diligently applying rigorous global frameworks with local relevance.

CORPORATE GOVERNANCE

Peace, Justice, and Strong Institutions



SDG 16: Peace, Justice, and Strong Institutions UNGC Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

At the heart of NETIS Group's governance framework lies a robust Board and Management structure designed to ensure transparency, accountability, and the effective execution of strategic objectives. This structure is pivotal in steering the Group towards achieving its mission of making a sustainable impact on Africa's social life through smart telecommunications and energy networks.

Board Composition and Profiles

The Board of Directors of NETIS Holding Ltd is a blend of experience, expertise, and commitment to sustainability and corporate responsibility. Comprising both Executive and Non-Executive Directors, the Board reflects a diverse range of skills and perspectives. Here are detailed profiles of a few key members:

MR. JEAN FARHAT

Sponsor-Executive Director
NETIS Group.

MR. JEAN-CLAUDE FIGALI

Sponsor-Executive Director
NETIS Group.

MR. MICHEL BARRÉ

Resident-Non-Executive Director
(INED) NETIS Group.

MR. FAYAZ DOOBARRY

Resident-Non-Executive Director
(INED) NETIS Group.

MR. KHALIL LAKHOUA

Investor- Non-Executive Director
AFRICA INVEST Group.

MR. HEDI DZIRI

Investor- Non-Executive Director
AFRICA INVEST Group.

MR. ADNANE ZERHOUNI

Investor- Non-Executive Director
Amethis.

MS. MARIEKE GEURTS

Investor- Non-Executive Director
Amethis.

MS. CLAIRE DEVEY

Investor- Non-Executive Director
Proparco.

Board Charter and Governance

The Board Charter is a comprehensive document that outlines the roles, responsibilities, and powers of the Board of Directors. It serves as a guide for the separation of roles between the Board and Management, ensuring a balanced approach to governance. The Charter encompasses:

- **Strategic Oversight:** The Board defines the Group's purpose, strategy, and values, overseeing their implementation and alignment with the company's long-term objectives.
- **Risk Management:** It ensures that risk management practices are embedded within the strategic planning and operational processes, safeguarding the Group's assets and reputation.
- **Corporate Governance:** The Charter emphasizes adherence to high standards of corporate governance, including ethical conduct, compliance, and stakeholder engagement.

Board Committees

To further enhance governance, the Board has established specialized committees, each focused on a key aspect of the company's operations and governance:

1. **Strategy / Transformation Committee :** Guides the strategic direction and oversees major transformations within the Group.
2. **Audit, Finance & Risk Committee :** Monitors financial integrity, risk management practices, and compliance with statutory and regulatory requirements.
3. **HR & Governance Committee :** Ensures that the Group's governance practices support an inclusive and performance-oriented culture.

RISK MANAGEMENT AND INTERNAL CONTROLS

A strategic pillar of NETIS Group

Risk management and internal controls are not merely regulatory requirements for NETIS Group; they are integral to our strategic vision, ensuring operational excellence, safeguarding financial integrity, and upholding our commitment to ethical business practices. By intricately weaving these frameworks into our operational fabric, we empower NETIS to pre-emptively navigate potential risks, thus protecting our assets, reputation, and the interests of our stakeholders.

Strategic Framework and Proactive Strategies

Our internal control framework is meticulously designed, embodying a holistic approach to risk management that is built on the pillars of accountability, transparency, and a culture of continuous improvement. This strategic framework includes:

- **Financial and Accounting Integrity:** We have instituted rigorous controls over financial reporting and accounting, ensuring adherence to the highest standards of accuracy and reliability. Regular audits, compliance with international accounting standards, and a culture of transparency form the bedrock of our financial integrity.
- **Operational Efficiency and Excellence:** By embracing best practices and cutting-edge technologies, we strive not only to optimise our operations, but also to drive sustainability and reduce our environmental footprint. Our operational controls are dynamic, allowing us to swiftly identify areas for improvement and implement effective solutions.

Executive Committee (ExCom)

Led by the Group CEO, the ExCom is responsible for the day-to-day management of the Company. It comprises senior executives who bring together expertise from different functional areas such as finance, operations, human resources, and more. The ExCom's responsibilities include:

- Implementing strategic and operational projects to ensure the highest performance levels.
- Periodically evaluating the functioning and performance of NETIS to align with strategic goals.
- Managing crisis situations with a focus on risk oversight and internal controls.

This comprehensive Board and Management structure is foundational to NETIS Group's governance, ensuring that strategic decisions are made with consideration for sustainability, ethical standards, and stakeholder interests.

- **Ethics and Fraud Prevention:** At NETIS, ethics is not optional. Our zero-tolerance stance on fraud, bribery, and corruption manifests in our comprehensive ethical guidelines, robust training programmes, and a strong compliance culture that permeates every level of the organisation.

Enhanced Compliance Management System (CMS): A Dynamic and Integrated Approach

The heart of our risk management ethos is encapsulated in our Compliance Management System (CMS), a dynamic entity designed for the proactive identification and mitigation of compliance risks. It is characterised by:

- **Systematic Risk Identification and Analysis:** We employ a strategic, systematic approach to regularly assess potential vulnerabilities across HR, security, environmental stewardship, anti-corruption, and data protection. These assessments are pivotal in shaping our risk mitigation strategies.
- **Empowered Oversight with RCAs:** The effectiveness of our CMS is amplified by our Responsible Chiefs for Compliance Areas (RCAs), who ensure the rigorous implementation of governance policies, the establishment of robust controls, and the orchestration of cohesive efforts to navigate the complexities of compliance.
- **Adaptive Monitoring and Continuous Evolution:** Our commitment to excellence is reflected in our ability to adapt and evolve. The CMS is regularly reviewed and refined to meet the changing demands of the regulatory landscape and our own internal growth dynamics.

Future-Forward Compliance and Risk Management

Looking to the future, NETIS is unwavering in its dedication to strengthen its internal control and risk management frameworks. The establishment of a dedicated Internal Control department symbolises our forward-thinking approach, aiming to enhance the precision and effectiveness of our risk management strategies, thereby ensuring alignment with our strategic objectives.

Corruption Measures: Upholding Our Ethical Commitment

Our governance model is distinguished by a robust Compliance Monitoring and Reporting framework, affirming our dedication to ethical business conduct. The NETIS Group Compliance Management Policy is the cornerstone of this framework, emphasizing early risk detection, risk mitigation, and the cultivation of an integrity-driven culture.

A Proactive Compliance Culture

Our proactive compliance framework is designed to prevent violations before they occur, through ongoing risk assessments and targeted educational programs. This approach is supported by:

Confidential Reporting and Whistleblower Protections: We have established secure channels for reporting compliance concerns, ensuring the protection of those who come forward UNGC Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; Principle 2: make sure that they are not complicit in human rights abuses.

