

Environmental, Social and Governance (ESG) Policy

Introduction

About Us: Longhorn Publishers PLC was incorporated in Kenya in the 1980s. Since then, the publicly listed Pan-African publishing house has grown its dominance as a leading content developer in the region. The Company's vision is to become the top innovative learning solutions provider in Africa through the provision of innovative learning solutions, facilitated by key digital channels.

ESG Governance: Our Nominations and Governance Committee oversees our policies and operational controls for environmental, health, safety and social risks, and is led by the Committee Chairman and the Head of Human Capital; and Administration. The Committee meets regularly to set goals, budgets, and implementation timelines and monitor progress and results.

ESG Commitment: We strive to build sustainable, equitable, healthy, and diverse communities through a combination of innovative learning solutions and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how we design and commercialize new projects, operate our portfolio, collaborate with stakeholders and report progress.

1. Environmental Stewardship

1.1. Overview: We aim to embed environmental stewardship in everything we do. We believe we have a responsibility to minimize the energy, carbon, water and waste impacts of our business and recognize that these impacts occur not just in the daily operations of our portfolio but also through our entire value chain. As a result, we strive to reduce environmental impacts across the full life cycle of our buildings and our corporate operations.

1.2. Statement on Climate Change: We are committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our world and know that buildings contribute 40% of global greenhouse gas (GHG) emissions. Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, tenants and community.

1.3. Investing in Sustainable Buildings

Corporate office: We have a long-term environmental performance target that addresses energy and water consumption. To achieve our targets, our building is monitored periodically by our third party consultants and the results are reviewed by our Management Committee. Our energy consumption initiatives include energy management system upgrades and equipment upgrades. Our water consumption initiatives include water-efficient fixtures.

2. Social Responsibility

2.1. Overview: A deep commitment to social responsibility is core to who we are as a company. We believe people are at the heart of our business and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce, as well as a valued partner to our communities.

2.2. Compensation and Benefits: We know that the first step in hiring and retaining the best talent is to create safe and inspiring workplaces where people feel valued. We offer competitive compensation and benefits to all regular full-time employees, including but not limited to sick leave, retirement savings plans and medical, dental, and vision coverage. We also offer a very generous equity compensation program that empowers our team members to act and feel like owners, not just employees.

2.3. Culture, Engagement and Growth: We create fun, spirited work environments that reward innovation and collaboration at all levels. Every new employee is given a copy of the Staff Handbook which is a set of key operating principals that we all strive to embody every day. Leaders are encouraged to demonstrate an “open door policy” and employees can provide feedback through their annual performance reviews. We hold periodic employee appreciation events such as the annual staff party. We also aim to foster both personal and professional growth for employees at all levels of the organization through annual performance reviews, role-specific training and professional development opportunities.

2.4. Health and Safety: The health and safety of our employees and vendors is of the utmost importance to us. We adhere to leading health and safety standards across our portfolio, and each year, we conduct various health seminars and require our all employees to complete safety training.

2.5. Diversity and Inclusion: We embrace and value diversity in all its forms, whether gender, age, ethnicity or cultural background. Equal opportunity is integral to our recruitment process, as we aim to develop a community of diverse talent. We seek to maintain a positive workplace, free from discrimination and harassment. We champion pay equity and mutual respect, promoting an environment of fairness and equality. Our commitment to diversity and inclusion applies to the highest levels of the organization, including at the board level, where we recognize that diversity strengthens board performance and promotes long-term shareholder value.

2.6. Strengthening our Communities: We have a long history of providing meaningful, and often transformational, support to the communities in which we operate. We also provide charitable support to key industry and professional organizations, often in the form of event sponsorships and book donations.

3. Governance

3.1. Overview: We view good governance as essential to creating and preserving value for our shareholders and other stakeholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations and policies as well as unwavering adherence to our values.

3.2. Holding Ourselves Accountable

3.2.1. Corporate Governance: We have an effective and highly skilled Board of Directors with three committees: Audit and Risk, Nominations and Governance, and Operations and Strategy. We promote board independence and embrace board diversity in all its facets, including skills, experience, gender, ethnicity, and race. Our *Corporate Governance Guidelines* outline key principles and rules to help our Board of Directors exercise its responsibilities and serve the interests of the company and its stockholders.

3.2.2. Transparency: We believe in holding ourselves publicly accountable to our ESG commitments. We publish information about our ESG performance on a regular basis via our website, investor presentations, and annual *ESG Report*.

3.3. Doing what's Right

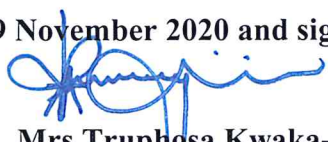
3.3.1. Ethics: Our directors and all employees, including senior management, conduct themselves in accordance with the highest moral and ethical standards, informed by a robust *Code of Business Conduct and Ethics*. We are committed to ensuring a fair workplace for our employees as well as partners with whom we do business. We have strict policies to protect against unlawful discrimination and harassment. We have an Open-Door Policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. We also have an Ethics Hotline that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behavior, or fraud.

3.3.2. Human Rights: Our *Human Resources Policy* reflects our longstanding dedication to the preservation of basic rights and human dignity in our workplace and beyond. Longhorn Publishers PLC holds human rights to be an essential component of our business. We support internationally recognized human rights principles that promote and protect human rights. The policy applies to our operations and affiliates in all assets we own and operate.

This Charter was approved by the Board of Directors on 19 November 2020 and signed on its behalf by



Hon. F. F. Nyamimo
Chair, Board of Directors



Mrs Truphosa Kwaka-Sumba
Chair, Nominations, Governance and
Human Resource Committee

Charter change log

Version	Approved by	Date	Description of changes
Version 1	Board of Directors	19 November 2020	N/A