



PHOENIX TOWER
INTERNATIONAL

2025

SUSTAINABILITY REPORT



ABOUT THIS REPORT

Reporting Approach and Disclaimer

This Sustainability Report is published annually on a voluntary basis to provide stakeholders with a transparent overview of Phoenix Tower International's ("PTI") sustainability-related performance, strategy, impacts, risks and opportunities, and governance. It is not subject to external assurance.

Phoenix Tower International has elected to voluntarily align this report with the ISSB Sustainability Disclosure Standards (IFRS S1 and IFRS S2). This reflects our global footprint and our focus on providing transparent and clear information for all stakeholders. This alignment builds on previously incorporated TCFD disclosures and SASB industry metrics relevant to telecommunications infrastructure. Where information is not yet available, we describe our current approach and planned enhancements.

Reporting Period and Boundary

Unless otherwise stated, information in this report covers the 2025 reporting year and reflects PTI's operations across its global footprint. Disclosures are presented for PTI's owned and operated activities and, where material, include upstream and downstream value-chain considerations (for example, suppliers, contractors, landlords, or customers).

Material Topics and Connectivity to Disclosures

In 2025, Phoenix Tower International conducted a Double Materiality Assessment (DMA) supported by an independent third-party. For the purposes of this assessment, European Sustainability Reporting Standards (ESRS) topic definitions and EFRAG implementation guidance were used to identify and assess potential and actual impacts, risks, and opportunities across our value chain. The DMA outcomes are used to inform management decision making, prioritize sustainability topics, and shape strategy. However, this Sustainability Report is not prepared in accordance with the ESRS, and ESRS disclosures are not yet mandatory for Phoenix Tower International. For IFRS S1 purposes, we use the outcomes of the materiality assessment to identify and disclose sustainability-related risks and opportunities that could reasonably be expected to affect PTI's cash flows, access to finance, or cost of capital over the short, medium, and long term.

Measurement, Controls and Assurance

Environmental metrics are supported by third-party specialists and, where indicated, subject to limited or reasonable assurance. PTI continues to strengthen internal controls, documentation, and data governance to improve completeness, accuracy, and auditability over time.

Limitations

Some disclosures rely on estimates, assumptions or evolving methodologies. Statements about plans, targets or future performance are forward-looking and subject to uncertainties, including regulatory developments, data availability, technology and market conditions.

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PERFORMANCE SUMMARY

A BANNER YEAR FOR PTI

A MESSAGE FROM OUR FOUNDER AND CEO



To our team members, customers, partners, and stakeholders,

2025 marked a year of significant growth for PTI. We completed two major acquisitions, adding approximately 6,500 sites, the most added through M&A in a single year in our history, and expanding our portfolio to more than 32,000 sites worldwide. This growth expanded our presence in Europe and strengthened our position as a global wireless infrastructure provider. Financial results reflected this momentum: revenue increased 39% year-over-year, supported by acquisitions, new site development, and sustained demand for reliable connectivity. We also strengthened our leadership team with key hires in Sales, M&A, and Legal, and reinforced alignment across global teams during our annual leadership summit at headquarters.

Telecommunications infrastructure underpins connectivity and economic activity. We take that responsibility seriously and remain committed to operating with discipline, accountability, and integrity. Our neutral-host model helps reduce duplication of infrastructure, improve the efficiency of resource use, and limit our environmental footprint.

In operations, we continued improving how we manage and maintain our assets. We expanded data-driven tools, including AI-enabled systems, digital twins, smart locks, and maintenance automation, to advance our emissions reduction pathway and safety objectives, improve asset-management efficiency, and provide reliable service to customers.

2025 also tested our resilience. Hurricane Melissa impacted western Jamaica and affected less than 5% of our sites in the country. Our teams coordinated with local authorities and recovery crews to assess damage, restore access, and secure infrastructure functionality. By year-end, more than 70% of affected sites had been restored and cleared for safe access, demonstrating our ability to manage operational and climate-related risks and to support business continuity. Just as importantly, we supported affected families by working with local organizations to provide immediate relief and essential supplies in the aftermath of the storm.