- **Automated Compliance Processes:** Embracing technological advancements, we are transitioning to an automated system for processing compliance reports, enhancing efficiency, transparency, and accessibility.

Zero-Tolerance for Corruption

Our anti-corruption framework is comprehensive, reflecting our zero-tolerance policy through in-depth risk analyses, regular policy updates, and rigorous training. Leadership and oversight are provided by senior management, ensuring that NETIS not only complies with but leads in ethical business practices. UNGC Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Ethic & Compliance training statistics:

- Number of trainees: 210 trainees.
- Population: Executive committee. Local top management. Local Management committees' members. Supervisors & team leaders.
- Number of training sessions: 24 sessions.
- Number of L&C training hours: 64 hours.
- Participation rate: 100%

Note: this reporting is not inclusive of the employee Code of Conduct mandatory training module, which is self-paced online in the e-learning platform.

SOCIAL CONTRIBUTIONS AND IMPACT

Demographics and Gender Equity Initiatives

UNGC Principle 6: "Elimination of Discrimination in Respect of Employment and Occupation"

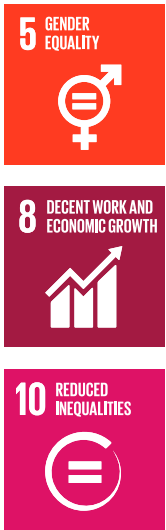
SDG: Goal 5: Gender Equality

NETIS proudly represents a mosaic of cultures with employees from 31 different nationalities, demonstrating our global inclusivity. Despite a workforce composition of 22% women, we are deeply committed to gender equity. This commitment is highlighted by our goal of achieving 35% gender diversity across our subsidiaries, supported by targeted initiatives such as mentoring and leadership programs for women, recruitment strategies focused on increasing female employment, and policies that encourage equal opportunities and work flexibility.

Several initiatives have been put in place to enhance the representation of women within our subsidiaries, such as:

- The development and rollout of mentoring and leadership programs tailored specifically for women, designed to support their professional growth and career advancement.
- The creation of recruitment pipelines focused on female candidates to ensure a more gender-diverse workforce.
- The formulation of annual recruitment strategies with a focus for hiring women, aimed at fostering gender diversity.
- The signing of agreements with universities and associations to attract female talent.

Implementing policies that promote equal opportunities, aim to close the gender pay gap, and provide flexible work arrangements are crucial steps towards empowering women within our organization. Creating a supportive and inclusive work environment where women feel valued and have a voice is fundamental to achieving gender equity. NETIS is actively engaged in promoting women's empowerment, recognizing its significance not only in creating a more diverse and vibrant



workplace but also in enhancing the overall organizational performance and reputation.

Local Hiring and job creation

UNGC Principle 4: " The Elimination of All Forms of Forced and Compulsory Labor "

SDG: Goal 8: Decent Work and Economic Growth

In our local communities, the youth represent a vibrant potential that pulses at the heart of our endeavours. When we hire and elevate local youth, it is not merely about filling positions; it is about weaving the fabric of the future with strands of hope, ambition, and fresh perspectives. We view this as an investment in the rich African soil that sustains our businesses, infusing it with the vigour and innovation that only young minds can provide.

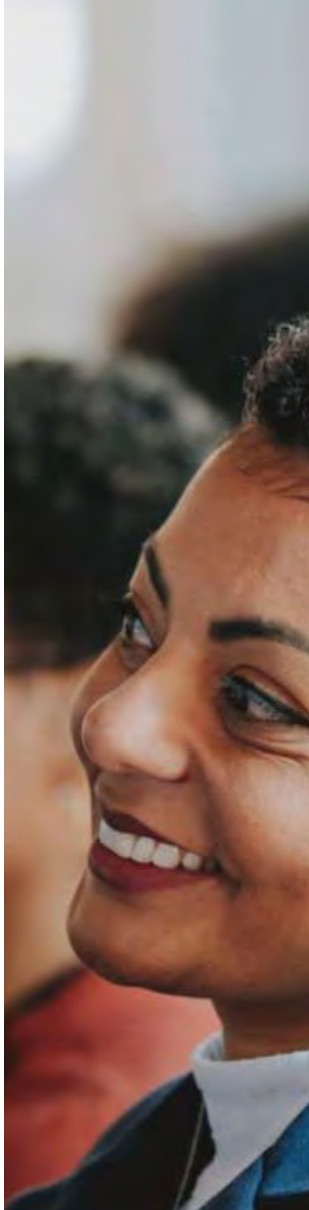
We envision this process as planting seeds in fertile ground – nurturing local youth with opportunities to blossom into skilled professionals, deeply rooted in the communities they help thrive. It is akin to creating a ripple effect: newfound confidence igniting local economies, families finding stability, and communities flourishing with their own tales of success.

By opening doors to young talent, we are not only assembling a workforce; we are constructing a pathway to a brighter tomorrow – a future where local aspirations soar, powered by the very soil from which they spring.

Key Figures of Local Hiring and Youth Job Creation:

- In 2023, numerous job positions were filled, with 40 at the group level and 362 at the subsidiary level.
- Only 2% of our local workforce consists of expatriates.
- Half of our workforce falls within the age range of 26 to 35 years old.
- Staff turnover and departure rates in 2023, inclusive of fixed-term contracts, are as follows:

Female Turnover rate	4%
Female Departure rate	2%
Managers Turnover rate	1%
Managers Departure rate	2%
Non-Managers Turnover rate	0.026%
Non-Managers Departure rate	2%



Pay Equity

SDG: Goal 10: Reduced Inequalities

NETIS is committed to ensuring pay equity among all employees, irrespective of gender, race, or any other protected characteristic. This commitment is demonstrated through several key practices:

- **Adherence to Legislation and Regulations:** NETIS strictly follows local regulations to ensure that all employees receive compensation in accordance with legal requirements.
- **Equal Pay for Equal Work:** Within NETIS, employees performing substantially similar roles – requiring similar skills, effort, and responsibility, and conducted under comparable working conditions – receive equal compensation, regardless of gender or other characteristics.
- **Job Evaluation and Classification:** NETIS aims to conduct thorough job evaluations to assess the relative value of different positions within the company. This process helps align compensation with the specific responsibilities and requirements of each role, thereby promoting fairness and equity in pay across the organization.

