Brunel International N.V.
Global Sustainability Policy

About Brunel
Founded in 1975, Brunel is a global specialist delivering customised project and workforce solutions to drive sustainable industry transformations through technology and talent. With a broad international presence and a strong network of experts worldwide, we deliver Project and Consulting Solutions, Workforce Solutions and Global Mobility Solutions that transform global projects in Renewables, Conventional Energy, Mining, Life Sciences, Future Mobility, Industrials & Technology and many other sectors. Guided by our passion for people and a commitment to integrity, we recognize our ability to create positive social and environmental impact. Our strategy embeds Environmental, Social, and Governance (ESG) principles at the heart of everything we do, driving sustainable and responsible growth across all markets.

Scope
This policy applies to all Brunel regions and entities, covering every aspect of our operations and partnerships.

1. Purpose

At Brunel, we take our responsibility towards society and the environment seriously. We acknowledge that as a global specialised staffing solutions organisation, there are considerable opportunities for us to make a positive impact through how we conduct business. Passion for people, integrity in our operations, and a commitment to environmental, social, and governance (ESG) principles are not only key components of our core values but are also reflected in our culture and strategy to drive sustainable and responsible growth. We aim to demonstrate our commitment through our actions to encourage innovation and positively contribute to a healthier planet and a better future for generations to come. With these goals in mind, our organisation assumes responsibility for implementing this policy and providing appropriate resources to achieve its purpose.

2. Commitment

At Brunel, our Environmental, Social, and Governance (ESG) strategy is dedicated to creating a sustainable future. We affirm our commitment to the United Nations Sustainable Development Goals (UN SDGs) and will align our updated ESG strategy to the UN SDG goals. To ensure a Just Transition and energy security we will continue to grow our capability and services to sectors that enable the transition to a sustainable economy. This includes further expanding our involvement in renewable energy projects. We continue to support energy security through our collaboration with traditional oil and gas clients, while seeking to support them in their efforts in the energy transition. Additionally, we work in close alignment with our commercial teams to integrate ESG into our contractual agreements to mitigate potential ESG risks, to raise awareness on ESG topics with our clients and to better meet ESG requirements during tender processes. While our services may not follow a traditional supply chain model, we are dedicated to integrating sustainability principles into all our external partnerships and vendor relationships, as shown through our commitment to sustainable procurement practises. We expect all employees, clients, and partners to report any concerns or suggestions related to sustainability to the relevant Brunel personnel.

Our five key ESG programs derived from our enhanced ESG strategy are listed below:

1. **Sustainable business transformation –** We aim to focus on strengthening renewable energy partnerships, enhancing expertise in green / renewable energy sectors through specialised trainings and growing the Hydrogen Academy and to expand our workforce solutions to meet the growing demand for skilled talent in the renewable energy sectors.

2. **Environmental (CO_2) footprint reduction** – We plan to substantially reduce our GHG emissions across our businesses through the execution of our climate change transition plan, in alignment with the Paris Agreement's goal of achieving net zero by 2050. Key focus areas and commitments in our transition plan include:
   - Electric fleet transition: Achieving 95% zero-emission vehicles in our global lease and rental fleet by 2030, scaling to 100% by 2050.
   - Sustainable offices: Collaborate with property owners to implement sustainable solutions such as installation of solar panels, LED lighting, heat pumps, electric heating and sourcing green electricity as examples. When renewing or signing new lease agreements we will prioritise sustainable office buildings.
   - Sustainable commuting and business travel: Incentivising and encouraging employees to travel sustainably, expanding EV charging infrastructure across office locations and prioritizing airlines that use sustainable aviation fuel (SAF) for long-haul flights.

3. **Diversity, Inclusion and Belonging (DIB) and Health and Safety –** We prioritise the well-being of all individuals within our organisation. We will do so through the implementation of a global talent development and succession plan, global engagement surveys and establishing a new global safety committee.

4. **Responsible governance –** We act in a responsible way through our corporate governance and internal policies. This program includes actively work on adhering to the reporting requirements of the Corporate Sustainability Reporting Directive (CSRD), ensuring compliance with the EU Taxonomy, and addressing the requirements of the upcoming Corporate Sustainability Due Diligence Directive (CSDDD). Additionally, we are regularly reviewing and updating our policies and procedures to align with evolving sustainability and regulatory requirements.

5. **Sustainability Reporting –** We will report our sustainability performance and progress of our ESG programs in accordance with relevant sustainability

reporting requirements to all our stakeholders. All sustainability performance and progress information will be disclosed annually through our integrated annual report, with the aim of obtaining assurance from our external auditor. Additional focus will be placed on further developing strong reporting infrastructure and processes to ensure effective, transparent and reliable sustainability reporting.

3. Culture

We are committed to fostering a culture that prioritises sustainability while ensuring the health and safety of our people and the communities in which we operate. Sustainability is to be embedded into our core values, shaping our actions and decisions with integrity and inclusivity. We strive to adhere to all ESG guidelines and procedures to create a responsible and sustainable working environment for employees and to build sustainable business relationships with our clients. By making sustainability a fundamental part of our culture, we can drive positive outcomes for our employees, our clients, communities, and the planet. Our Brunel Foundation, founded in 2012, has grown into a global foundation which supports this cultural transformation and continuously inspires us to positively impact the environment and contribute to a better society.

4. Deployment and governance of the Sustainability Policy

Our commitment to sustainability is driven from the top by our CEO - and our leaders are held accountable to establish and maintain sustainable and responsible business practices. The Board of Directors is responsible for adopting this Global Policy. The CEO owns the overall Sustainability policy and programs and oversees its implementation across all regions. It is a regional responsibility for ensuring all principles in this policy are implemented locally. The successful deployment of this policy is guided by the following principles through which regional management in collaboration with Brunel International shall:

- Align regional sustainability practices with ambitions outlined within this policy; and
- Encourage teams to actively promote sustainability in alignment with commitments set out in this policy; and
- Monitor sustainability practices globally to ensure alignment with this policy and to determine best practises ; and
- Promote a culture of accountability in sustainability across all levels within the business; and
- Develop a Plan-Do-Check-Act loop to drive improvements in all sustainability areas.