As we expand, we continue to formalize our sustainability approach. In 2025, we enhanced governance by hiring a Global Sustainability Manager and establishing a Sustainability Working Group of senior leaders, reporting to the Board's Sustainability Committee. These steps help embed sustainability considerations into business planning and operational decisions. With the completion of our double materiality assessment (DMA), we now have a clearer view of our most significant impacts, risks, and opportunities, along with a framework to prioritize actions and disclosures.

I am proud to highlight three sustainability milestones from 2025:

- Achieved a GRESB Infrastructure Assessment score of 97/100, reflecting improvements in governance, data quality, and asset-level practices.
- Met 100% of our Sustainability-Linked Loan KPIs.
- Earned our 5th CarbonNeutral Company® certification.
- Gained two additional Great Place to Work® certifications across our workplaces worldwide.

At PTI, we want this to be the best job our employees have had in their careers. That experience is created not only through leadership, but through colleagues working together toward shared goals in a diverse, high-performing workforce that recognizes and rewards results. Building a workplace where people feel respected, challenged, and valued is a shared responsibility, and it matters. I am pleased to see this reflected in our Great Place to Work® certifications in 14 offices, including newly integrated teams in France and Ireland.

I am optimistic about what lies ahead. To our employees, thank you for the consistency, professionalism, and positive energy you bring to PTI. To our partners, customers, and stakeholders, thank you for your continued trust and commitment.

Sincerely,

Dagan Kasavana

Founder and Chief Executive Officer

ABOUT **PTI**

Phoenix Tower International (PTI) hosts neutral wireless infrastructure sites globally. Our portfolio includes owned, operated, and newly developed telecommunications sites under long-term agreements, supporting reliable digital connectivity across urban and rural environments worldwide. Our neutral-host business model is inherently sustainable as it allows multiple customers to offer network connectivity from a single physical asset, minimizing land use, reducing network infrastructure costs, and reducing environmental impact.

We provide infrastructure lease space for a range of telecommunications technologies, including:

- Distributed Antenna Systems (DAS)
- Small cells
- Fiber networks
- Bio sites
- Edge solutions
- Next-generation network services