Diversity programs and targets

SDG: Goal 5: Gender Equality, Goal 10: Reduced Inequalities

In our commitment to fostering diversity and inclusivity, significant progress has been made at our company. Currently, women make up 22% of our workforce, marking a 10% increase compared to the previous year. Of this workforce, 21% hold supervisory or management positions, and 27% are represented in our Executive Committee.

Our dedication to diversity extends beyond gender, with employees from 31 nationalities contributing to our vibrant workforce. These statistics underscore our commitment to creating an environment

where all individuals, regardless of gender or nationality, have equal opportunities to thrive and contribute to our collective success. Through ongoing diversity programs and targets, we aim to continue this progress and ensure that our company remains a beacon of inclusivity in the corporate world.

In the context of building an inclusive work environment based on empowerment, NETIS has implemented a „Women Empowerment Policy.“ Within this framework, the following programs have been implemented, with some in the final phases before launch:

NETIS Internship Program

UNGC Principle 1: “Businesses should support and respect the protection of internationally proclaimed human rights”.

SDG: Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequalities

- Key figures: NETIS has offered over 370 paid internship opportunities in operations and support functions, with 28% of them being females.
- This program is strategically designed to achieve multifaceted objectives that contribute to the holistic development of women in the workforce. Its primary objectives include skill development, practical application of knowledge, professional growth, and exploration of career paths.



NETIS Mentorship Program

The mentorship program aims to cultivate mentor-mentee relationships that drive professional development, personal growth, and overall achievement within NETIS. It provides a nurturing space where seasoned mentors support and empower aspiring mentees.

NETIS Talks

The NETIS Talks Program is designed to empower and uplift women within the NETIS community through curated talks and discussions. It fosters a supportive environment where women can actively participate in meaningful conversations, share insights, and draw inspiration from thought-provoking discussions.

NETIS Women Advocates

The NETIS Women Empowerment Program aims to cultivate advocates dedicated to championing diversity, inclusivity, and gender equality within our organization. Advocates engage in collaborative efforts to drive meaningful transformation within NETIS.

The VENUS Program

The VENUS Program is a specialized training initiative within the University of NETIS, designed to empower and uplift female participants by equipping them with comprehensive skill sets encompassing both technical and managerial proficiencies.

These programs underscore our commitment to championing the professional growth and leadership aspirations of women within NETIS, contributing to a more inclusive and equitable organizational culture.

Additionally, NETIS is actively involved in promoting gender equity through collective initiatives such as the 2X Challenge Program as one of over 200 businesses in developing countries to benefit from this impact investment program.

Inclusivity initiatives

In our commitment to fostering an inclusive and empowering work environment, we have established five key objectives to guide our efforts:

Objectives

Objective 1: Promote Gender Equality

- Target: Increase the percentage of female employees in managerial positions by 10% within the next fiscal year.
- Target: Implement gender-neutral recruitment and promotion policies by the end of the current year.

Objective 2: Enhance Career Development Opportunities

- Target: Increase participation in mentorship programs by 20% within the year.
- Target: Develop personalized career development plans for employees.

Objective 3: Increase Representation in Leadership Positions

- Target: Achieve gender parity in leadership positions within the next three years.

Objective 4: Foster a Supportive and Inclusive Work Culture

- Target: Implement diversity and inclusion training for all employees within the next six months.

Objective 5: Empowerment through Training and Skills Development

- Target: Increase the participation rate in training and development programs by 15% within the next fiscal year.
- Target: Offer leadership and empowerment workshops for women and underrepresented groups biannually.

Through these objectives, our aim is to create a workplace where everyone feels valued, supported, and empowered to succeed. We believe that by promoting gender equality, enhancing career development opportunities, increasing representation in leadership positions, fostering a supportive and inclusive work culture, and prioritizing empowerment through training and skills development, we can build a more diverse, equitable, and thriving organization.

Benefits and welfare programs

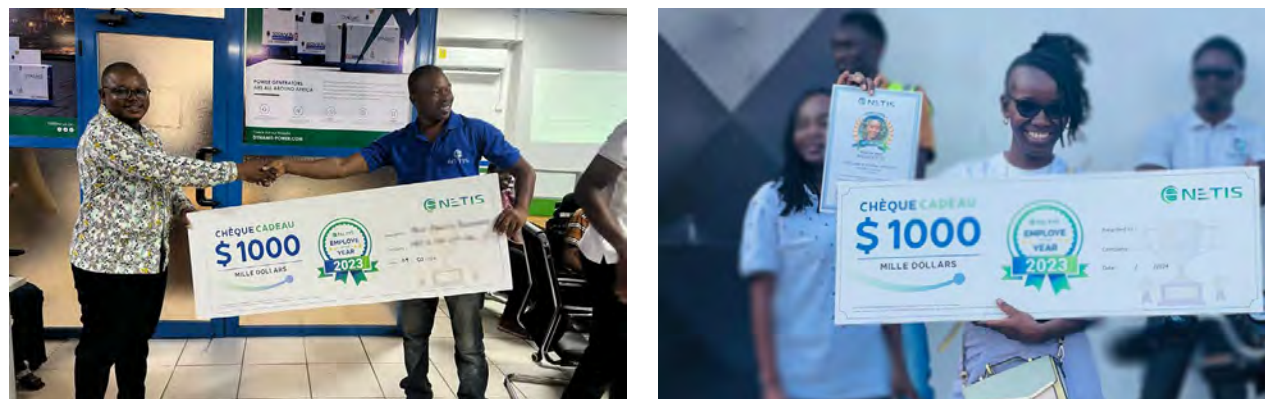
Employee benefits and welfare programs play a vital role in a comprehensive compensation package, serving to attract, retain, and support employees within our organization. These programs extend beyond basic salary offerings and encompass various perks, services, and financial assistance aimed at enhancing overall employee well-being.

In 2023, over 60% of our employees underwent an annual review, during which their goals for mobility, development, and training were addressed. By the end of the same year, 100% of our subsidiaries were covered by insurance for health costs, while approximately 72% of employees were covered by insurance that compensates them in the event of accidents at work or in their personal lives.

Here are some common types of benefits and welfare programs we offer:

- **Health Insurance:** Ensuring access to quality healthcare services for employees and their families.
- **Retirement Benefits:** Supporting employees in planning for their future financial security.
- **Mental Health Services:** Providing counselling and support for mental health issues, stress management, and maintaining work-life balance.
- **Transportation Benefits:** Offering transportation benefits such as company cars or transportation allowances based on job requirements and responsibilities.
- **Employee Recognition and Rewards Programs:** Recognizing and rewarding outstanding performance and contributions through various initiatives.

