



Viberoptix Environmental and Sustainability Policy

Introduction:

Viberoptix is dedicated to conducting our business and operations in an environmentally, sustainable and socially responsible manner. This policy outlines our commitments to Environmental, Social and governance (ESG) principles aligned with our ESG principles. This policy aligns with our overarching ESG values, emphasizing our commitment to Environmental, Social, and Governance principles.

Environmental Commitments:

Our Senior Management Team, led by our Chief Executive Officer, holds responsibility for the environment and sustainability. To this end, they have invested in an ESG Team led by the Environmental Compliance Manager to ensure Viberoptix complies with all legalisation and reporting requirements. However, everyone has the responsibility to embrace ESG principles within their role. Therefore, Viberoptix encourages and equips all employees to see how they contribute to ensuring we are an environmentally compliant and sustainable company that operates to ISO 14001:2015 standard.

Legal Compliance:

Viberoptix operates to comply with all applicable environmental laws, regulations, and standards across all levels of governance. We obtain and maintain all necessary permits, approvals and licences for our operations to ensure lawful and environmentally responsible conduct. The health and safety of our employees, subcontractors, and members of the public are paramount. We maintain safe working conditions and prioritise the well-being of our workforce.

Energy Considerations:

Viberoptix will strive to improve energy efficiency across all operations and projects by, where possible, implementing technologies and practices that minimise energy consumption, and setting ambitious carbon footprint reduction targets that regularly assess and improve our practices. We will explore renewable energy and alternative fuel sources to power our operation and reduce our dependency on non-renewable resources.

Viberoptix will strive to use resources efficiently by minimising waste generation align with the principle of the waste hierarchy, reducing the use of virgin materials, lowering our environmental footprint and by working closely with our suppliers to ensure material sourcing and services align with our sustainability objectives.

Continual Improvement:

Viberoptix engages transparently with local communities by providing information about our projects. We commit to positively contribute to the communities we serve. Viberoptix engages with internal and external stakeholders, including within the Fibrus Group, contractors, regulators, employees, and communities, to understand their expectations and concerns regarding our environmental and sustainability impacts.

Our board is accountable and will report quarterly on our environmental and sustainable performance. To this end, directors will be well-informed and engaged in environmental and sustainability matters. Moreover, we will conduct regular assessments of environmental and sustainability risks associated with our projects, implement strategies to manage and mitigate these risks and report non-conformances and/or breaches to the appropriate internal and external departments. To achieve the above, we will establish key performance indicators (KPIs) to measure our environmental and sustainable performance and embrace innovation in sustainability practices, exploring new technologies and methodologies that contribute to our ESG goals. Moreover, regular monitoring and reporting will be conducted to assess progress and identify areas for improvement.

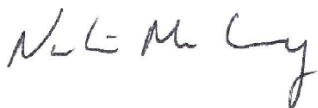
Education and Awareness:

We will educate our employees and those working on our behalf about the importance of environmental compliance and sustainability by providing training to ensure a shared understanding of our ESG goals. Viberoptix educates our direct and non-direct employees about the importance of environmental compliance and sustainability through the office and site-based training to ensure a shared understanding of our ESG goals.

Conclusion:

At Viberoptix, we are dedicated to conducting our business in an environmentally responsible manner, emphasising legal compliance and sustainable considerations. By adhering to these principles, we aim to contribute positively to the environment, support sustainable practices, and meet the expectations of our stakeholders in line with our ESG Strategy.

Approved by:

A handwritten signature in dark ink, appearing to read 'Naomhán McCrory', written in a cursive style.

Naomhán McCrory
Chief Executive Officer

Date: 3rd February 2026