GLOBAL PRESENCE

24
COUNTRIES

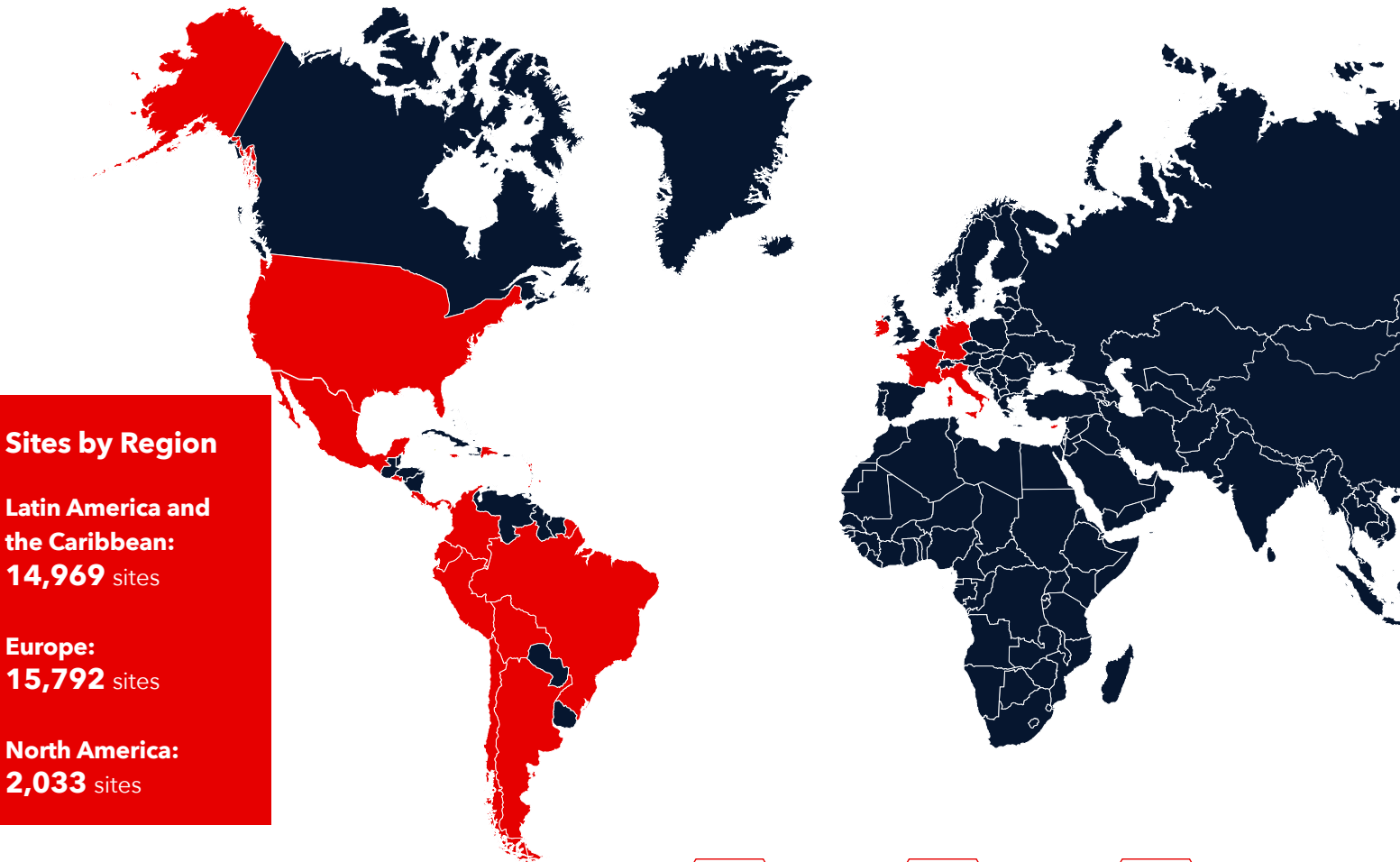
+32,000
TELECOMMUNICATIONS
SITES¹

+600
EMPLOYEES

53%
MALE

47%
FEMALE

31
NATIONALITIES
ACROSS ALL MARKETS



Since 2013, we have built a diverse and high-performing team that can deliver consistently across markets, often in complex and challenging environments. Our structure enables close collaboration across regions, combining shared standards with strong local expertise. As PTI's footprint expands across geographies and asset types, we continue investing in the talent that deliver by living our 10 core values:



PHOENIX TOWER
INTERNATIONAL

¹ You can visit our global site map at Phoenix Tower International website: <https://www.phoenixintl.com/en/sites>

SUSTAINABILITY HIGHLIGHTS

In 2025, we strengthened our sustainability approach by clarifying priorities, improving governance, and linking commitments across our global footprint.



Reduced 1.95% GHG Scope 1 and Scope 2 emissions across the site portfolio



Converted 675 sites to LED or solar lighting systems to improve energy efficiency



G R E S B

Increased our GRESB^{®2} score to 97/100



Achieved 100% compliance with Sustainability-Linked Loan KPIs



Obtained our 5th CarbonNeutral Company[®] certification³



PHOENIX TOWER INTERNATIONAL

WINGS

Contributed and actively participated in ~39 initiatives from PTI's WINGS social impact program



14 markets were certified as Great Place to Work[®]



Completed a Double Materiality Assessment performed by an independent third-party



Established a senior management Sustainability Working Group (SWG) supporting the Board's Sustainability Committee



Hired a Sustainability Manager to strengthen program governance and execution



Updated PTI's Sustainability Policy to reflect our commitments towards material topics

² GRESB is an organization that provides ESG assessments and benchmarks for real assets, including an Infrastructure Assessment for infrastructure funds and assets. www.gresb.com

³ CarbonNeutral[®] Company certification is delivered by Climate Impact Partners under The CarbonNeutral Protocol, a framework for making carbon neutral claims based on defining scope, measuring emissions, reducing, offsetting remaining emissions, and communicating transparently.

OUR SUSTAINABILITY PROGRAM

PTI's Sustainability Program is the framework we use to identify and manage sustainability-related impacts, risks, and opportunities that could affect operating performance, resilience, and long-term value.

