

Kiteworks Carbon Reduction Policy

A joint policy of the Kiteworks group entities named below

This policy is adopted by each of the following members of the Kiteworks group (each an “Adopting Entity”):

- Kiteworks Europe AG, a stock corporation (Aktiengesellschaft) organized under the laws of Switzerland, with registered office at Bahnhofstrasse 29, 6300 Zug, Switzerland, registered under UID CHE-109.335.909;
- Zivver Limited, a private limited company incorporated in England and Wales (company number 11931745), with registered office at 5 New Street Square, London EC4A 3TW, United Kingdom; and
- Maytech Communications Ltd, a private limited company incorporated in England and Wales (company number 03207620), with registered office at 4 Mount Ephraim Road, Tunbridge Wells, Kent TN1 1EE.

Introduction

Kiteworks, together with its subsidiaries, including the Adopting Entities (collectively, the “Company” or “Kiteworks”), is committed to reducing the environmental impact of its business activities and to acting responsibly in relation to climate change, in support of the UK Government’s ambition for suppliers to achieve Net Zero emissions by 2050.

Purpose

This policy records Kiteworks’ commitment to managing and reducing its environmental impact. It sits alongside the Company’s Carbon Reduction Plan, which sets out (or will set out, once established) quantified emissions data and reduction measures. This policy is a statement of commitment and process; quantified figures appear only in the Carbon Reduction Plan.

Scope

Kiteworks is a secure content communications provider offering content management, communication, and protection to its customers. As a software business, Kiteworks does not operate manufacturing or industrial facilities; its principal environmental impacts are expected to relate to office energy use, business travel, and the infrastructure supporting its cloud-hosted and managed services. This policy applies to all employees and contractors of Kiteworks entities worldwide, and is adopted specifically by the Adopting Entities named above.

Policy

Kiteworks’ aim is to reduce its environmental impact over time. Accordingly, the Company is taking steps including the following:

- The Company is committed to achieving Net Zero greenhouse gas emissions by 2050, consistent with UK Government Procurement Policy Note 006 (formerly PPN 06/21).
- The Company will work towards establishing a quantified baseline of its greenhouse gas emissions using a recognised methodology (such as the GHG Protocol Corporate Standard)

and the UK Government greenhouse gas conversion factors, and will publish quantified data in its Carbon Reduction Plan.

- The Company will consider environmental impact, where reasonably practicable and consistent with its business needs, in decisions relating to its offices, business travel, and supplier relationships.
- The Company will keep this policy and its Carbon Reduction Plan under regular review and will update both as further data and reduction opportunities are identified.
- No specific percentage reduction, interim target, or emissions figure is stated in this policy; any such figures will be published only once established, in the Carbon Reduction Plan.

Responsibility

Managing the Company's environmental impact is a shared responsibility. It is Kiteworks' responsibility to ensure that this policy is implemented in the locations in which it operates; managers at all levels are responsible for ensuring that those who report to them are aware of this policy; and all employees are encouraged to act in a manner consistent with this policy and to raise suggestions for reducing environmental impact through their normal management channels.

Monitoring and review

The Company will review its environmental impact and this policy periodically and will work towards establishing quantified metrics to track progress over time. Specific, verified reduction measures will be recorded in the Carbon Reduction Plan rather than in this policy.

Exceptions

There are no exceptions to this policy.

Ownership and review

This policy is promulgated by the Legal department, in conjunction with other relevant functions, which are responsible for ensuring Company-wide compliance with this policy. This policy will be reviewed and updated as necessary on an annual basis, alongside the Company's Carbon Reduction Plan.

Last updated: date of board approval, as set out below.

Declaration and sign-off

This is a joint policy. Each Adopting Entity has separately approved and adopted it as its own Carbon Reduction Policy; approval by one entity's board does not extend to the others.

[SIGNATURE PAGE FOLLOWS]

Kiteworks Europe AG

This policy has been reviewed and approved by the Board of Directors (Verwaltungsrat) of Kiteworks Europe AG on the date below and is adopted as its Carbon Reduction Policy.

Signed on behalf of the Company by:

Name: Jonathan Yaron

Signed by:

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Position: Chair of the Board of Directors (Verwaltungsrat) of Kiteworks Europe AG

Date of board approval: 9/1/2026 Date of signature: 9/1/2026

Zivver Limited

This policy has been reviewed and approved by the board of directors of Zivver Limited on the date below and is adopted as its Carbon Reduction Policy.

Signed on behalf of the Company by:

Name: Wouter Klinkhamer

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Position: Director of Zivver Limited

Date of board approval: 9/2/2026 Date of signature: 9/2/2026

Maytech Communications Ltd

This policy has been reviewed and approved by the board of directors of Maytech Communications Ltd on the date below and is adopted as its Carbon Reduction Policy.

Signed on behalf of the Company by:

Name: Wouter Klinkhamer

DocuSigned by:

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Position: Director of Maytech Communications Ltd

Date of board approval: 9/2/2026 Date of signature: 9/2/2026