



Extenet Systems, LLC ESG Policy

Introduction

Extenet Systems, LLC (“Extenet”) recognizes that managing sustainability or environmental, social and governance (“ESG”) issues is fundamental to the success of our business and creates long-term value for our stakeholders. It helps manage risks, protect value, create a better work environment and identify opportunities to better manage and operate our business, while enhancing long-term returns for our stakeholders.

Vision and ambition

We aspire to be an industry leader and integrate sustainability best practices throughout all business operations.

Commitments

As we strive to deliver our sustainability vision, we commit to:

Environmental

- Reduce energy use below industry and regional benchmarks without impacting core business functionality
- Measure and report annual scope 1 and 2 greenhouse gas (“GHG”) emissions
- Assess the physical risks of climate change on our network infrastructure (e.g., extreme weather events, flooding, heat stress)

Social

- Invest in the development and growth of our employees
- Conduct quarterly business reviews with customers to ensure customer satisfaction
- Foster positive relationships in communities where Extenet constructs networks through ongoing consultation and other community investment programs, including support for local hiring and employment
- Track and monitor employee diversity at all levels of the company
- Maintain our zero-harm goal for employees and contractors and supply chain vendors
- Define and implement responsible contractor practices
- Engage and collaborate with our stakeholders including employees, business partners, contractors, suppliers, service providers, communities and interest organizations on social issues that impact our communities.



Governance

- Protect the confidentiality, integrity and security of customer information
- Work with suppliers to better integrate sustainability into products and services we procure
- Maintain and improve our system for whistleblower anonymity
- Maintain governance best practices for private equity-backed companies of similar size
- Establish a Board ESG committee or other ESG oversight mechanism
- Promote and maintain diversity of different backgrounds, skills, experiences and perspectives for our board and key sub-committees, including Audit Committee and Compensation Committee
- Maintain effective processes for determining executive compensation to retain key personnel in leadership positions
- Ensure clear and effective delegation of authority for financial and non-financial activities throughout the company
- Compliance with all covenants and obligations included in ExteNet's agreements with investors
- Implement a Code of Conduct that provides oversight of political contributions, lobbying and FCPA-type protections (e.g., bribery and corruption, conflicts of interest, fraud)

Implementation

We are dedicated to embedding sustainability considerations across our business units, including operations, human resources and procurement. To meet our commitments, we undertake the activities below:

Operations

- Actively engage with communities on environmental and safety matters
- Collect utility information and validate its accuracy on an ongoing basis
- Educate customers and supply chain on environmental practices
- Reduce energy use below industry and regional benchmarks without impacting core business functionality
- Measure and report annual scope 1 and 2 GHG emissions
- Actively manage the health and safety of employees and contractors constructing networks to ensure zero harm



Human Resources

- Monitor employee satisfaction and integrate feedback to continuously improve
- Continuously promote benefits of employee diversity and inclusion
- Train employees on this policy and raise awareness of our sustainability practices
- Foster relationship with the Frisco, Texas community through local hiring and other community investment programs

Procurement

- Evaluate potential suppliers and contractors on their sustainability practices
- Maintain and improve our cybersecurity program

Scope and responsibilities

This policy covers all ExteNet business operations and applies to all employees, contractors and suppliers. The General Counsel is responsible for the oversight and implementation of this policy. The Sustainability Policy is reviewed and revised annually as required by ExteNet's Board of Managers.



Version control

Section	Page	Date	Updated by	Approved by
ESG Policy v.1	All	December 28, 2022	H. Anthony Lehv	Board of Directors