Governance for the program is led through PTI's Sustainability Working Group, established to support the senior executive leadership team and the Board of Directors in overseeing the company's policies, strategies, and practices related to environmental, social, and governance matters. The SWG sets sustainability strategy and coordinates day-to-day execution of PTI's Sustainability Program, including initiative implementation, continuous improvement and awareness, stakeholder engagement and communication, and oversight of the measurement, monitoring, and reporting of sustainability performance. The SWG meets quarterly (and more frequently as needed), maintains written meeting minutes, and reviews its charter biannually to confirm scope, responsibilities, and operating cadence. Core members include the senior leaders of Human Resources, Legal, Operations, Compliance, and Sustainability functions.

The program is informed by our double materiality assessment and translates material topics into policies, targets, and initiatives, with progress tracked through metrics and relevant benchmarks. The material topics section is structured to support decision-useful disclosure in line with IFRS S1 and IFRS S2 (by describing governance, strategy, risk management, metrics and targets, where applicable).

We use data and assessments to monitor progress against our sustainability material topics. Inputs from internal reporting, the Double Materiality Assessment, the Environmental and Social Management System, enterprise risk processes, and local operational reviews help us evaluate performance, identify

gaps, and understand where additional resources or targeted actions may be needed for improvement. These findings are reviewed with the Sustainability Working Group and relevant functions to define initiatives and support quality and breadth of implementation in all markets.

To reinforce accountability and comparability, PTI participates in the GRESB Infrastructure Assessment and maintains a Sustainability-Linked Loan (SLL) with financing terms linked to independently verified performance. These mechanisms are described in the following page.

Sustainability Priorities

- Climate mitigation
- Climate adaptation and resilience
- Energy management
- Social engagement
- Employee wellbeing and development
- Value chain standards and engagement
- Business ethics and anti-corruption
- Corporate culture
- Data-driven management



SUSTAINABILITY LINKED LOAN

PTI's Sustainability-Linked Loan (SLL) links certain financing terms to predefined sustainability Key Performance Indicators (KPIs), aligned with the Sustainability-Linked Loan Principles. The KPIs cover energy and GHG emissions performance and ongoing participation in external benchmarking, and are intended to support transparency and accountability for capital providers. Performance against the KPIs is independently verified annually. In 2025, PTI achieved 100% compliance with all SLL KPIs:



Greenhouse Gas Footprint

Yearly reduce Scope 1 and 2 GHG emissions intensity, plus Scope 1, 2 and 3 emissions measured and disclosed in accordance with the GHG Protocol with third-party verified to reasonable assurance.



G R E S B

GRESB score

Yearly increase the performance score assigned by GRESB for Parent and subsidiaries.



Site Improvements

Annual conversion of 500 sites with lighting systems to LED or all-solar installations with third-party verified to limited assurance.

GRESB

Global Real Estate Sustainability Benchmark®'s Infrastructure Assessment⁴

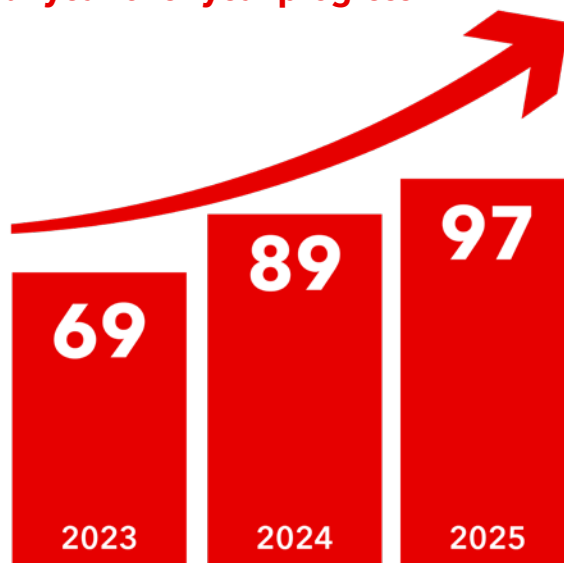
We have participated in the GRESB Infrastructure Assessment since 2023 as it provides a widely used benchmark for sustainability management and performance in real assets. Internally, the assessment helps us strengthen governance, improve evidence-backed reporting, benchmark our performance, and enhance the consistency and auditability of sustainability data across our global portfolio. Externally, it supports transparent engagement with investors, lenders and other stakeholders by providing a recognized basis for comparison and discussion of our sustainability management approach and year-over-year progress.

