

VOICEVALE SUSTAINABILITY COMMITMENT STATEMENT

At Voicevale, we are determined to integrate how we conduct our business with a balanced approach to the four central pillars of sustainable development, namely Human, Social, Economic and Environmental.

Our sustainability strategy seeks to identify, manage and mitigate the impacts and risks of our company's operations. We believe strengthening our commitment in the areas of human rights, labour standards, and environmental sustainability will be crucial to the Group's future growth and profitability.

To support our human rights and labour standards commitment, we have our Code of Conduct which is applicable to our operations and our entire supply chain. We are putting necessary systems in place by following the human rights due diligence approach in our supplier approval process and our workplaces. Our affiliation with the Fair Labor Association will independently verify our efforts and publicly report on them by safeguarding that we stay on course with our objectives.

To establish a continuous improvement of our environmental performance, we are evaluating our Carbon Foot Print impact for both our workplaces and our entire supply chain in accordance with the Green House Gas Protocol and ISO 14064.

We provide climate services to support our and our clients' greenhouse targets, including scope 3 boundaries. I am confident that we are taking all the necessary actions to become Net-Zero 2050, as set by the United Nations.

I consider that creating a shared understanding and approach towards sustainability through stakeholder engagement is crucial for our success. Our outreach and advocacy efforts are aligned with our commitment and standards. This letter is an open invitation to all our customers, suppliers, civil society organisations, including organisations representing workers in our supply chains, to provide us with constructive feedback that would help our company achieve its sustainability goals.

A handwritten signature in blue ink, appearing to read 'R. Danon', is written over a light blue circular watermark.

R. Danon

4th January 2022