

CEO Public Declaration on Modern Slavery and Human Trafficking

At **INTEC Energy Solutions**, we are committed to conducting our business with the highest standards of integrity, responsibility and respect for human rights. We recognise that modern slavery and human trafficking are serious violations of fundamental human dignity and have no place in our operations or supply chains.

As an international energy and infrastructure solutions provider operating through complex, project-based delivery models and extended supply chains, we acknowledge our responsibility to take appropriate, proportionate and risk-based action to identify, prevent and mitigate the risk of modern slavery. While we consider the risk within our direct workforce to be low, we remain alert to potential risks that may arise within labour-intensive activities, subcontracting arrangements and multi-tier supply chains.

This **Modern Slavery and Human Trafficking Statement**, prepared in accordance with **Section 54 of the UK Modern Slavery Act 2015**, sets out how INTEC approaches these risks through its governance framework, policies, due diligence processes and continuous improvement efforts. It reflects our current level of maturity and provides transparent disclosure on the steps we are taking as we continue to strengthen our approach over time.

The Board of Directors retains overall oversight of ethical business conduct and approves this Statement. Senior management is accountable for its implementation and for embedding responsible practices into day-to-day operations, procurement, contracting and project delivery. We are committed to reviewing this Statement annually and to enhancing our controls, oversight and evidencing as our business evolves and expectations develop.

We do not tolerate modern slavery or human trafficking in any form. We expect the same standard of conduct from our employees, suppliers, contractors and business partners, and we promote a culture of openness where concerns can be raised and addressed without fear of retaliation.

As Chief Executive Officer of INTEC Energy Solutions, I affirm our commitment to acting responsibly, transparently and ethically, and to exercising appropriate leadership in preventing modern slavery and human trafficking within our operations and across our value chain. This Declaration reflects our determination to continuously strengthen our approach and to uphold respect for human rights as an integral part of how we do business.

Signed on behalf of INTEC Energy Solutions

Abderrahmane Ould Abdellahi

Chief Executive Officer

INTEC Energy Solutions

Date: 20.07.2026

A handwritten signature in black ink, appearing to read 'Ould'.

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Executive Summary

Modern Slavery and Human Trafficking Statement

UK Modern Slavery Act 2015 – Section 54

INTEC Energy Solutions Holdings Limited

Reporting period: Financial year ended 31 December 2025

INTEC Energy Solutions Holdings Limited (“INTEC”, “the Company”) is committed to conducting its business responsibly and ethically and to taking appropriate and proportionate steps to prevent modern slavery and human trafficking in its operations and supply chains.

This Modern Slavery and Human Trafficking Statement has been prepared in accordance with **Section 54 of the UK Modern Slavery Act 2015** and sets out how INTEC approaches modern slavery risks, reflecting the Company’s business model, governance framework and current level of maturity. The Statement represents INTEC’s **first comprehensive modern slavery disclosure**, providing a transparent and balanced overview of existing practices and areas for ongoing development.

INTEC operates as an international provider of **solar energy and energy infrastructure solutions**, delivering engineering, procurement, construction and related project-based services across multiple geographies. While the Company considers the risk of modern slavery within its direct workforce to be low, INTEC recognises that risks may arise within **complex, multi-tier and project-based supply chains**, particularly in labour-intensive activities and certain jurisdictions.

Oversight of modern slavery risks forms part of INTEC’s wider governance and compliance framework. The **Board of Directors** has approved this Statement and retains overall responsibility for ethical business conduct, with **senior management** accountable for implementation and day-to-day oversight.

INTEC maintains a framework of policies and standards supporting ethical conduct and respect for human rights, including its **Code of Conduct and Code of Ethics, Human Rights Policy, Anti-Bribery and Anti-Corruption Policy, Whistleblowing Policy, Diversity Policy, Corporate Governance Policy and Procurement Policy**. These policies establish expectations for employees and business partners and are supported by a risk-based approach to supplier engagement and contractual arrangements.

The Company applies a **risk-based and proportionate methodology** to identifying modern slavery risks and undertakes supply-chain due diligence that may include supplier screening, contractual controls and ongoing engagement during project delivery. INTEC also promotes a culture of transparency, encouraging concerns to be raised through appropriate reporting and escalation mechanisms, with a clear commitment to non-retaliation.

Training and awareness relating to ethical conduct and compliance form part of INTEC’s governance framework, with a focus on developing targeted guidance over time for higher-risk functions such as procurement, contracting and project delivery. The effectiveness of INTEC’s approach is currently monitored primarily through qualitative review and governance oversight, with an intention to strengthen documentation and indicators as the Company’s framework continues to mature.



