Environmental, Social, and Governance (ESG) Program

1. Purpose

The purpose of the ESG Program is to embed sustainable, responsible, and ethical practices into AZX, PBC's operations, decision-making, and strategic planning. The program aims to enhance long-term value creation, mitigate risks, promote transparency, and meet the expectations of stakeholders, including investors, employees, customers, and regulators.

2. Scope

This program applies to:

- All employees, contractors, and third-party partners of AZX, PBC.
- All business operations, products, services, and corporate governance activities.
- All aspects of environmental stewardship, social responsibility, and corporate governance practices.

3. Program Components

3.1 Environmental Responsibility

- Implement initiatives to reduce environmental impact, including energy and water conservation, emissions reduction, and sustainable resource management.
- Comply with all relevant environmental laws and industry standards.
- Promote circular economy principles, waste reduction, and recycling programs.
- Monitor and report environmental performance using key metrics.

3.2 Social Responsibility

- Promote a safe, inclusive, and equitable workplace for all employees.
- Respect human rights and fair labor practices across the organization and supply chain.
- Engage with local communities through corporate social responsibility initiatives, volunteering, and philanthropy.

- Foster diversity, equity, and inclusion in hiring, development, and leadership practices.

3.3 Governance Practices

- Maintain strong governance structures, ethical business conduct, and transparent reporting.
- Ensure compliance with applicable laws, regulations, and corporate policies.
- Define clear roles, responsibilities, and accountability for ESG oversight within management and the board of directors.
- Implement risk management frameworks and internal controls to ensure responsible decision-making.

3.4 Stakeholder Engagement and Reporting

- Communicate ESG strategies, goals, and performance to internal and external stakeholders.
- Engage stakeholders to identify priorities, expectations, and opportunities for improvement.
- Produce periodic ESG reports aligned with recognized reporting frameworks (e.g., GRI, SASB, TCFD).

3.5 Continuous Improvement

- Establish measurable ESG goals and track progress using KPIs.
- Periodically review and update ESG policies and initiatives based on emerging trends, regulatory requirements, and stakeholder feedback.
- Encourage innovation and adoption of best practices across environmental, social, and governance areas.

4. Roles and Responsibilities

- **Management:** Implement ESG initiatives, monitor performance, and drive accountability across the organization.

- **Employees:** Support ESG initiatives through responsible practices and adherence to policies.

- **Compliance/ESG Office:** Coordinate ESG reporting, maintain records, and ensure alignment with frameworks and regulatory requirements.

5. Policy Review

- The ESG Program will be reviewed annually or as required to reflect evolving regulations, industry standards, and stakeholder expectations.