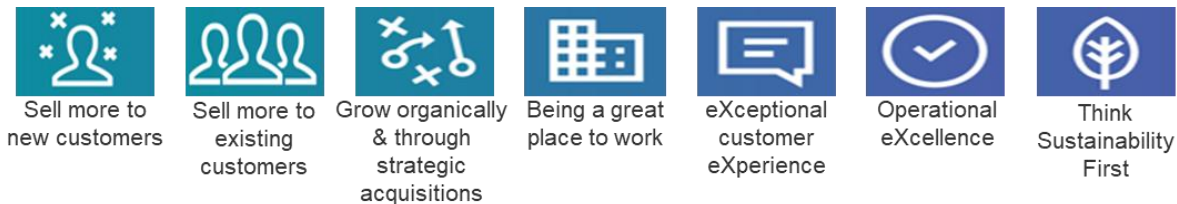




Sustainability Policy Statement

Sustainability is a fundamental pillar of our corporate values at XMA, and has demonstrated importance within our "Think Sustainability First" corporate value, endorsed by our Executive Board, making up one of our seven key strategy business key performance indicators. This commitment represents our dedication to enhancing social, economic, and environmental well-being for our employees, customers, suppliers, and broader stakeholders, underpinned by our strategic ESG Vision: To leave a legacy that continuously improves people's lives.

XMA's Business Objectives



We have a clear vision which focuses on achieving success through sustainable growth, operational efficiencies, exceptional customer experience and creating a great place to work for our staff.

In this Policy Statement XMA commit to;

- **Compliance:** Adhere to all environmental legislation, regulations, and endorsed codes of practice.
- **Carbon Net Zero:** Achieve Net Zero for Scope 1 and Scope 2 emissions by 2030, and Scope 3 emissions by 2045, through clear and methodical Environmental initiatives.
- **Environmental Protection:** Safeguard the environment through the implementation of policies and investments innovation and Artificial Intelligence to minimise our impact on land, air, and water pollution.
- **Waste Management:** Manage, reuse, recycle, and responsibly dispose of waste, minimising our carbon footprint.
- **Sustainability Training:** Offer comprehensive sustainability training to our staff and stakeholders to embed a culture of environmental responsibility.
- **Transparency:** Share our environmental performance data and Carbon Reduction Plan with our staff and any other interested stakeholders.
- **Continuous Improvement:** Outline, capture, monitor and measure environmental our data to inform ongoing investment and continuous improvement.

This policy was collaboratively produced through consultation with our staff, ESG Ambassadors, ESG Action Group Leaders, our ESG Board and our ESG Director (Environmental, Social, and Governance). We pledge to measure our performance against these objectives and conduct ongoing reviews with our Executive Board to ensure ongoing alignment with our sustainability commitments.

Approved by: **Darren Howe**,
Operations and ESG Director

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Darren Howe
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Date: 9th November 2023

Approved by: **Kelvin Lee**,
Chief Operating Officer

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Kelvin Lee
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Date: 9th November 2023