During the reporting period, INTEC undertook foundational activities including reviewing its governance and policy framework, assessing alignment with the UK Modern Slavery Act and preparing this comprehensive Statement. Looking ahead, the Company's priorities include strengthening policy references, enhancing supply-chain due diligence, expanding targeted training and improving evidencing and governance oversight.

This Statement has been **approved by the Board of Directors of INTEC Energy Solutions Holdings Limited** and will be reviewed and updated annually to reflect progress made and evolving risks.

Modern Slavery and Human Trafficking Statement

UK Modern Slavery Act 2015 – Section 54

INTEC Energy Solutions Holdings Limited

Reporting Period: Financial year ended 31 December 2025

1. Director Statement

Modern slavery and human trafficking are serious crimes and constitute fundamental violations of human rights. INTEC Energy Solutions Holdings Limited (“INTEC”, “the Company”, recognises that, as an international energy and infrastructure solutions provider operating through project-based delivery models and extended supply chains, it has a responsibility to act ethically, transparently and responsibly in all aspects of its business.

The Company is committed to taking **appropriate, proportionate and risk-based steps** to identify, prevent and mitigate the risk of modern slavery within its operations and supply chains. While the risk of modern slavery within the Company’s direct workforce is considered low, the Company acknowledges that greater risk may arise within complex supply chains, subcontracting arrangements and labour-intensive activities associated with energy and infrastructure projects across multiple jurisdictions.

This Statement represents the Company’s **first comprehensive Modern Slavery and Human Trafficking Statement** prepared for publication under the UK Modern Slavery Act 2015. It reflects an important step in formally articulating, in a transparent manner, how the Company approaches modern slavery risks. At the same time, the Company recognises that responsible business conduct, integrity, respect for people and ethical decision-making have long underpinned its values, governance framework and operational practices.

The Board of Directors is committed to the **continuous development and strengthening** of the Company’s policies, procedures and controls relating to modern slavery and human trafficking. The Board recognises that managing these risks is an **evolving and ongoing process**, requiring regular review, learning and improvement as the Company’s activities, operating environments and regulatory expectations change over time.

This Statement has been reviewed and approved by the Board of Directors of INTEC Energy Solutions Holdings Limited. The Board supports the incremental enhancement of the Company’s approach and the annual review and update of this Statement to reflect progress made, lessons learned and emerging best practice.

2. About This Statement

This Modern Slavery and Human Trafficking Statement is made pursuant to **Section 54 of the UK Modern Slavery Act 2015 (Transparency in Supply Chains)** and describes the steps taken by **INTEC Energy Solutions Holdings Limited** (“INTEC”, “the Company”) during the reporting period to prevent modern slavery and human trafficking in its business operations and supply chains.

The Statement applies to the Company and to those subsidiaries, project activities and operations that fall within the scope of the Act. It is intended to provide transparency on how the Company approaches modern slavery risks at a framework level and should be read in conjunction with the Company’s wider governance, ethics and compliance arrangements, including relevant policies, standards and controls.

This Statement has been prepared to reflect the Company's operating model as an international, project-based energy and infrastructure solutions provider, recognising that modern slavery risks may vary depending on geography, sector, project characteristics and the involvement of third parties. As such, the actions described are applied in a **risk-based and proportionate manner**, aligned with the Company's size, business activities and risk profile.

The Company acknowledges that the UK Modern Slavery Act does not require organisations to guarantee that modern slavery is not taking place. Rather, it requires organisations to demonstrate transparency regarding the steps they are taking to identify, prevent and mitigate the risk of modern slavery and human trafficking and to explain progress made over time. Accordingly, this Statement is intended to provide a clear and balanced account of the Company's current practices, areas of focus and planned developments.

This Statement represents the Company's current position and reflects the evolving nature of the Company's approach. The Company recognises that managing modern slavery risks is a continuous process and is committed to reviewing and enhancing its policies, procedures and controls in response to changes in its operations, regulatory expectations and recognised good practice. The Statement will be reviewed and updated on an annual basis to reflect progress made and emerging priorities.

3. Our Purpose, Business and Operating Model

The Company is a leading provider of renewable energy solutions, specializing in Engineering, Procurement, and Construction (EPC) services, Battery Energy Storage Systems (BESS), project development, consultancy, and long-term operations & maintenance. With a proven track record of more than **200 projects** and an installed and secured capacity exceeding **5 GW**, INTEC has established itself as a trusted partner in the global energy transition. The Company delivers services across a range of geographic markets and operates within diverse regulatory, contractual and commercial environments.