One notable program is our annual Championship program, which encompasses all our subsidiaries. This program aims to recognize and celebrate exceptional employees within the NETIS Group who demonstrate exemplary performance in their roles. The criteria for recognition include outstanding performance, innovative proposals, high-quality deliverables, adherence to safety protocols, positive attitude, embodiment, and promotion of NETIS values and life-saving rules, as well as a commitment to customer satisfaction.



Through these benefits and welfare programs, we aim to not only provide tangible support to our employees but also foster a culture of appreciation, recognition, and excellence within the organization.

Training

At NETIS, our belief in investing in people, not just positions, drives our commitment to providing upskilling opportunities for our local talent, thereby fostering a culture of inclusivity and growth. Regardless of gender, age, culture, religion, or social status, everyone within our organization has the chance to unlock their potential and contribute their unique perspective. This commitment not only benefits individuals but also drives innovation and strengthens our company as a whole.

To further this commitment, NETIS has established its corporate university, named "UNINET" (the University of NETIS), as the hub for focusing on competencies and empowering individuals' potential.

Our training priorities reflect our dedication to employee well-being, role-specific knowledge enhancement, and the creation of a dynamic learning ecosystem:

Investing in Employee Safety

- A significant portion (89%) of our training in 2023 focused on Environment, Health, and Safety (EHS), demonstrating our commitment to providing a safe and healthy work environment.
- New employees undergo comprehensive EHS training through dedicated eLearning modules, including instruction on NETIS Life-Saving Rules, as part of their onboarding process.

Knowledge for Every Role

- We have developed a standardized Fiber Optics training program to equip employees in this domain with the necessary knowledge and skills across all subsidiaries.
- This internally developed training cycle covers various topics related to Fiber Optics operations, ensuring efficiency, safety, and customer responsiveness.

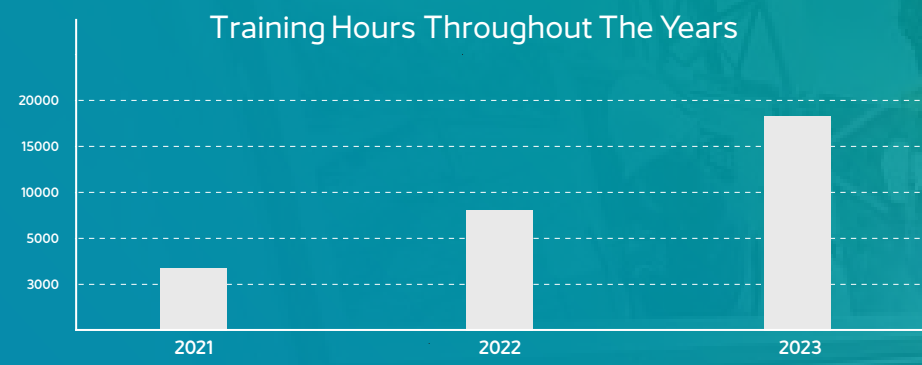
Building Bridges, Not Walls

- We strive to create a learning ecosystem where knowledge flows freely and empowers everyone to contribute and benefit.
- Through the "I-TEACH" program (Internal Training Empowerment And Capabilities Hub), staff members are empowered to conduct internal training missions within NETIS subsidiaries in their respective areas of expertise, such as working at height, electrical safety, and defensive driving.
- The initiative aims to have over 30 internal trainers from NETIS by the end of 2024, fostering knowledge sharing and skill development across the organization.

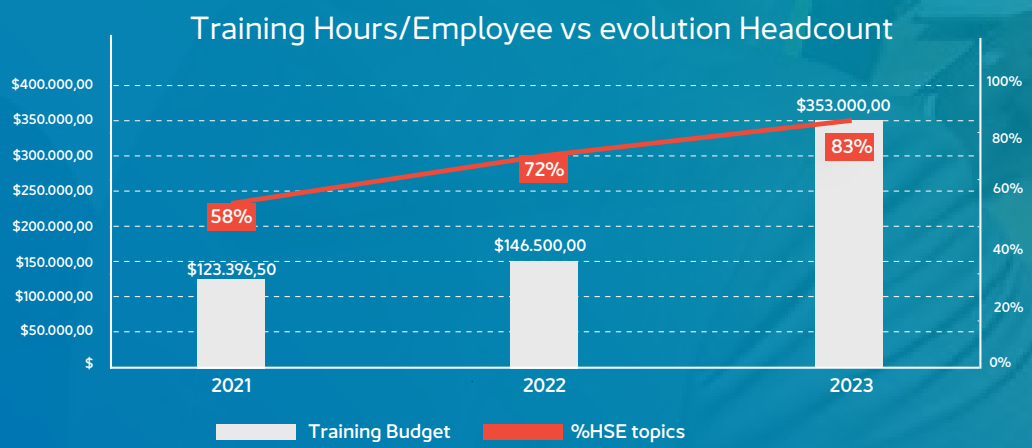
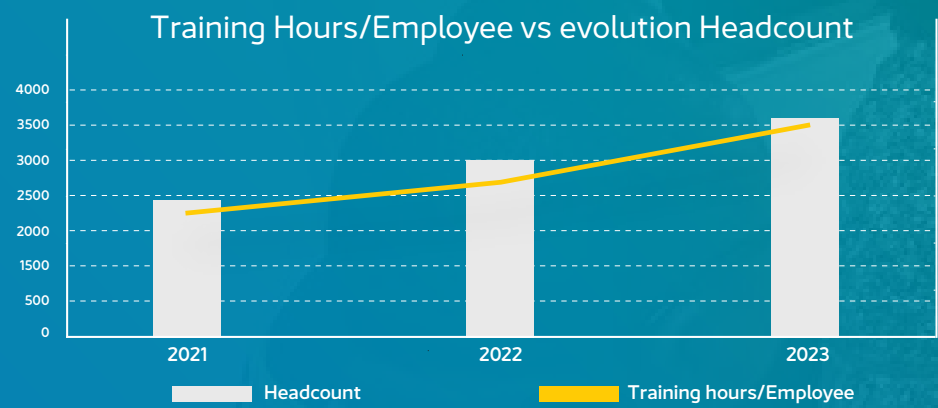


Key Figures for 2023 Training:

- Over 650 employees trained, accounting for 18% of the headcount.
- More than 17,600 training hours invested, averaging 5 training hours per employee.
- An investment of \$352,000 in external training and certifications, representing an average of \$98 per employee.



- Training covered a wide range of topics, with 89% focusing on EHS, including project management, soft skills development, work tools usage, EHS certifications, defensive driving, working at height, and in electrical environments, fall arrest, confined spaces, ISO certifications, and more.



HEALTH AND SAFETY



UNGC Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; Principle 2: make sure that they are not complicit in human rights abuses.

SDG: Goal 8: Decent Work and Economic Growth.

