

## Company Sustainability Policy

**Sector:** Communication Technology Products

**Effective Date:** January 1, 2025

**Approved by:** Eric Van Zele, chairman of the board

### • 1. Purpose

This policy affirms Crescent's commitment to sustainable innovation and responsible business conduct in the communication technology sector. We aim to reduce environmental impact, promote social responsibility, and ensure long-term economic resilience through the entire product lifecycle—from design and sourcing to production, deployment, and end-of-life.

### • 2. Scope

This policy applies to all employees, departments, business units, contractors, and subsidiaries globally.

### • 3. Sustainability Principles

#### A. Environmental Responsibility

- Integrate eco-design principles in the development of communication technology products (e.g., energy-efficient components, recyclable materials).
- Reduce greenhouse gas emissions throughout the supply chain and operational footprint (e.g., cloud infrastructure, logistics).
- Optimize energy and water usage in manufacturing and data center operations.
- Promote circular economy strategies such as product take-back programs, refurbishment, and recycling.

#### B. Social Responsibility

- Ensure responsible sourcing of minerals and components (e.g., conflict-free sourcing).
- Foster inclusive innovation, ethical labor practices, and workplace safety.
- Invest in digital inclusion initiatives to bridge the connectivity gap.
- Protect user privacy and promote responsible data usage in all products and services.

#### C. Economic Responsibility

- Design scalable, efficient systems that minimize long-term operational and energy costs.
- Collaborate with partners to drive industry-wide sustainability standards.
- Ensure compliance with environmental, trade, and product safety regulations (e.g., RoHS, WEEE, REACH).

### • 4. Governance & Accountability

- Sustainability is overseen by the Chief Sustainability Officer and integrated into product development, procurement, and corporate strategy.
- Progress is tracked through annual ESG reporting, lifecycle assessments, and science-based targets.
- **5. Training & Communication**
  - Employees will receive targeted training on sustainability in communication technology (e.g., green product design, sustainable procurement).
  - The policy is communicated to stakeholders, including suppliers, customers, and partners.
- **6. Continuous Improvement**
  - We are committed to R&D that supports sustainable communication infrastructure (e.g., low-power IoT, edge computing).
  - Regular reviews and feedback loops will guide performance improvements.