Headquartered in the United Kingdom, INTEC operates across multiple regions with offices in Germany, Australia, New Zealand, Türkiye, Azerbaijan, Spain, the Philippines, Mauritania, Mauritius, and Romania. This international footprint positions the company strategically at the intersection of emerging markets, established supply chains, and rapidly evolving innovation ecosystems.

Our values:

- **Customer Orientation:** Treating our customers as top priority
- **Innovation:** Implementing cutting-edge technologies and strategies to become the best among the best
- **Integrity:** Ensuring a culture of integrity
- **Sustainability:** Shaping the world's energy future in harmony with nature
- **Adaptability:** Always adjusting to the customer and taking responsibility for our performance
- **Reliability:** Reliable cooperation with our business partners and reliable service to our customers are essential for us

With a workforce of 221 employees (in 2025) the Company manages a broad and integrated operational platform. This structure supports agility, scalability, and disciplined execution across all business units. Our core business areas reflect a balanced combination of mature revenue streams and high-growth segments, enabling long-term competitiveness and sustained value creation.

The Company's purpose is grounded in delivering energy and infrastructure solutions in a manner that is technically robust, commercially sound and aligned with recognised standards of ethical business conduct. This purpose is reflected in the Company's commitment to integrity, responsible project delivery and respect for the people involved in, or impacted by, its operations.

The Company operates predominantly through **project-based delivery models**, which may vary in scale, duration and complexity. Depending on the nature of the project, delivery may be undertaken through a combination of inhouse capabilities and third party support. Typical activities within INTEC's operating model include:

- Engineering and technical design services
- Procurement of equipment, components and specialist services
- Construction, installation and commissioning activities
- Engagement and coordination of subcontractors, suppliers, consultants and other professional service providers

These activities often require close collaboration with a network of third parties and may involve labour-intensive workstreams, site-based activities and multi-tier supply arrangements. As a result, the Company recognises that project-based and geographically diverse business models can give rise to **heightened labour-related and human rights risks** if not appropriately governed.

Accordingly, the Company seeks to embed proportionate governance, oversight and risk management practices throughout the project lifecycle, from early design and procurement through to construction and completion. The Company acknowledges that the nature and level of risk may vary depending on factors such as project location, delivery model, workforce composition and the involvement of intermediaries, and therefore adopts a risk-based approach consistent with its operational footprint.

4. Our Workforce

The Company's direct workforce primarily comprises **professional, technical and managerial roles** engaged to support the delivery of engineering, procurement, construction and related project activities. Employees are engaged under lawful, transparent and clearly documented employment arrangements, consistent with applicable national employment and labour laws in the jurisdictions in which the Company operates.

Recruitment and employment practices are designed to ensure that:

- All individuals have the legal right to work and are engaged in compliance with applicable labour and immigration laws.
- Employment is entered into **freely and voluntarily**, without coercion, intimidation or restriction of freedom of movement; and
- Terms and conditions of employment, including roles, responsibilities, remuneration and working arrangements, are clearly communicated and documented.

The Company seeks to promote fair treatment, professionalism and respect within the workplace and expects employment relationships to be conducted in a manner consistent with ethical business conduct and respect

for human rights. the Company's direct employment model is primarily skilled and professional in nature, which the Company considers to present a **low inherent risk of modern slavery**.

Nevertheless, the Company recognises that labour-related risks may arise **indirectly** through business activities that rely on outsourced services, subcontractors or third party labour arrangements, particularly in project-based and site-based contexts. Such risks may vary depending on project location, the nature of activities performed and the involvement of intermediaries.

Accordingly, the Company remains alert to potential modern slavery risks associated with third party labour and seeks to address these risks through proportionate governance, supplier engagement and oversight mechanisms, as described elsewhere in this Statement. The Company acknowledges that maintaining effective oversight of labour practices is an ongoing responsibility and an integral component of its overall approach to responsible project delivery.

5. Our Supply Chain Overview

The Company's supply chains play a critical role in supporting the delivery of its **project-based energy and infrastructure activities**. Given the nature of the Company's operating model, supply chain arrangements may vary significantly across projects, geographies and delivery structures.

INTEC's supply chains may include, among others:

- Engineering, construction and technical service providers engaged in design, installation and site-based works.
- Manufacturers and suppliers of equipment, components and construction materials.
- Logistics, transportation and other site-based support service providers; and
- Professional advisers, consultants and specialist service firms supporting project execution and corporate activities.

Supply-chain structures are influenced by a range of factors, including project size and duration, regulatory and contractual requirements, geographic location, local market conditions and the availability of specialised skills or materials. As a result, INTEC often works with a diverse network of third parties, some of which may engage further subcontractors or intermediaries.