Our GRESB Infrastructure Assessment score improved from 89 in 2024 to 97/100 in 2025. The improvement was driven by stronger sustainability governance and risk management (including climate-related processes), and more consistent, evidence-backed reporting and data quality. Key enhancements included clearer leadership commitments and objectives, strengthened stakeholder and supply-chain engagement, and improved measurement and disclosure of health and safety, workforce, energy, and GHG performance. We aim to maintain our score and continue strengthening data quality and target setting over time.



G R E S B

Our year-over-year progress:



⁴ GRESB Infrastructure Assessment. www.gresb.com

DOUBLE MATERIALITY ASSESSMENT

PTI commissioned an independent third party to conduct a double materiality assessment (DMA) to identify the sustainability-related topics that are material to our business activities. The outcomes of the double materiality assessment help us focus resources and design a long-term strategy that supports progress on addressing the most relevant topics on our sustainability program.

Methodology

PTI's DMA followed a structured four-phase methodology. The assessment was finalized in 2025 and aligned with the European Sustainability Reporting Standards (ESRS)⁵ requirements and EFRAG⁶ implementation guidance:

- 1. Understanding.** PTI mapped its business activities and value chain across upstream suppliers, own operations, and downstream customers and end users. We identified relevant sustainability topics using ESRS sector guidance, peer benchmarking, and internal documentation.
- 2. Identification.** We identified potential and actual impacts, risks, and opportunities (IROs) for each relevant sustainability topic across the value chain.
- 3. Assessment.** We assessed identified IROs using defined scoring criteria:
 - a.** Impact materiality (inside-out): PTI's actual and potential impacts on the environment and people.
 - b.** Financial materiality (outside-in): sustainability-related risks and opportunities that could affect PTI's financial performance, position, or future prospects.
 - c.** Scoring methodologies and thresholds were aligned with PTI's Environmental and Social Management System (ESMS) and validated the scoring through internal stakeholder interviews.
- 4. Determination.** The DMA was informed by engagement with internal stakeholders representing operations, workforce, supply chain, commercial activities, and governance. Their input helped validate identified IROs and confirm scoring assumptions, so the assessment reflects PTI's business realities and risk profile.