At NETIS, we believe that every person deserves to feel valued. By bringing together diverse backgrounds and experiences, we support each other's well-being while working together as a united team to achieve our goals. This belief guides our approach to health, safety, and inclusion and forms the foundation of our four-pillar strategy. Continuous improvement of this strategy will bring us closer to our aspirational goal of a ZERO incident community.

Pillar 1- Responsible Stewardship

our core certifications and stringent management system ensure compliance and risk mitigation.

Compliance through certified systems remains pivotal in the telecom and energy industry. However, our commitment extends beyond mere certification. Our ultimate objective is to empower one another to collectively safeguard well-being, both now and in the future.

To ensure compliance, our company has developed and continuously maintains an Integrated Management System that covers all business-related requirements and standards. The Integrated Management System is certified against:

ISO 9001:2015

Quality Management System

ISO 14001:2015

Environmental Management System

ISO 45001:2018

Occupational Health & Safety Management System



In order to uphold these standards rigorously and promote effectiveness while fostering a culture of safety across the organization, our managers and coordinators have undergone comprehensive training programs. They have obtained various certifications, including IRCA 45001 Lead Auditor, Certified Incident Investigators, and Safety Lead Implementer.

With a deeply ingrained culture of safety, our goal remains steadfast: zero incidents, while maintaining 100% compliance with safety protocols and regulations, fostering an environment that ensures the well-being of our workforce, and minimizes risks.

Pillar 2 - Promoting People-First Protection

comprehensive risk assessment and engagement build a culture of care.

As a company, we strive to uphold the highest standards of care for our employees, communities, and the environment. An important part of this mission involves proactively managing occupational health, safety and environmental risks through rigorous protocols and ongoing engagement.

Each of our subsidiaries conducts a comprehensive risk assessment to identify potential hazards specific to their operations and locale. These assessments consider regulatory requirements and industry best practices, enabling us to develop tailored mitigation plans and standard operating procedures. Our robust reporting system, UTAD (Latin for „meeting expectations“), provides transparency on our performance, flagging both issues and areas of success across all subsidiaries on a monthly basis.

At the heart of our approach lies employee awareness, empowerment, and culture. We place strong emphasis on ongoing training, with employees spending an average of 32,881 minutes on EHS courses and awareness in 2023. This continuous training demonstrates our long-term commitment to building expertise at all levels of the organization and lays the groundwork for effectively introducing new employees to our safety-oriented culture.

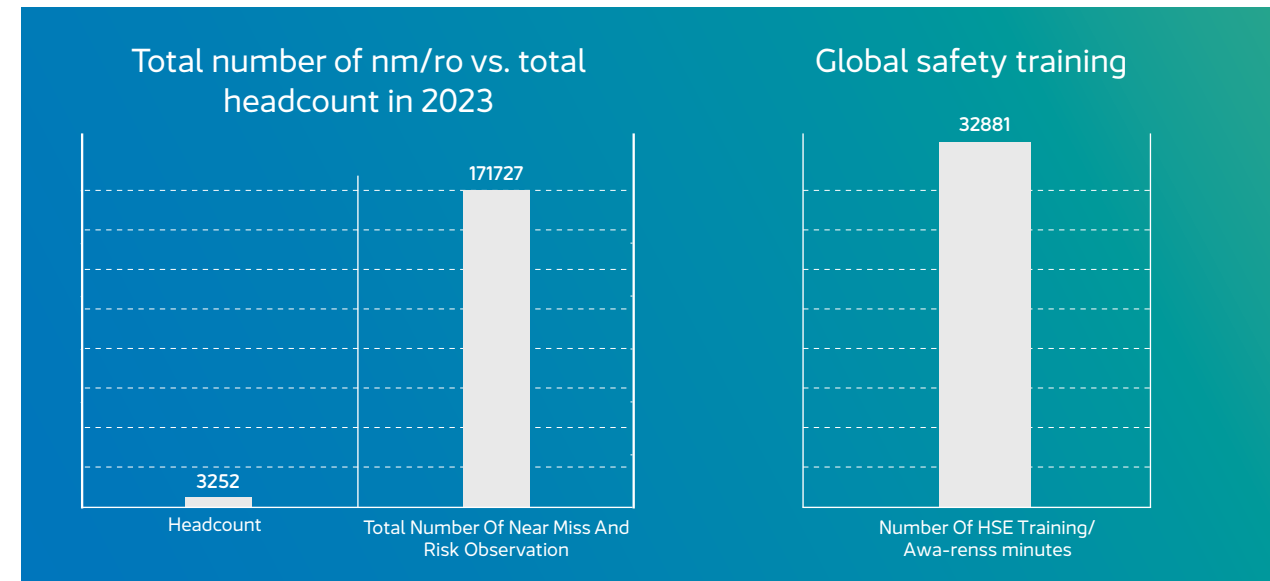
During the onboarding process, new hires receive dedicated training on our environmental, health, and safety (EHS) policies and procedures. Additionally, we equip all staff with our 13 Lifesaving Rules, which outline essential safety guidelines and protocols. This knowledge strengthens decision-making abilities and reinforces our shared commitment to safety.

Ensuring fitness for duty is equally important in our people-first protection approach. Specialized qualifications and medical clearances, through regular evaluations, certify that employees in high-risk roles can perform their tasks safely.

To solidify a culture of stewardship, we encourage open dialogue and promote continuous learning. Annual refresher courses update employees on recurrent issues, while reporting concerns without fear of reprisal enhances accountability.

Looking ahead, we strive to pioneer best practices and fulfil our responsibility to protect both our employees and the environment. We will continue advancing our

programs through stakeholder feedback, the latest research, and benchmarking across subsidiaries.



Pillar 3 - Cultivating Care through Collaboration

Initiatives strengthen engagement at multiple levels.

Our commitment to health and safety excellence demands continuous innovation to enhance engagement. Creative initiatives that empower collaborative responsibility have yielded successes worthy of sharing. Programs like Safety Ambassadors and Boots Not Suits strengthen prevention through experienced leadership. The „Safety Ambassadors“ program trains chief officers and managers to conduct on-site audits using our 13 Lifesaving Rules and HSE minimum standards during their visits. By experiencing field challenges firsthand, leaders strengthen incident prevention. With „Boots Not Suits,“ managers regularly visit worksites rather than relying on remote oversight from offices. Periodic field presence by managers bridges communication gaps and strengthens oversight of frontline concerns without removing leadership from decision-making.