The Company recognises that visibility and influence decrease beyond its direct (Tier 1) suppliers and contractors. While the Company's primary contractual relationships are typically at Tier 1 level, modern slavery risks may arise further upstream in extended and multi-tier supply chains. As such, the Company's approach seeks to focus on areas where it has the greatest ability to influence outcomes, while progressively improving understanding of supply chain structures associated with higher-risk activities.

The Company acknowledges that **risks related to modern slavery and labour rights are more likely to arise within supply chains than within its direct operations**, particularly in contexts involving labour-intensive activities, subcontracted work, or operations in jurisdictions with differing labour standards and enforcement practices. These risks may also increase where multi-tier supply arrangements are present or where site-based and temporary workforces are required.

Accordingly, the Company seeks to apply a **risk-based and proportionate approach** to the management of its supply chains, recognising that the level and nature of risk may vary across suppliers, projects and regions. The Company considers supply chain governance, supplier engagement and appropriate oversight to be essential components of its broader approach to preventing modern slavery and promoting ethical business conduct.

As the Company's activities and geographic footprint continue to evolve, the Company recognises the importance of strengthening visibility across its supply chains and enhancing practices over time to support responsible and transparent project delivery.

6. Modern Slavery Risks Relevant to INTEC

Modern slavery refers to a range of severe human rights abuses, including forced labour, debt bondage, human trafficking, servitude and child labour. These practices may arise where individuals are exploited for personal or commercial gain and are deprived of their freedom or ability to leave their employment freely.

In the context of the Company's activities as an international, project-based energy and infrastructure solutions provider, the Company recognises that the **risk of modern slavery is more likely to arise within certain parts of the value chain**, rather than within its direct employment model. The potential exposure to modern slavery risks is influenced by a combination of sector-specific, operational and geographic factors.

Higher-risk scenarios relevant to the Company's operations may include:

- **Labour-intensive construction, installation and site-based activities**, which may rely on temporary or project-specific workforces and can involve extended working hours or subcontracted labour.
- **Multi-tier subcontracting arrangements**, where oversight of labour practices may become more challenging as additional layers of contractors or intermediaries are introduced.
- **Procurement of equipment, components and construction materials**, particularly where manufacturing processes or upstream supply chains extend into jurisdictions with differing labour standards; and
- **Operations in jurisdictions with weaker labour protections or enforcement mechanisms**, where workers may be more vulnerable to exploitation, particularly migrant or temporary workers.

The Company recognises that modern slavery risks are **context specific and dynamic**, and that the nature and level of risk may change over time in response to factors such as market pressures, project location, regulatory environments, workforce composition and supply chain complexity. As a result, the Company does not view modern slavery risk as static or uniform across its activities.

Accordingly, the Company adopts a **risk-based and proportionate approach** to identifying and managing modern slavery risks, focusing attention on those areas of its operations and supply chains where the likelihood or potential severity of harm may be greater. The Company acknowledges that effective risk management requires ongoing assessment, awareness and engagement, supported by appropriate governance and oversight throughout the project lifecycle.

7. Governance and Oversight

Oversight of risks relating to modern slavery and human trafficking forms an integral part of **the Company's wider governance, ethics and compliance framework**. The Company recognises that effective prevention and mitigation of modern slavery risks depend on clear accountability, appropriate senior-level oversight and the integration of responsible business practices into day-to-day operations.

The management team holds overall responsibility for the Company's approach to ethical business conduct and for ensuring that modern slavery and human trafficking risks are given appropriate consideration within the Company's governance arrangements. The Board is responsible for reviewing and approving this Modern Slavery and Human Trafficking Statement, providing strategic direction, and overseeing progress against the Company's stated commitments.

Senior management is responsible for the implementation and operation of relevant policies, procedures and controls across the Company's business and supply chains. This includes monitoring emerging risks, supporting the application of risk-based controls and ensuring that modern slavery considerations are appropriately embedded within procurement, contracting and project-delivery activities. Senior management also plays a key role in promoting a culture of ethical conduct, transparency and accountability throughout the organisation.

The Company recognises that governance and oversight arrangements must evolve in line with the Company's activities, geographic footprint and operational complexity. As the Company's modern slavery programme matures, the Company intends to:

- Further formalise roles and responsibilities relating to modern slavery risk management.
- Strengthen internal reporting and escalation mechanisms; and
- Enhance management oversight and documentation to support effective monitoring and continuous improvement.

Through these measures, INTEC seeks to ensure that governance arrangements remain proportionate, effective and aligned with recognised good practice, supporting the ongoing development of a robust and transparent approach to modern slavery risk management.

