

ADDVERB

Human | Robot | Possibilities

Sustainability Policy

Introduction: The objective of this policy is to outline Addverb's commitment to sustainability, integrating it into our strategy, operations and culture

Applicability: This policy shall be applicable to all employees across all subsidiaries and offices of Addverb

Our Philosophy: At Addverb, we believe that innovation and technology should enable ecological balance, and this is the foundation of our philosophy of "Technological Ecology". We aim to develop robots and automation systems that not only minimizes environmental impact but actively contributes to a resilient, green and sustainable future.

Our Principles: We strive to -

- Foster a culture of 'responsible automation' by continually cultivating awareness about sustainability among our employees, customers, partners, suppliers and other stakeholders
- Enable employees to make a meaningful contribution towards sustainable growth by providing a safe, healthy, and an engaging work environment
- Integrate governance into operational workflows by emphasizing fair, honest, and ethical conduct in all our actions
- Collaborate with customers, partners and suppliers to incorporate sustainability into their operations

Our Commitments: To lead with responsibility and resilience, we will -

- Assess and address material ESG issues with clear targets, mitigation plans, and continuous improvement
- Maintain transparent and ethical business practices as per global best practices
- Drive and monitor our sustainability goals through an established ESG governance structure
- Review and reduce the environmental impact of our products, throughout their lifecycle and supply chain
- Transparently disclose our ESG performance in alignment with global standards such as GRI, TCFD, and BRSR.

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