

Environmental, Social, and Governance (ESG) Policy

Contents

1. Introduction	2
2. Environmental Responsibility	2
3. Social Responsibility	3
4. Governance and Ethics	3
5. Implementation and Monitoring.....	4
6. Commitment	4

1. Introduction

This Environmental, Social, and Governance (ESG) Policy reflects Idea Design Group's commitment to conducting its consulting activities in a responsible, ethical, and sustainable manner. As a service-based company, we integrate ESG principles into our daily operations, decision-making processes, and corporate culture.

2. Environmental Responsibility

As a consulting company with no manufacturing activities, our environmental footprint is minimal. Nevertheless, we are committed to responsible resource use by:

- Operating primarily through digital tools and communication to reduce environmental impact
- Minimizing paper usage, with printing limited to essential needs only
- Promoting energy efficiency in daily operations, including responsible use of office equipment
- Continuously seeking opportunities to further reduce our environmental footprint

3. Social Responsibility

We are committed to fostering a fair, inclusive, and supportive working environment by:

- Ensuring gender balance and equal opportunities across all levels of the organization
- Strictly prohibiting discrimination of any kind, including on the basis of gender or minority status
- Supporting employee well-being, professional growth, and work-life balance
- Maintaining respectful, ethical, and transparent relationships with clients and partners

4. Governance and Ethics

We uphold the highest standards of integrity and corporate governance by:

- Enforcing a zero-tolerance policy toward corruption, bribery, and unethical behavior
- Ensuring transparency and accountability in all business activities
- Complying with all applicable legal and regulatory requirements
- Safeguarding confidentiality and data protection in all operations

5. Implementation and Monitoring

We are committed to maintaining and continuously improving our ESG practices. This policy is communicated to all team members and stakeholders and is subject to periodic review.

6. Commitment

Idea Design Group is dedicated to aligning its practices with internationally recognized ESG principles, including those of the United Nations Global Compact.

Mariam ZANGALADZE Director of **Idea Design Group LLC**

Tbilisi, Georgia

January 2026