8. Policies and Standards

INTEC maintains a framework of policies, standards and internal controls designed to support **ethical business conduct**, promote compliance with applicable laws, and uphold respect for human rights across its operations and supply chains. This framework underpins the Company's expectations of its employees, suppliers, contractors and business partners and provides the foundation for responsible decision-making and risk management.

Key elements of INTEC's policy and standards framework include, among others:

- A **Code of Conduct and Code of Ethics**, which set out the principles and behaviours expected of all employees, including integrity, professionalism, respect for others, accountability and compliance with applicable laws and regulations.
- A **Human Rights Policy**, which reflects the Company's commitment to respecting internationally recognised human rights principles and to conducting its operations and business relationships in a responsible manner.
- An **Anti-Bribery and Anti-Corruption (ABAC) Policy**, which establishes clear standards for preventing bribery, corruption and unethical conduct and supports broader governance and ethical expectations across the business and supply chain.
- A **Whistleblowing Policy**, which provides mechanisms for employees and relevant third parties to raise concerns confidentially and without fear of retaliation.
- A **Diversity Policy**, which supports fair treatment, inclusion and respect within the workplace.
- A **Corporate Governance Policy**, which sets out the Company's governance principles, oversight structures and decision-making processes; and
- A **Procurement Policy and supplier-related standards**, which define expectations for suppliers and contractors and provide a basis for embedding ethical, legal and compliance requirements into sourcing, contracting and supplier engagement arrangements.

Historically, modern slavery and human trafficking considerations have been addressed within the Company's wider ethical and compliance framework rather than through standalone policies. The Company recognises, however, the importance of **strengthening the explicit articulation of modern slavery and labour-rights expectations** within relevant policies and standards over time, in line with evolving regulatory expectations and recognised good practice.

The Company operates a **zero-tolerance approach** to modern slavery and human trafficking. The Company does not knowingly engage in, or support, any form of forced labour, human trafficking or exploitation and expects all employees, suppliers, contractors and business partners to adhere to the same standard. Where concerns arise, INTEC expects them to be raised promptly and addressed through appropriate governance and escalation mechanisms.

In developing and refining its approach, the Company is mindful of internationally recognised standards and principles relating to human rights and labour practices, including the UN Guiding Principles on Business and Human Rights and the core conventions of the International Labour Organisation. While these frameworks do not replace the Company's own policies and procedures, they provide an important reference point for identifying good practice and informing the ongoing development of the Company's approach.

As part of its commitment to continuous improvement, the Company intends to periodically review and enhance its policy framework to ensure that it remains aligned with the Company's operating model, risk profile and ethical commitments, and continues to support a transparent and responsible approach to business conduct across its operations and supply chains.

9. Risk Assessment Methodology

The Company applies a **risk-based and proportionate approach** to the identification and assessment of modern slavery and human trafficking risks across its operations and supply chains. This approach is designed to reflect the Company's project-based operating model, geographic footprint and the differing risk profiles associated with various activities, suppliers and delivery structures.

Risk assessment is intended to inform where enhanced attention, controls or engagement may be required, rather than to provide assurance that risks do not exist. The Company recognises that modern slavery risks can arise in a range of contexts and that effective risk assessment requires the consideration of both inherent risk factors and contextual variables.

Key factors considered when identifying and assessing potential modern slavery risks may include, among others:

- **Country and regulatory environment**, including the strength of local labour protections, enforcement practices and broader governance conditions.
- **Nature of goods and services** being procured, with particular attention to labour-intensive activities, manufacturing processes or site-based works.
- **Use of subcontractors, labour providers or intermediaries**, which may increase complexity and reduce direct visibility over labour practices; and
- **Workforce composition and project characteristics**, including the use of temporary, migrant or project-specific workforces, project duration and delivery timelines.

This risk-based methodology enables the Company to differentiate between lower-risk and higher-risk contexts and to apply controls and oversight in a manner that is both **targeted and proportionate**. The approach supports prioritisation of resources and management focus where the likelihood or potential severity of harm may be greater, while avoiding unnecessarily prescriptive measures in lower-risk scenarios.

The Company recognises that modern slavery risks are **dynamic** and may evolve over time in response to changes in market conditions, geographic operations, supply-chain structures or regulatory expectations. Accordingly, risk assessment is viewed as an ongoing process rather than a one-off exercise, with findings informing due diligence activities, supplier engagement and continuous improvement efforts across the business.

10. Due Diligence Across the Supply Chain

The Company applies supply-chain due diligence measures as an integral component of its risk-based approach to identifying, preventing and mitigating modern slavery and human trafficking risks. Due diligence activities are designed to be proportionate to the nature of the relationship, the services or goods provided, and the level of risk identified.

