

## LadyBug Technologies, LLC ESG Policy

LadyBug Technologies is committed to conducting business responsibly, ethically, and in a way that supports long-term sustainability. We strive to apply practical ESG principles in proportion to our size, resources, and business activities.

### Environmental

We seek to reduce our environmental impact by using resources efficiently, minimizing waste where practical, and making thoughtful choices about energy usage, materials, and suppliers.

### Social

We are committed to fair treatment, respectful conduct, and a safe working environment. We support equal opportunity, diversity, and compliance with applicable labor and human rights standards.

### Governance

We operate with honesty, integrity, and in compliance with applicable laws and regulations. We aim to maintain appropriate internal oversight, responsible decision-making, and accurate business records.

### Supplier and Customer Expectations

We expect our suppliers and business partners to act in a manner consistent with these principles where relevant to the services they provide.

### Review

This policy will be reviewed periodically and updated as needed to reflect our business, customer expectations, and applicable legal requirements.

Approved by:



JONATHAN HAWKINS

Vice President

Date: January 1, 2026