

September 2023

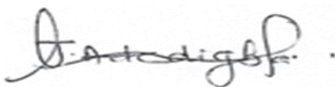
## SUSTAINABILITY (ESG) POLICY STATEMENT

Knots & Gear's core purpose is to offer exceptional engineering solutions and procurement services, driving industrial growth in emerging markets, facilitating import substitution, creating sustainable jobs, and promoting employee personal development. Our core values encompass innovation, integrity, customer satisfaction, ownership, excellence, sustainability, diversity, and inclusion. These principles guide us as we contribute to the overall economic growth and sustainable development of the countries in which we operate.

As an ISO 9001:2015 certified company, we envision a sustainable business model that continues to serve industries while eliminating our direct and indirect contributions to environmental degradation to offer opportunities for future generations. We affirm our dedication to this sustainability (ESG) policy and commit to annually reporting our progress. We firmly believe that this approach represents the strategic way of conducting business, and we aspire to:

- **Position** K&G as the leading provider of efficient engineering services, technical spares procurement, and digital solutions to industries in emerging markets.
- **Become** a first mover in green assembling and manufacturing of fast-moving industrial spares.
- **Lead** the promotion of eco-friendly production processes among our clients.
- **Optimize** manufacturing processes for small and medium-sized businesses.
- **Create** 5,000 jobs across our value chains in the next five years and set up regional offices.
- **Promote** women's participation in engineering in the countries we operate.
- **Enlist** on the stock exchange.

This ESG Policy ensures our processes support positive climate impact, creating value for the environment and stakeholders impacted by our operations. **Let us all COMMIT.**



**Adejumoke Benson**

**MD/CEO**

**Knots & Gear Engineering and Procurement**