Supply-chain due diligence measures may include, as appropriate:

- **Screening of suppliers and contractors prior to engagement**, with a focus on understanding the nature of services to be provided, geographic considerations and any identified labour-related risk factors.
- **Setting clear expectations through contractual arrangements**, including provisions relating to ethical conduct, compliance with applicable labour laws and the prohibition of forced or exploitative labour practices; and
- **Ongoing engagement and oversight during project delivery**, proportionate to the risk profile of the supplier, project or activity, and considering changes in scope or operating conditions.

The Company recognises that, given its project-based delivery model, the composition of supply chains may change throughout the lifecycle of a project. As such, due diligence is not viewed as a one-off exercise at the point of contracting, but as an **ongoing and adaptive process** that supports responsible project execution and supplier relationship management.

The Company acknowledges that its due diligence framework continues to evolve. As part of its commitment to continuous improvement, the Company intends to further enhance the **consistency, documentation and evidencing** of due diligence activities, including clearer articulation of processes and improved record-keeping where appropriate. These enhancements are intended to strengthen transparency, support effective oversight and ensure that due diligence practices remain aligned with the Company's risk profile, operational footprint and recognised good practice.

The Company recognises that effective due diligence depends not only on formal processes but also on awareness, engagement and collaboration with suppliers and contractors. The Company therefore seeks to apply its due diligence measures in a manner that is practical, proportionate and supportive of long-term, responsible supply-chain relationships.

11. Contractual Controls and Supplier Expectations

The Company uses contractual arrangements as an important mechanism to communicate expectations and support the prevention and mitigation of modern slavery and human trafficking risks within its supply chains. Contractual controls are applied in a manner that is proportionate to the nature of the relationship, the services or goods provided, and the assessed level of risk associated with the relevant activity or project.

Where appropriate, the Company's contractual arrangements may require suppliers, contractors and other business partners to:

- **Comply with applicable labour, employment and human rights laws** in the jurisdictions in which they operate.
- **Prohibit the use of forced, bonded or child labour**, as well as any practices that constitute modern slavery or human trafficking; and
- **Provide appropriate channels for concerns to be raised**, including allegations relating to labour practices, without fear of retaliation or adverse consequences.

Contractual provisions are intended to reinforce the Company's broader ethical standards and to provide a clear framework for engagement with suppliers and contractors. They also support the Company's ability to

raise concerns, seek corrective action and, where necessary, escalate issues in a structured and transparent manner.

The Company recognises that contractual controls alone are not sufficient to eliminate the risk of modern slavery. Accordingly, contractual requirements are viewed as **one element of a wider modern slavery prevention framework**, which also includes risk assessment, due diligence, supplier engagement, governance oversight and awareness-raising activities across the business.

As the Company's approach continues to mature, the Company intends to further review and, where appropriate, enhance its contractual standards and expectations to ensure alignment with evolving regulatory requirements, operational practices and recognised good practice in responsible supply-chain management.

12. Worker Voice, Reporting and Escalation

The Company is committed to promoting a **culture of openness, transparency and accountability** and encourages the raising of concerns relating to unethical conduct, including issues associated with labour practices, human rights or potential modern slavery risks. An effective worker voice environment is recognised as an important element of responsible business conduct and risk management.

Appropriate reporting channels are available to enable employees and, where relevant, third parties such as suppliers or contractors to raise concerns confidentially and in good faith. These mechanisms are intended to support early identification of potential issues and to facilitate timely and proportionate responses.

The Company does not tolerate retaliation of any kind against individuals who raise concerns in good faith. The Company expects all employees and business partners to respect this principle and seeks to ensure that concerns can be raised without fear of adverse consequence.

Concerns raised through available reporting mechanisms are reviewed through **appropriate escalation and investigation processes**, proportionate to the nature and potential severity of the issue. Where necessary, matters may be escalated to senior management for further review and action, in line with the Company's governance and compliance framework.

The Company recognises that the effectiveness of reporting mechanisms depends not only on their existence, but also on awareness, trust and accessibility. As part of its ongoing development, the Company acknowledges the importance of **strengthening awareness and understanding of reporting and escalation mechanisms**, particularly in higher-risk contexts such as project-based, site-based or multi-party operations. Enhancing communication and confidence in these mechanisms forms an integral part of the Company's approach to continuous improvement in the management of modern slavery and related risks.

13. Training and Awareness

Training and awareness on ethical conduct, compliance and responsible business practices form an integral part of **the Company's broader governance and risk management framework**. The Company recognises that building awareness and capability among employees is essential to identifying and managing modern slavery and human rights risks effectively, particularly within a project-based and multi-party operating environment.

