Corporate Sustainability & E&S Policy

1. Our Vision and Purpose

At MyStorage, we believe that sustainable warehousing and logistics are the backbone of a resilient global supply chain. We recognize that our long-term business success is directly linked to the well-being of our people, the protection of our environment, and the prosperity of the communities in which we operate.

This Policy outlines our commitment to managing Environmental, Social, and Governance (ESG) performance and creating shared value. To ensure rigorous execution, we manage our operational risks with our Environmental & Social Management System (ESMS) aligned with the IFC Performance Standards Framework and commit to transparently disclose our materiality impacts aligned with the GRI Standards.

This policy applies to all employees, contractors, operations, and business relationships across all our facilities. We are committed to continuous improvement, regular stakeholder engagement, and the annual reporting of our ESG progress.

2. Guiding Principles and International Alignments (GRI 2-23)

To ensure our sustainability commitments meet the highest global benchmarks, we align our operations with:

- The IFC Performance Standards on Environmental and Social Sustainability, ensuring robust operational risk management.
- The GRI Standards, ensuring transparent, comparable, and verified sustainability reporting.
- The UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.
- All applicable national and local environmental, labor, and safety laws.

3. Our Sustainability Pillars

Pillar 1: Empowering our People & Fair Labor Practices (Social - IFC PS 2 & PS4)

Our people are our greatest asset and the foundation of our operational resilience. We are committed to fostering a safe, inclusive, and empowering workplace. To operationalize these commitments, we maintain rigorous *Social & HR, Safety & Security Management procedures* governing the following areas:

- Fair Labor & Decent Work: We ensure fair wages, reasonable working hours, and transparent employment terms. We strictly prohibit any form of child labor, forced labor, or modern slavery in our operations.
- Diversity & Non-Discrimination: We promote equal opportunity and a workplace free from harassment and discrimination of any kind. We maintain confidential *Grievance Mechanism & Stakeholder Complaint Management procedures* that allows all employees & contractors and local communities to raise concerns without fear of reprisal.
- Occupational Health & Safety (OHS) and Facility Security (GRI 403 / IFC PS4): We maintain a proactive safety culture aimed at achieving zero harm with *our Emergency Preparedness and Response procedures*. We provide continuous safety training & tools to minimize our OHS risks and enhance our facility security protocols to protect our people and client inventory.

Pillar 2: Environmental Stewardship & Resource Management (Environmental - IFC PS 3)

We are committed to minimizing our ecological footprint and driving the transition toward sustainable warehousing & logistics. To operationalize these commitments, we maintain a rigorous *Environmental & Resource procedure* governing the following areas while enhancing our supplier's environmental performance:

- Resource Efficiency & Emissions (GRI 302 & 305): We are dedicated to reducing our carbon footprint by optimizing in energy-efficient warehouse infrastructure (such as LED lighting and optimized ventilation) and monitor our electricity consumption.

• Circular Economy & Waste Management (GRI 306): We apply the "Reduce, Reuse, Recycle" principle to minimize operational waste. We ensure all hazardous and non-hazardous waste are segregated, stored, handled and disposed of strictly in accordance with local environmental regulations and international best practices.
• Supplier Environmental Responsibility (GRI 308): Recognizing that our impact extends beyond our own direct operations, we actively encourage our suppliers and vendors to adopt sustainable practices.

Pillar 3: Community Shared Value & Stakeholder Engagement (Social - IFC PS 1 & 4)
We aim to be a responsible neighbor and a trusted partner in the areas where we operate. We recognize that our operations can impact the daily lives of our local communities. To operationalize these commitments, we maintain a rigorous *Stakeholder Engagement Plan procedure* including topics such as:

• Community Safety (IFC PS 4): We actively assess and manage the external impacts of our warehouse operations (i.e. inbound and outbound traffic to minimize noise, dust, and accident risks) for neighboring communities.
• Transparent Engagement (GRI 2-29 / IFC PS 1): We maintain open channels of communication with our stakeholders (local communities, customers, and partners) to ensure our operations contribute positively to the local ecosystem by addressing their concerns.

4. Governance and Accountability (GRI 2-24 & 2-25)

To ensure this policy translates into measurable action and continuous improvement, we establish the following governance framework:

• Governance & Oversight: The highest governance body responsible for the oversight, approval, and strategic review of this policy is the Board of Directors. They are responsible for ensuring that adequate resources (financial and human) are allocated to uphold those commitments.
• Embedding the Policy (GRI 2-24): We integrate these sustainability commitments into our daily Standard Operating Procedures (SOPs), employee induction programs. Day-to-day responsibility for the

sustainability execution lies with the ESG Manager, who reports directly to leadership on E&S performance.

• Transparency & Grievance (GRI 2-25): We are committed to transparency and will communicate on our material sustainability topics and performance on a regular basis.

• Continuous improvement: This policy will be reviewed and updated periodically to reflect operational changes and evolving best practices.

Signed:



_____

Aric Austin
CEO and Founder MyStorage
16/11/2026