

FTSE4GOOD ADDITIONAL SUSTAINABILITY DISCLOSURE

INTRODUCTION

At DNeX, sustainability is a strategic imperative embedded across all levels of our operations. We are committed to creating long-term value for our stakeholders by integrating environmental, social, and governance (ESG) considerations into our business decisions and operational practices.

Guided by our Board of Directors and Senior Leadership team, we maintain strong oversight of sustainability matters to ensure alignment with stakeholder expectations, regulatory requirements, and global sustainability frameworks.

Our sustainability approach is driven by clear priorities and material ESG topics that reflect the nature of our diversified business across energy, technology, and digital services. We have established measurable targets and action plans to monitor our performance and continuously improve. This structured approach enables us to remain accountable and adaptive as we progress on our sustainability journey.

ENVIRONMENTAL

We recognise that environmental stewardship plays a vital role in protecting the planet's natural systems and ensuring the well-being of present and future generations. Across the Group, we remain committed to reducing emissions, conserving resources and supporting the transition towards a circular, low carbon economy. These efforts go beyond regulatory compliance and reflect our responsibility to contribute to a more sustainable, resilient world. Advancing these priorities remains central to our long-term strategy for managing environmental risks and creating lasting value.

Our Sustainability Material Matters: Resource Management

Our Sustainability Theme: Stewarding a Sustainable Environment

The way we manage emissions and natural resource discharge directly impacts ecosystem health, community well-being and the long-term sustainability of our environment. We are committed to the responsible management of air pollutants such as Nitrogen Oxides (NO_x), Sulphur Dioxide (SO₂) and Volatile Organic Compounds (VOC), as well as water discharge, recognising their potential effects on air and water quality.

By minimising emissions and optimising water use, we support pollution reduction, environmental conservation, and the protection of vital natural resources. These efforts reflect our broader commitment to transitioning toward a circular and low-impact economy that aligns human development with ecological boundaries.



The following section are set out as additional disclosures in relation to the FTSE4Good theme for Pollution & Resources / Water Security.

1. We monitor and manage key air emissions, including NO_x, SO₂ and VOC, through our energy business unit, Ping Petroleum, to minimise our impact on air quality and ensure compliance with environmental regulations.

In 2024, air emissions data is reported only for our energy business unit, Ping Petroleum, in the Anasuria operation in Aberdeen United Kingdom. Moving forward, we aim to expand our reporting to include our Technology business unit starting from the next reporting cycle.

Sources	NO _x (tonnes)	SO ₂ (tonnes)	VOC (tonnes)
Vent	0	0	273
Fuel Gas	175	0.3	1
Flare	16	0.2	134
Diesel	66	6	2
Total	257	6	410

2. We manage water discharge across our various business units in accordance with applicable environmental regulations. Each business unit is responsible for monitoring, controlling and reporting its water discharge activities to ensure compliance and minimise environmental impact.

Efforts are made to treat wastewater appropriately before discharge, reduce pollutant load and implement best practices tailored to the operational context of each facility.

Destination	Business unit	Total Water Discharge (m ³)
Off - site	DNeX and IT	2,391*
Ocean	Energy	969,983
Surface	Technology	966,705

*Assumed discharge factor of 85%.

Our Sustainability Material Matters: Ecological Impact

Our Sustainability Theme: Stewarding a Sustainable Environment

Biodiversity is fundamental to the stability and resilience of the ecosystems that support life on Earth. It underpins essential services such as food security, clean water supply, climate regulation, and the overall health of our environment. Recognising that ecosystem degradation can have wide-reaching impacts on communities, economies, and future generations, we view biodiversity preservation



as both an environmental obligation and a strategic imperative. By managing our ecological footprint, we aim to protect the natural systems that sustain not only the planet, but also the long-term continuity of our business and broader society.

The following section are set out as additional disclosures in relation to the FTSE4Good theme for Biodiversity.

1. Our operations do not have a material impact on critical biodiversity sites, and no significant habitats are affected by our activities. While we do not currently set site-specific biodiversity targets, we are committed to supporting biodiversity conservation and restoration efforts through responsible business practices and collaboration with broader environmental initiatives.

SOCIAL

We believe that businesses have a responsibility to uplift people and strengthen the fabric of society. From empowering our workforce to supporting the well-being of communities, we are committed to creating positive, lasting impact beyond our own operations. By fostering inclusive growth, advancing human development and building trusted relationships with customers and local stakeholders, we aim to contribute meaningfully to a more equitable and resilient society.

Our Sustainability Material Matters: Workforce Management

Our Sustainability Theme: Empowering Our People

People are at the heart of any sustainable economy. How we support, develop and empower our workforce not only drives business performance but also contributes to broader societal progress. Fair employment, inclusive workplaces and access to lifelong learning are key to reducing inequality, advancing social mobility and preparing communities for the future of work. By investing in our people, we help create a more resilient, skilled and equitable workforce, one that benefits both our organisation and the societies in which we operate.

The following section are set out as additional disclosures in relation to the FTSE4Good theme for Labour Standards.

1. We are committed to fostering a diverse, inclusive, and equitable workplace by ensuring equal opportunities and fair treatment for all employees, regardless of race, religion, gender, age, disability or nationality. This commitment is reinforced through our publicly available [Prohibition of Discrimination Policy](#), which outlines our zero-tolerance approach to any form of workplace discrimination and supports a culture of respect, dignity, and inclusion.



GOVERNANCE

We uphold the highest standards of integrity, accountability and transparency across all levels of our organisation. Strong governance is fundamental to sustaining stakeholder trust, safeguarding long-term value and ensuring effective risk management. We are committed to ethical conduct, sound decision-making and robust oversight to uphold our fiduciary duties. Through continuous improvement of our governance practices, we aim to foster a culture of responsibility, strengthen organisational resilience and support sustainable business growth.

Our Sustainability Material Matters: Supply Chain Management

Our Sustainability Theme: Embracing Good Governance for Business Resilience

As a company with both local and international operations, we recognise that our suppliers play a critical role in shaping not only our business outcomes but also our impact on people, communities and the environment. Irresponsible supply chain practices, whether related to sustainability, labour conditions, product safety or ethics, can lead to legal, financial and reputational consequences. They can also compromise human rights and environmental standards.

Maintaining a responsible, transparent and resilient supply chain is therefore essential. It helps safeguard stakeholder trust, reduce risk and reinforce our role in promoting fair, ethical and sustainable business practices across the broader value chain.

The following section are set out as additional disclosures in relation to the FTSE4Good theme for Social Supply Chain.

1. DNeX is committed to maintaining a responsible and ethical supply chain that aligns with our values and sustainability goals. Our established [Vendor & Partner Code of Conduct](#) outlines the minimum standards expected of all third-party vendors, contractors and suppliers. It serves as a key tool in managing social and environmental risks across our value chain.

As part of our continuous improvement efforts, we have strengthened our expectations regarding employment practices. This includes clear provisions on the prevention of child and forced labour, the promotion of non-discrimination and equal opportunity, and the respect for freedom of association. These enhancements reinforce our commitment to upholding human rights and fair labour practices within our supply chain.



Together Beyond Excellence.