At present, training on ethical conduct and compliance, including expectations relating to lawful and responsible behaviour, is embedded within wider corporate governance and compliance activities. This provides a foundation for awareness of the Company's values and standards and zero-tolerance approach to unethical practices.

The Company further recognises that certain roles and functions may have **greater exposure to modern slavery risk** due to their involvement in sourcing, contracting and project execution. Accordingly, the Company intends to progressively develop and enhance targeted guidance and awareness-raising initiatives for employees involved in:

- **Procurement and supplier management**, where decisions relating to supplier selection, engagement and ongoing oversight may influence supply-chain risk exposure.
- **Contracting and commercial activities**, including the negotiation and management of contractual arrangements that embed ethical and compliance expectations; and
- **Project delivery and site oversight**, particularly in relation to construction and installation activities, where site-based practices and third party labour arrangements may present increased risk.

INTEC's approach to training and awareness is intended to be **risk-based and proportionate**, aligned with the Company's operational profile and the evolving maturity of its modern slavery programme. Over time, the Company aims to strengthen understanding of modern slavery risks, reporting mechanisms and expected behaviours, supporting employees to recognise potential indicators of concern and to escalate issues appropriately.

The Company acknowledges that effective training is an ongoing process and that awareness must be reinforced as business activities, geographic presence and regulatory expectations evolve. The Company therefore views training and awareness as a key component of its commitment to continuous improvement in the prevention and management of modern slavery and human trafficking risks.

14. Measuring Effectiveness

The Company recognises the importance of assessing the **effectiveness of its approach to managing modern slavery and human trafficking risks**, as part of its overall commitment to responsible business conduct and continuous improvement. Understanding whether controls and processes are operating as intended is essential to ensuring that risks are identified, addressed and mitigated in a timely and proportionate manner.

In evaluating effectiveness, the Company may consider a range of qualitative indicators, such as management review of identified risks, responsiveness to concerns raised, consistency of due diligence practices across projects, and the integration of lessons learned into policies and procedures. These qualitative insights are intended to support continuous improvement while more structured indicators are developed over time.

At present, the effectiveness of the Company's modern slavery-related controls is primarily monitored through **qualitative review and governance oversight**. This includes management review of risk assessments, due diligence activities, concerns raised through reporting mechanisms and overall compliance with the Company's governance and policy framework. Given the evolving nature of the Company's modern slavery

programme, this approach provides an appropriate foundation while more structured measurement practices are developed.

The Company acknowledges that, as its framework matures, there is an opportunity to enhance how effectiveness is assessed and evidenced. Over time, the Company intends to:

- **Improve documentation and traceability of actions taken**, including clearer recording of risk assessments, due diligence activities and follow-up actions.
- **Develop appropriate indicators and metrics** to support monitoring of modern slavery risks and the effectiveness of controls, in a manner aligned with the Company's size, operations and risk profile; and
- **Use lessons learned** from project activities, supplier engagement and reported concerns to strengthen policies, procedures and controls and to inform future improvement efforts.

The Company recognises that measuring effectiveness in this area is not solely reliant on quantitative metrics, particularly in the early stages of programme development. Qualitative insights, management judgement and governance oversight will continue to play an important role in understanding emerging risks, identifying gaps and prioritising actions.

The Company is committed to progressively strengthening its approach to measuring effectiveness, ensuring that it remains practical, proportionate and aligned with recognised good practice. This evolving approach will support greater transparency, accountability and continuous improvement in the management of modern slavery and human trafficking risks across the Company's operations and supply chains.

15. Progress During the Reporting Period

During the reporting period, INTEC focused on establishing a clear and proportionate foundation for the management of modern slavery and human trafficking risks, recognising the importance of aligning its existing governance arrangements with the requirements and expectations of the UK Modern Slavery Act 2015.

Key areas of progress during the reporting period included:

- **Reviewing the Company's existing governance, ethics and policy framework**, to understand how modern slavery and labour-related considerations were embedded within broader ethical, compliance and risk management practices.
- **Assessing alignment with the UK Modern Slavery Act**, including a review of statutory guidance and emerging peer practices, to identify areas of strength as well as opportunities for further development; and
- **Preparing this comprehensive Modern Slavery and Human Trafficking Statement**, bringing together information on INTEC's operating model, supply-chain structures, identified risk areas and current controls into a single, transparent disclosure.

These activities enabled INTEC to take a structured and reflective approach to modern slavery risk management, building on existing practices while identifying areas where greater clarity, documentation and

consistency may be required over time. The preparation of this Statement has also supported internal awareness and dialogue on modern slavery-related risks, governance responsibilities and future priorities.

