

Environmental Policy

1 | Our Commitment

TDA is committed to complying with all applicable environmental legislation, regulations, and industry standards in every region in which we operate. It is our company policy to ensure a high level of commitment to good environmental policies throughout our business activities.

It is our intention to develop this policy by minimizing the production of waste, through good purchasing practice of materials used throughout the business and reuse and recycle materials whenever practical to do so.

We give proper consideration to our environmental and waste management responsibilities and to assist in the minimization of waste and the recycling of materials wherever practical, systems and procedures will be implemented to encourage the recycling of material with a view to minimizing the overall levels of waste we produce. We are committed to attain our goals and thus, we:

- Integrate environmental considerations into all strategic, operational and purchasing decisions by
 - considering energy efficiency during corporate purchases,
 - going paperless by implementing technology-driven solutions like QR code implementation during paperwork delivery in daily operations.
- Continuously improve our environmental and energy performance through initiatives such as
 - solar panels,
 - tinted windows,
 - energy-efficient lighting systems,
 - and corporate electric vehicle
- Foster a culture of sustainability across our customers, workforce and supply chain by
 - reducing energy consumption through behavior
 - using less electricity, less water, less paper.
- Motivate ourselves and also our stakeholders in sustainable procurement

2 | Operational Areas of Focus

Our key topics and qualitative objectives are to:

- Encourage optimized **energy** consumption by lowering utilization, reusing, favoring maintenance and recycling of existing resources
- Continue to increase **energy** generation via solar panels
- Minimize **waste** generation and promote circularity of materials
 - Promote economy in the use of materials generally and in particular paper and the selection of print formats and document styles in our offices.
 - Develop waste management strategies that include recycling procedures and schemes
- Lower **water** usage and foster water conservation
- Reduce **transport** emissions through
 - the use of electric vehicles and
 - by working with logistics and freight partners that support environmentally responsible transportation practices where operationally feasible
- Motivate ourselves and also our stakeholders in **sustainable procurement**
 - Favour suppliers who actively operate according to sound environmental principles.
- Continuously improve product lifecycle **environmental** impacts.

3 | Future Roadmap

TDA remains committed to the continuous development and enhancement of its environmental performance. Our roadmap for upcoming years includes but is not limited to:

- be fully committed to recycling our waste on all TDA sites.
 - Encourage the use of recycled/reclaimed materials; materials from sustainable sources and those that are suitable for disposal by recycling
 - Minimize waste by encouraging the exchange and reuse of equipment and materials amongst departments.
 - be able to go paperless in more areas of our daily operations
- ensure our Sustainable Procurement Policy remains aligned with our Environmental Policy
- promote purchasing and selling of more used materials rather than the new ones
 - Encourage employees in our office and on our sites to promote and establish recycling schemes that are relevant to their individual activities
- even lower energy use by implementing behavioral and maintenance change
 - use motion sensors,
 - prioritize renewable energy sources,
 - limit travel to essential journeys
- conduct awareness-raising training for all employees across all TDA sites.

4 | Responsibility, Evaluation and Improvement

We are committed to continuously improve ourselves in our energy commitment. We are committed to expanding our recycling policy and procedures for recycling other wastes and will be developed and implemented in the future, these may include: Recovery and recycling of ferrous-based materials and the use of 100% Recycled materials where ever practically possible.

Overall, accountability for environmental and energy performance rests with the CEO and Higher Management Team. The implementation of awareness rising and the ongoing monitoring of this policy and the trainings are managed by HR and Compliance. While site-level execution and performance reporting are the responsibility of the Facility Coordinator. All employees are expected to actively support and participate in sustainability initiatives to ensure effective delivery of environmental objectives.

This policy is shared with all TDA employees and is accessible to all relevant stakeholders on our website and internal platform (intranet). It is communicated through appropriate channels across all offices to ensure awareness, understanding, and consistent application across the organization. Revisions are made where necessary to ensure the policy continues to support the organization's environmental compliance obligations and sustainability ambitions.

This policy operates in conjunction with TDA's Sustainable Procurement Policy and related corporate sustainability initiatives. This policy will be reviewed periodically to ensure continued relevance, effectiveness, and alignment with TDA's strategic objectives and applicable environmental requirements.