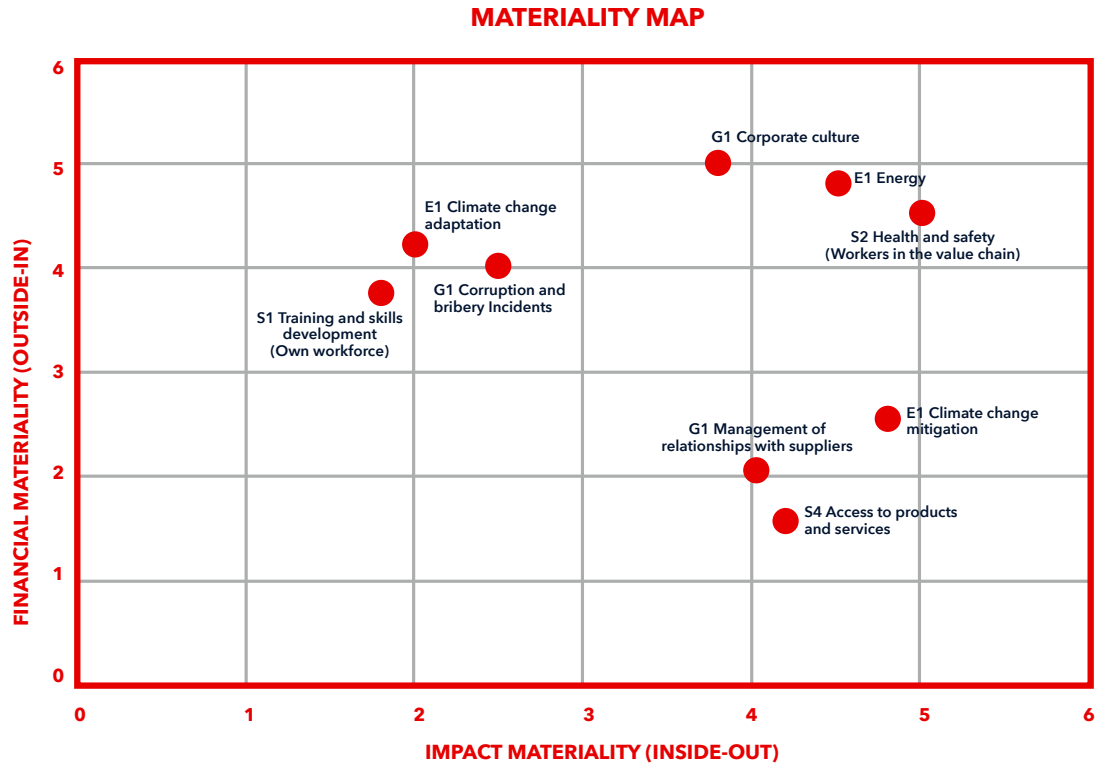


⁵ The European Sustainability Reporting Standards (ESRS) are the EU sustainability reporting standards adopted via Commission Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU under the CSRD framework.

⁶ EFRAG (European Financial Reporting Advisory Group) is a European organization that provides technical advice, including implementation guidance supporting application of the European Sustainability Reporting Standards (ESRS). www.efrag.org

MATERIAL TOPICS

The material topics identified through the DMA reflect areas where sustainability-related impacts, risks, and opportunities intersect with PTI’s operational resilience, financial performance, and long-term growth roadmap. The assessment identified nine material sustainability topics for PTI under the selected thresholds. These topics represent where PTI has the most significant impacts on people and the environment and/or faces the most significant sustainability-related financial risks or opportunities.



Financial materiality / “Outside-in”: Sustainability topics that present a significant financial risk or opportunity for PTI’s business or financial performance, including through its business relationships.

Impact materiality / “Inside-out”: Sustainability topics where PTI makes a significant impact on the environment or people through its operations or through its business relationships.



NON-MATERIAL TOPICS

As part of PTI's commitment to transparent reporting, and based on the outcomes of our Double Materiality Assessment (DMA), we assessed the full set of relevant environmental topics. For the 2025 reporting period, the DMA did not identify water and marine resources as material topics. Pollution, biodiversity and ecosystems, or circular economy were identified as borderline material topics.

PTI operates under a neutral-host business model, providing passive telecommunications infrastructure that can be shared by multiple mobile network operators on a non-discriminatory basis. Under this model, the company does not generate, manage, or control telecommunications traffic and does not operate active network equipment. Our activities are limited to the ownership, operation, maintenance, and eventual decommissioning of tower sites and related passive infrastructure, which significantly limits our direct environmental footprint compared to active network operators.

Water



Water use is managed distinctly between office facilities and tower sites. Water consumption at office locations is associated with standard administrative and employee welfare uses and is managed through conventional facility management practices. Tower sites, by contrast, do not require water for normal operations; where water is present, its use is limited to exceptional circumstances such as occasional cleaning or maintenance activities and is immaterial in volume.

Pollution



Tower sites do not generate effluents or discharges to water or soil and do not produce significant direct air emissions beyond indirect emissions associated with electricity consumption. Any potential pollution risks are incidental, limited to a minimal timeframe (such as a construction phase), and managed through compliance with applicable environmental regulations and following the respective phase operational controls.

Circular economy



At the end of their useful life, or where sites are no longer required, tower decommissioning is carried out in accordance with contractual commitments, applicable local regulations, and land restoration requirements. Decommissioning typically involves removing structures and equipment, segregating waste, recycling materials where feasible, and reinstating the site to its original (or an agreed) condition. These actions are intended to minimize environmental impacts and avoid long-term environmental liabilities.