The Company recognises that the actions undertaken during the reporting period represent **initial and foundational steps** rather than the endpoint of its approach. Nevertheless, they provide an important baseline from which the Company can measure progress, enhance controls and continuously strengthen its response to modern slavery and human trafficking risks across its operations and supply chains.

The progress achieved during the reporting period has informed the Company's understanding of its current maturity and has helped to identify priority areas for further development. These insights provide the basis for the Company's forward-looking priorities and planned actions, as outlined in the following section.

16. Priorities and Looking Ahead

The Company recognises that the effective management of modern slavery and human trafficking risks requires an ongoing and iterative approach. Building on the foundational steps taken during the reporting period, the Company has identified several priority areas that will guide the continued development and maturity of its approach in future reporting periods.

The Company's priorities include:

- **Strengthening policy references to modern slavery and labour rights**, to ensure that expectations are clearly articulated within relevant internal policies and standards, and that these expectations are consistently communicated across the organisation and to external counterparties.
- **Enhancing supply-chain due diligence practices**, informed by the Company's risk assessment methodology, with a focus on improving consistency, clarity and documentation of due diligence activities across projects, geographies and supplier relationships.
- **Expanding targeted training and awareness initiatives**, particularly for roles and functions with greater exposure to supply-chain and project-based risks, including procurement, contracting, commercial decision-making and site oversight; and
- **Improving evidencing, governance oversight and reporting**, to support greater transparency, enable more effective monitoring of progress and strengthen management and Board-level oversight over time.

The Company intends to pursue these priorities in a **measured and proportionate manner**, aligned with its operational footprint, project delivery model and risk profile. The Company recognises that progress in these areas will be incremental and that the pace and focus of development may evolve in response to changes in business activities, geographic presence, regulatory expectations and recognised good practice.

Looking ahead, the Company remains committed to continuous improvement and to enhancing its modern slavery risk management framework over time. Future Statements will aim to reflect progress made against these priorities, lessons learned from implementation and emerging trends or risks within the Company's operations and supply chains. Through this approach, INTEC seeks to embed responsible business practices more deeply across the organisation and to strengthen its contribution to the prevention of modern slavery and human trafficking.

17. Continuous Improvement

The Company acknowledges that addressing modern slavery and human trafficking is an **ongoing and iterative process**, rather than a one-time exercise. The Company recognises that risks in this area may evolve over time as business activities, project locations, supply-chain structures and external conditions change.

Accordingly, the Company is committed to **continually reviewing, refining and strengthening** its approach to modern slavery risk management. This includes maintaining awareness of emerging risks, developments in regulatory expectations and recognised good practice, as well as reflecting on lessons learned from project delivery, supplier engagement and governance oversight.

The Company recognises that continuous improvement requires both formal controls and organisational learning. The Company therefore seeks to incorporate insights gained through risk assessment, due diligence activities, reporting mechanisms and management review into the ongoing evolution of its policies, procedures and oversight arrangements.

As the Company's operations and geographic footprint develop, the Company will continue to adapt its approach to ensure that **modern slavery considerations** remain appropriately embedded within decision-making, procurement, contracting and project delivery processes. Future Modern Slavery Statements will reflect this evolution, providing transparency on progress made and areas of further enhancement.

Through this commitment to continuous improvement, the Company aims to strengthen its capability to identify, prevent and mitigate **modern slavery and human trafficking risks** in a manner that is proportionate, responsible and aligned with its broader values and approach to ethical business conduct.

18. Approval and Sign-Off

This Modern Slavery and Human Trafficking Statement has been **reviewed and approved by the Board of Directors of INTEC Energy Solutions Holdings Limited** in accordance with the requirements of **Section 54 of the UK Modern Slavery Act 2015**.

The Board confirms its oversight of the Company's approach to ethical business conduct and its commitment to transparency, accountability and continuous improvement in the management of modern slavery and human trafficking risks. The Board recognises the importance of maintaining appropriate governance, oversight and review mechanisms to ensure that the Company's approach remains proportionate, effective and aligned with its operational footprint and risk profile.

This Statement is published in accordance with Section 54 (Transparency in Supply Chains) of the UK Modern Slavery Act 2015 for the financial year ending 31 December 2025. It will be **reviewed and updated annually** to reflect progress made, lessons learned and any material changes to the Company's operations, supply chains or regulatory environment.

**Signed for and on behalf of the Board of Directors of
INTEC Energy Solutions Holdings Limited**

Name: Abderrahmane Ould Abdellahi
Title: CEO

Date: 20.07.2026

Signed: