

Energy performance policy

At Melita we recognise the importance of energy efficiency and we are committed to operating responsibly and in compliance with legal requirements.

In managing our energy use and consumption we consider both energy saving strategies and the efficiency of our business operations, including our services and products used. We have identified our energy challenges and our goal is to become an innovative and energy self-sufficient organisation.

Our Principles

Melita's objective is to improve energy performance by implementing the following principles:

- ✓ Comply with applicable legal requirements relevant to the energy use, consumption and efficiency of Melita's operations
- ✓ Monitor our energy consumption and the contributing factors;
- ✓ Reduce our energy consumption through a plan of energy saving measures;
- ✓ Support the purchase of energy-efficient products and services, and design for energy performance improvement;
- ✓ Continuously improve energy performance and reduce Green House Gas emissions in line with our SBTi commitment by converting our car fleet to electrical vehicles and building solar farms to produce the electricity we need to provide our services.

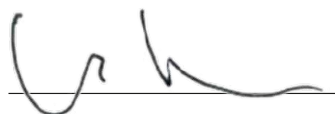
This policy will be communicated throughout the company and will be reviewed as necessary to ensure it remains relevant and appropriate.

All employees and contractors involved in our operations are encouraged to embrace and fully support our Energy Performance Policy.

Endorsed by:

Harald Roesch

Chief Executive Officer



Signature

10th May 2024

Date