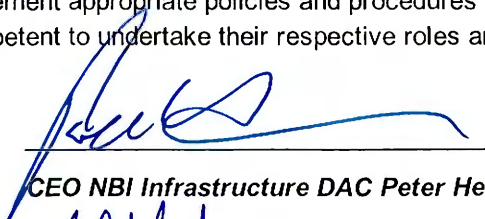


Integrated Health, Safety, Quality, Environmental and Energy Policy

National Broadband Ireland (NBI) is responsible for designing, building and operating the new high-speed fibre broadband network for rural Ireland. The management of NBI is committed to the execution and continual improvement of the Company's Integrated HSQEE management system. This will enhance NBI's overall performance, by following the principles and requirements of the ISO Standards, including ISO 45001, ISO 9001, ISO 14001 and ISO 50001. In order to achieve this, NBI will adhere to the following principles:

- Develop and maintain a positive culture of Health, Safety, Quality, Environment and EnMS within the business based on a culture oriented on these aspects of our business both within the company and with external organisations, including customers' and suppliers', through communication, partnership and learning activities.
- Provides a framework for setting and reviewing HSQE and Energy Objectives and energy targets.
- Continual education, training and availability of information to develop and maintain a culture within NBI and with external stakeholders based on the aspects of Health, Safety, Quality, Environment and EnMS and necessary resources to achieve objectives and energy targets and other contractual agreements.
- Ensure compliance with legislative requirements, standards and codes of practice through the implementation of ISO 45001, ISO 9001, ISO 14001, ISO 50001 and other requirements.
- Implement, maintain and follow a set of systems and procedures to prevent any actions that pose a threat to human health and safety, damage to the natural environment including wastage and energy consumption.
- Establish systems for identifying, assessing, eliminating and controlling hazards and risks to which employees, other persons and the environment may be exposed to.
- Support the policies, processes and procedures that underpin NBI's ESG framework and ensure cohesion with the Integrated Management System (IMS).
- Review customers' requirements and contract specifications in order to deliver a service that meets and exceeds the customers' needs and expectations.
- Evaluate and select suppliers of goods and services based on their ability to assist us in achieving our objectives set out in this HSQE and EnMS policy.
- Minimize waste generation, preventing of pollution by promoting a culture of 'Reuse, Reduce, Recycle' and through the identification and sourcing of alternative materials and processes,
- Decrease of non-renewable energy consumption by supporting the procurement of energy efficient products and services that impact energy performances.
- Support design activities that consider energy performance improvements.
- Provide materials, plant and equipment to ensure compliance with our Health, Safety, Quality, Environmental and EnMS Policy and procedures.
- Continuous development and improvement of our Integrated Management System to enhance HSQE and Energy performance through constant performance and evaluation.
- Through consultation and participation, we will support the establishment and functioning of health and safety committees providing the time and training.
- We will foster an ethos of transparency and dialogue with our customers, employees, sub-contractors, general public and all interested parties by the communication of this Policy and the implementation of our Integrated Management System procedures.
- Implement appropriate policies and procedures to ensure that all employees and sub-contractors are competent to undertake their respective roles and receive appropriate training, including refresher training.

Signed:

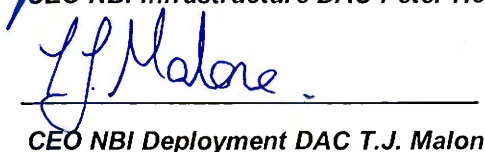


CEO NBI Infrastructure DAC Peter Hendrick

Date:

15/11/2024

Signed:



CEO NBI Deployment DAC T.J. Malone

Date:

15/11/2024