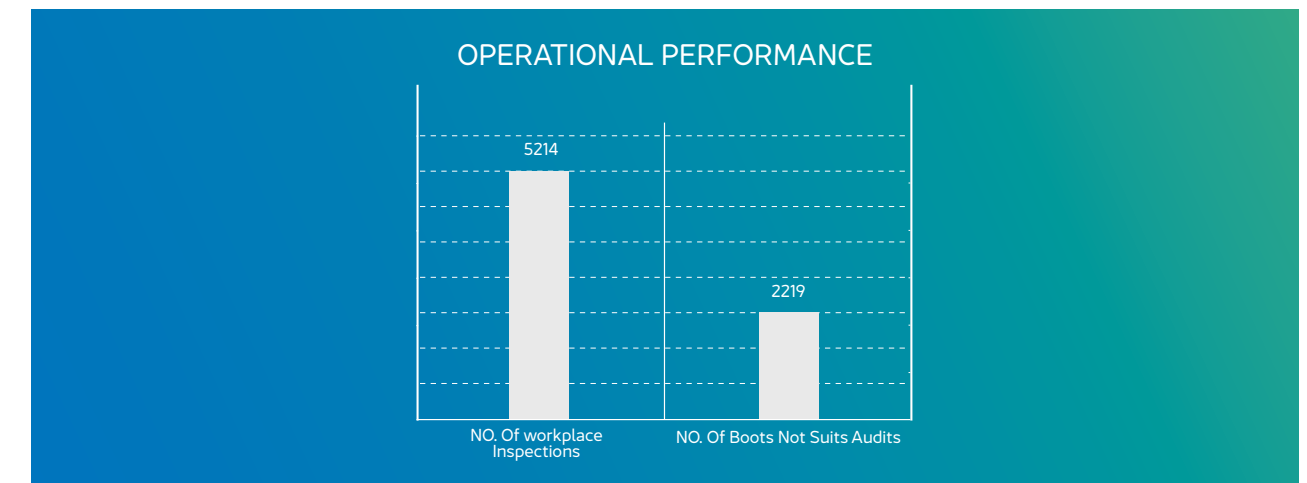
Concurrently, we implemented behaviour-based safety in 2023, focusing corrective efforts on at-risk actions rather than just environments. Through respectful observation and coaching, this collaborative approach transforms behaviours and precludes incidents.

Furthermore, a hallmark achievement this year was the meaningful progress made in collaboration among subsidiaries through enhancements to our Crosscheck Audit program. By facilitating visits between managers from SHERQ for peer site assessments, we cultivated an opportunity for direct people-to-people learning across our network.

At the centre of these interconnected initiatives is our Annual Safety Week. This event engages all subsidiaries and is dedicated to NETIS staff, partners, and service providers. It aims to raise awareness, educate, and inform our employees about occupational risks and illnesses, reaffirming NETIS's commitment that business growth cannot jeopardize lives.

Constantly improving these participatory, solutions-focused initiatives reflects our

dedication to a fair culture where all members vigilantly safeguard one another.



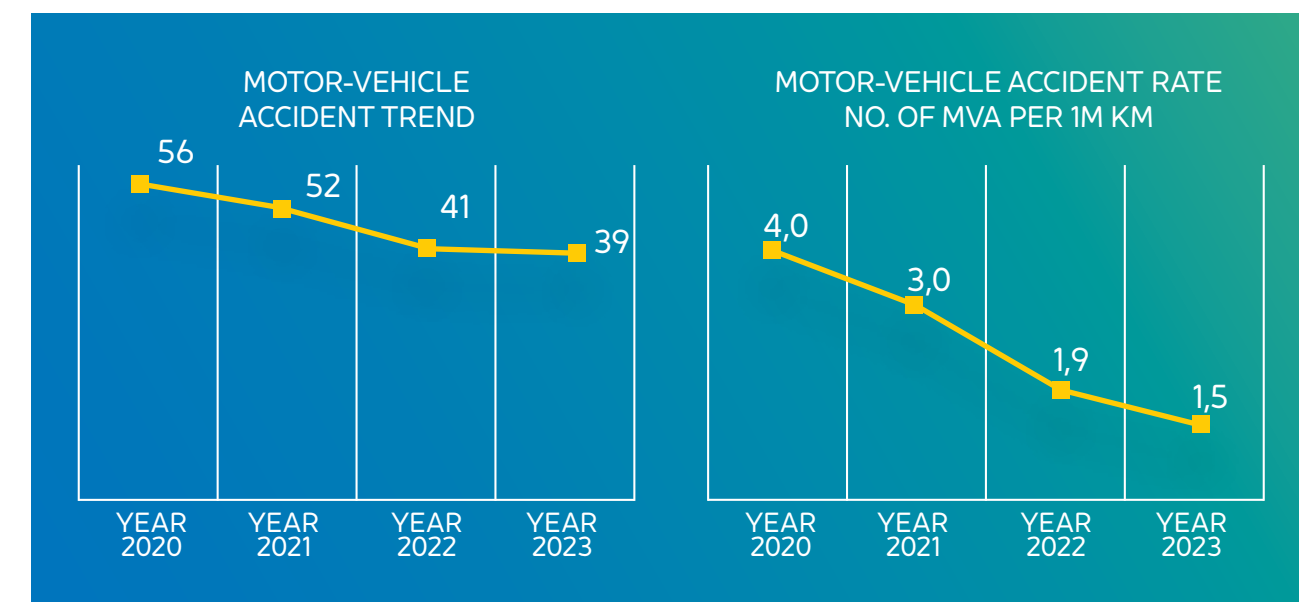
Pillar 4 - Safeguarding Tomorrow, Today

Continuous improvement yields positive trends.

Our company's tireless focus on safety excellence through prudent governance and people-centred initiatives has yielded tremendous outcomes over the years:

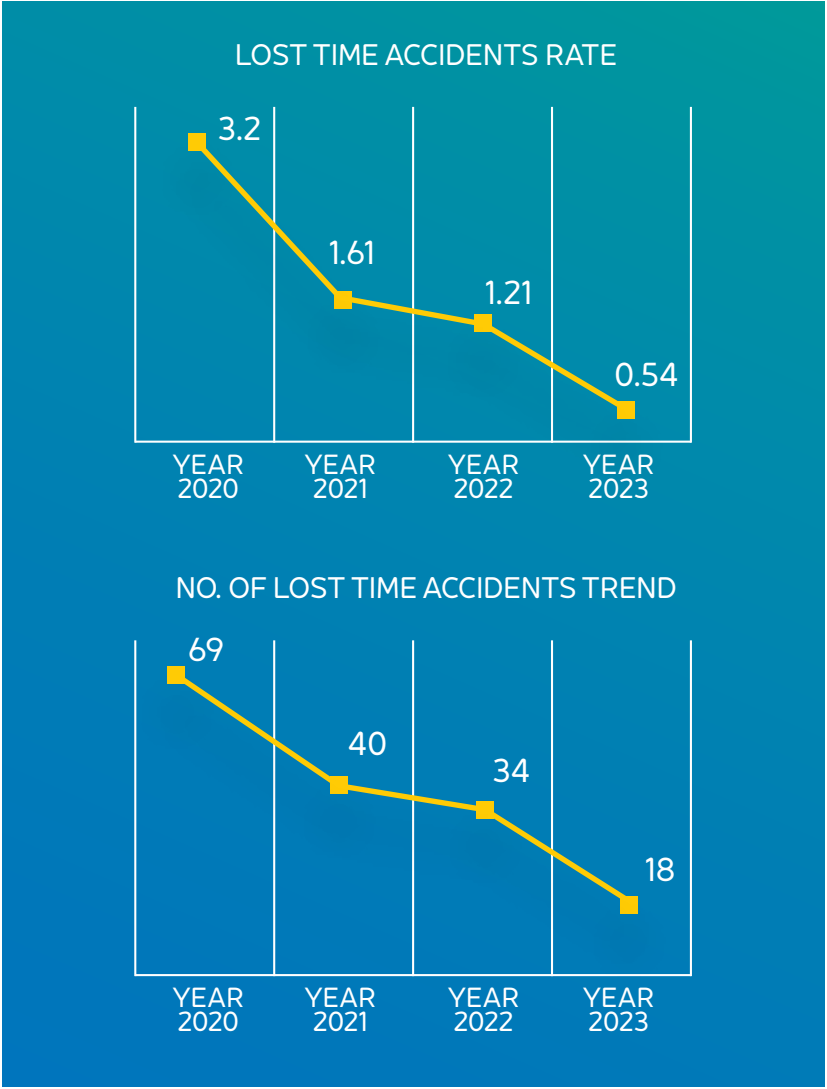
Motor vehicle Accidents (2023 vs 2022, 2021 & 2020)

- Total number of motor vehicle accidents reduced by 4.8% using a 2022 baseline and by 30% using a 2020 baseline.
- Motor vehicle accident rate reduced by 21% using a 2022 baseline and by 62% using a 2020 baseline.



Lost-Time Accidents (2023 vs 2022, 2021 & 2020):

- Total number of recordable accidents reduced by 47% vs a 2022 baseline and by 74% using a 2020 baseline.
- Significant reduction in terms of recordable accidents rate at 55%.



The results demonstrate positive progress, yet there is considerable work to be done to further enhance our safety culture and protect the well-being of our employees. We acknowledge the critical importance of continuous improvement and are committed to driving further enhancements in the coming years.

"No business development should come at the expense of the lives and well-being of our staff." This fundamental principle underpins our mission to empower our dedicated team and reach new heights in safety, health, and well-being for everyone".



COMMUNITY ENGAGEMENT AND DEVELOPMENT



SDG: Goal 11: Sustainable cities and communities.

Fostering Empowered Communities Together

TOGO: ADOSSA GADAO

Date: January 14, 2023

Event: Adossa Gadao Festival

Theme: Social Inclusion

Outcome: We positively influenced the community by offering financial support to the traditional festival and fostering social inclusion.

Budget : 825 \$



UGANDA: KITANTE PRIMARY SCHOOL

Date: Juin, 2023

Event: Invest in Our Planet

Theme: Environment

Outcome: In 2023, NETIS Uganda marked 'International Mother Earth Day' by planting a shade tree at Kitante Primary School. NETIS is committed to fighting global warming through its participation in tree planting initiatives.

Budget : 500 \$



GHANA: GOOD SHEPHERD CHILDCARE

Date: December, 2023

Event: Invest in Our Planet

Theme: Social Inclusion

Outcome: NETIS Ghana's involvement in delivering packages of goods to Good Shepherd Child Care has provided crucial support in difficult times, showcasing our dedication to positively impacting the community.



BURKINA FASO: INTERNAL FUEL CONSUMPTION**Date:** 2023**Event:** Internal Event**Theme:** Environment**Outcome:** There was a significant reduction in fuel consumption by the office generator, which motivated us to extend the project to the NETIS branches.**Budget:** 2000 \$

ENVIRONMENT

UNGC Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.

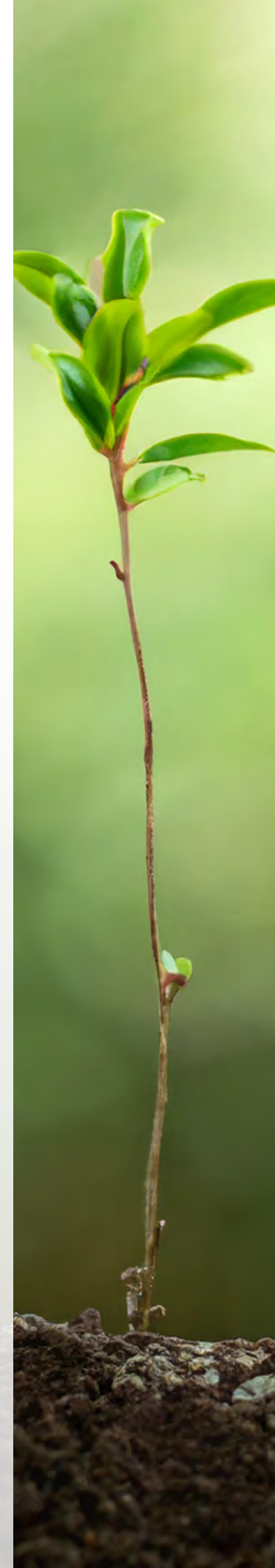
SDG: Goal 7: Affordable and clean energy; Goal 13: Climate change

Our Vision

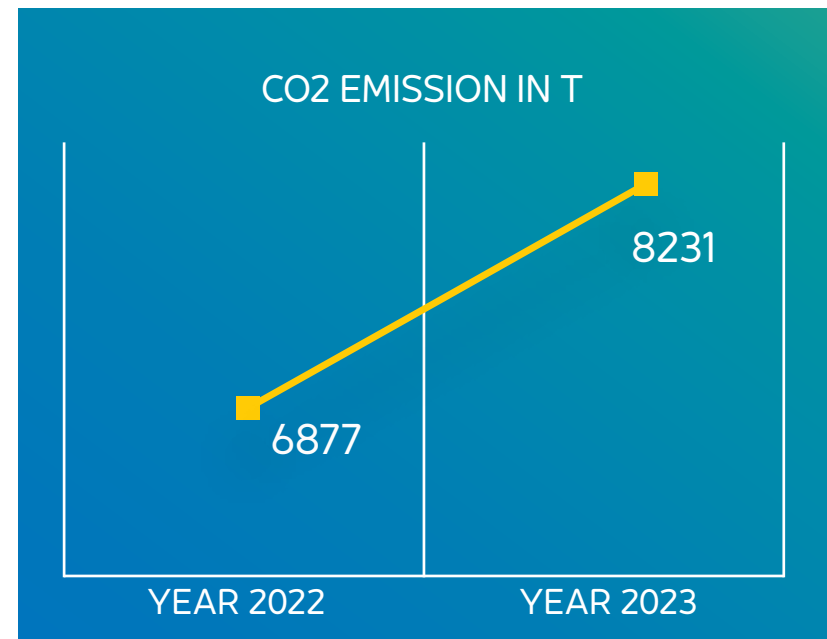
BUILDING LOW-CARBON NETWORKS FOR A COMPETITIVE AFRICA

The telecommunications and energy industries play a crucial role in enabling digital transformation. However, as this sector grows, so does its environmental impact, mainly through greenhouse gas emissions and waste generation. In 2022 alone, the telecom industry emitted 132 million metric tons of CO₂ equivalent (MT CO₂e) from scope 1 and scope 2. Quantitative analysis in this industry revealed that energy use growth slightly outpaced renewables adoption, highlighting the need for an accelerated transition.

Acknowledging our responsibility and based on our 2023 greenhouse gas (GHG) inventory, our company emitted approximately 8,231 metric tons of CO₂ emissions from scopes 1 and 2. This represents a modest increase from 2022 due to business expansion. However, scopes 1 and 2 only provide part of the picture, as scope 3 emissions from value chain activities are estimated to account for 70-80% of a typical telecom company's total footprint.



Recognizing the material significance of scope 3 emissions, we have developed an extensive GHG calculator tailored to our operations and supply chains. This calculator provides greater visibility into emissions sources and identifies opportunities for reduction strategies.



Waste management is a key aspect of sustainability in our industry, especially with ongoing equipment replacements and upgrades. We comply with country-specific regulations and ensure all waste is ethically processed by certified handlers, with a focus on recycling or efficient disposal. Last year, we managed to recycle 69% of hazardous waste, thereby diverting it from landfills, and we are committed to improving this percentage annually.

At NETIS, we are dedicated to reducing the carbon intensity of telecommunications and energy sectors. Addressing both upstream and downstream emissions is crucial for our net-zero ambitions. Our goal is to achieve net zero operational carbon, which aligns with the 1.5°C climate target through science-based mitigation measures that also meet community needs across Africa.

We strive to protect lives and promote climate justice globally through low-emissions solutions. Our vision for sustainable transformation is rooted in upholding the highest standards with integrity and care.

Building on our commitment to achieving net zero carbon emissions, we are dedicated to significantly reducing our environmental footprint through specific initiatives. A major focus is the utilization of renewable energy sources to decarbonize our operations. We plan to transition to cleaner energy through on-site solar installations and green power agreements, which will help reduce emissions and enhance energy security. In the long term, we intend to adopt hybrid and electric vehicle models to minimize fuel consumption across our operations.

Another key strategy involves upgrading our network infrastructure to meet green standards. We will implement more energy-efficient equipment and employ smart sensor technology to manage energy consumption remotely across our sites and backbone systems. Recognizing that achieving complete emission abatement may not be feasible in the short term, we will offset any remaining emissions through high-quality carbon offset programs aligned with the UN Sustainable Development Goals.

Enhancing resource efficiency is also a core element of our strategy. We aim to significantly reduce waste generation and promote the recycling and refurbishment of network assets to extend their usage. Digital solutions and employee awareness initiatives will support our waste diversion objectives.

To reduce our upstream environmental impact, we will foster meaningful partnerships throughout our value chain. We will encourage our suppliers to set science-based targets and support renewable energy projects with technical assistance.

Strong governance and oversight are essential for accountability. We will regularly track and report our performance against environmental goals to stakeholders, with external verification to ensure responsible advancement of our environmental stewardship.

Through continual innovation, our vision is to position the African telecoms and energy sectors as leaders in sustainable competitiveness.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Fostering Empowered Communities Together

A key focus of our ESG efforts has involved analysing and strengthening supply chain sustainability across our entire network of partners. As economies globally become ever more interconnected, so too do responsibilities for ensuring ethical and environmentally conscious operations extend beyond our direct control.

Through our recent supplier surveys and assessments, a data point emerged showing promising progress. Of our total surveyed suppliers, we found that **12.5%, currently have a woman legally representing the company** in a senior leadership capacity. While full gender parity remains an ongoing journey, incremental progress is encouraging. Guided by our Sustainable Procurement Principles, we integrate environmental, social and governance considerations into supplier selection and management practices. New suppliers are subject to stringent screening which evaluates metrics such as resource efficiency, waste management, labour standards and ethics.

Additionally, over **99% of our supplies are sourced locally**, allowing us to significantly contribute to local economic development and job creation in communities near our operations. By prioritizing local procurement wherever feasible, we aim to add value to local content and supply chains.

Together with suppliers, we aim to advance this work through open and ongoing dialogue. Benchmarking progress periodically helps pinpoint where to reinforce guidelines or provide additional support going forward. Our hope is that prioritizing sustainability from the outset strengthens resilience in supply chains for communities worldwide.



LOOKING AHEAD

A Journey Of Thousand Miles begins with A Single Step

With vision and Vigor, we embark on a journey:

To ensure business development

- Focus on sustainable and profitable business practices that consider both short-term and long-term goals.
- Invest in innovation and emerging technologies that can drive new revenue growth opportunities.
- Build partnerships and goodwill with stakeholders such as customers, investors, employees, and local communities. Treat all stakeholders with fairness, transparency, and respect.

To protect the environment

- Adopt environmentally friendly business operations that reduce pollution and waste. Follow all environmental compliance standards.
- Develop green products and services or implement greener solutions for existing offerings.
- Encourage supplier partnerships that embrace environmental stewardship principles. Lead by example in environmental sustainability.
- To further strengthen climate action transparency, annually disclose metrics and performance through the carbon disclosure program.

To Guarantee social progress

- Uphold labour practices that respect worker rights and provide fair compensation and good working conditions.
- Source responsibly from communities in a manner that uplifts societies and creates jobs.
- Support social programs or non-profits working on causes like education, healthcare, poverty alleviation and civic development.

- Promote diversity, equity, and inclusion within the organization and in interactions with outside partners and clients.



TOWARDS SUSTAINABILITY





NETIS

ANNUAL REPORT



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