MATERIAL TOPICS

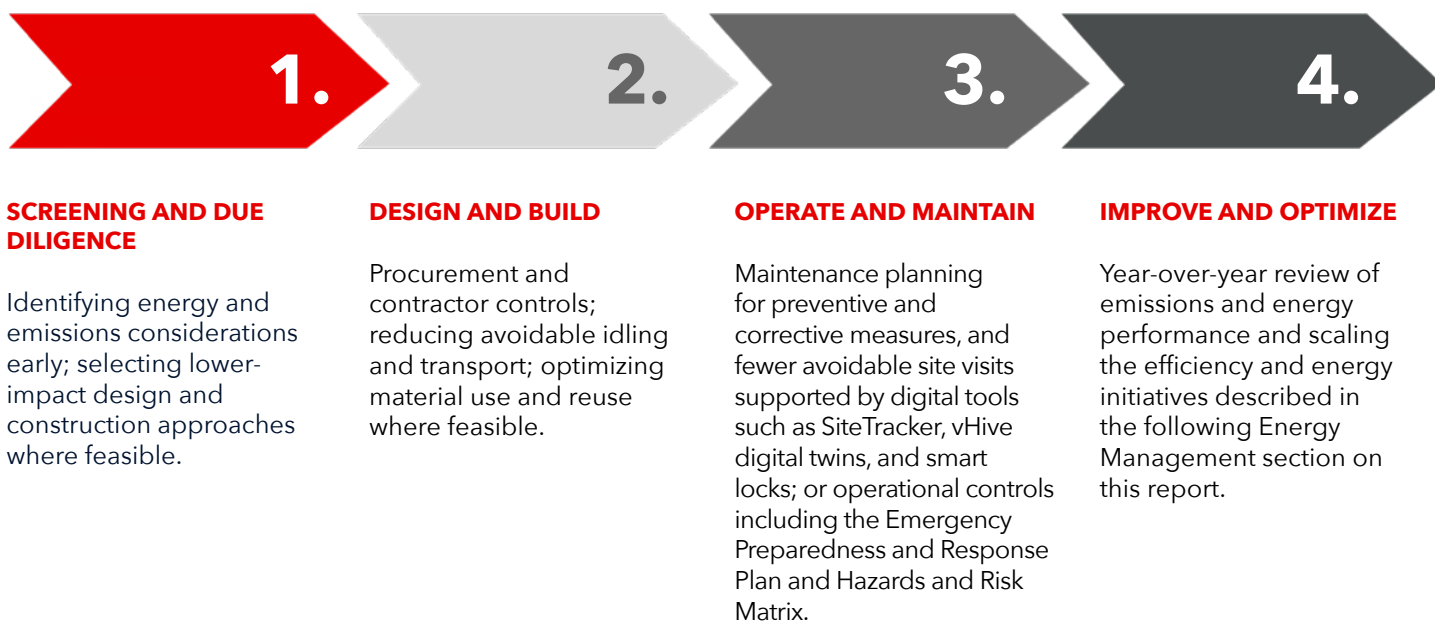
CLIMATE CHANGE MITIGATION

Our approach

PTI's approach to climate change mitigation is centered around three key actions: measuring and disclosing GHG emissions, identifying and implementing operational and technology-driven efficiency emissions reduction levers, and compensating for any residual emissions using verified carbon credits when applicable.

How we manage

These mitigation priorities are established based on the double materiality assessment and implemented via PTI's ESMS, which follows the ISO 14001:2015 guidelines. Mitigation strategies are integrated throughout the asset management lifecycle using established procedures across key lifecycle phases:

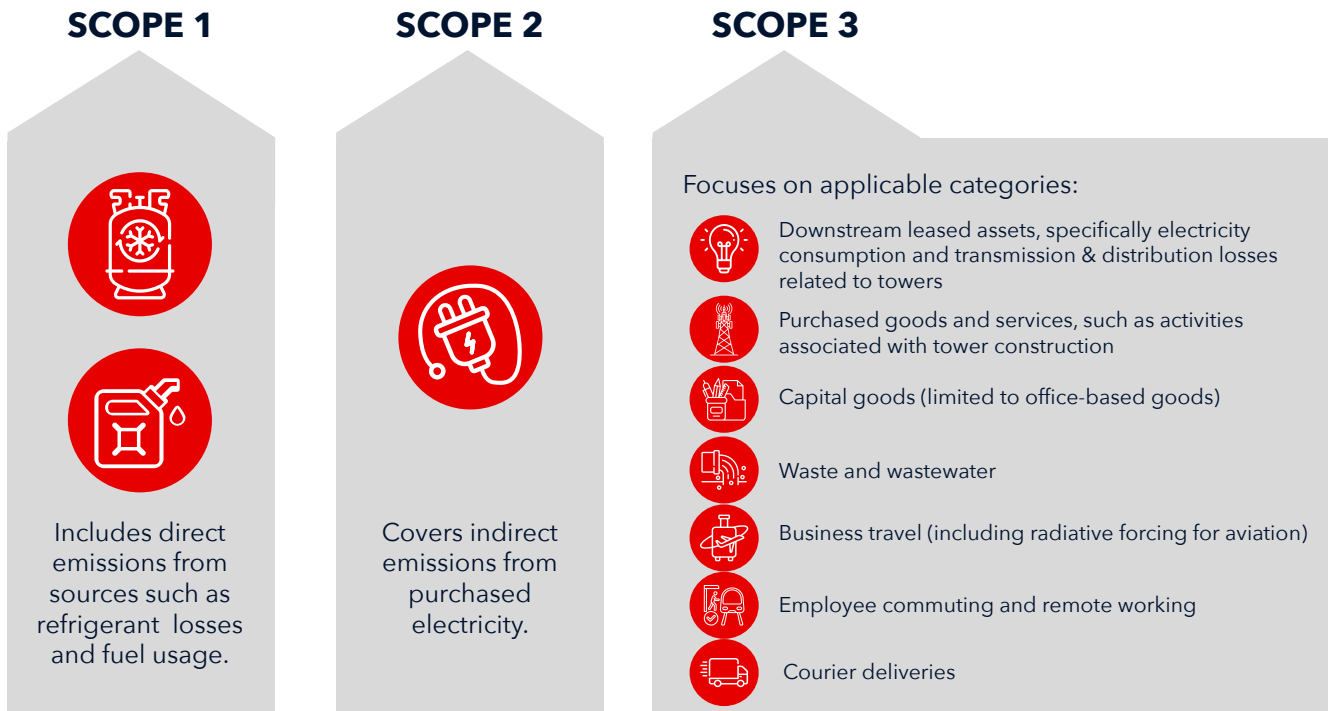


How we measure

GHG ASSESSMENT

PTI conducts an annual GHG emissions assessment in accordance with the GHG Protocol, covering its global operations. This assessment is performed by an independent third party and is verified by Bureau Veritas under reasonable assurance.

GHG emissions are quantified using activity data combined with applicable emission factors. The primary sources for these factors are the UK Government conversion factors and the U.S. Environmental Protection Agency (EPA), with International Energy Agency (IEA) factors utilized where data was not available. The GHG inventory includes:



GHG Emissions

For 2025, total GHG emissions were calculated using both market-based and location-based methodologies, and including Scopes 1, 2, and 3.

	MARKET BASED MB	LOCATION BASED LB
Scope 1	88	88
Scope 2	412	325
Scope 3	211,805	211,805
Total GHG Emissions (tCO₂e)	212,305	212,219

GHG Emissions by Category

Market-based

SCOPE 1 (MB)

Direct Emissions



88

SCOPE 2 (MB)

Purchased Energy



412

SCOPE 3

Other indirect emissions



211,805

TOTAL GHG EMISSIONS (tCO₂e)

212,305

SCOPE 3 BREAKDOWN BY CATEGORY



Category 1

Purchased goods and services (water and paper only)

10



Category 1

Purchased goods and services (contractor transportation and materials for tower construction)

29,544



Category 2

Capital goods

86



Category 3

Fuel and energy related activities

28



Category 4

Upstream transportation & distribution

0.30



Category 5

Waste generated in operations

36



Category 6

Business travel

1,488



Category 6

Hotels

21



Category 7

Employee commuting and home working

268



Category 13

Downstream leased assets (electricity consumption and electricity T&D for towers)

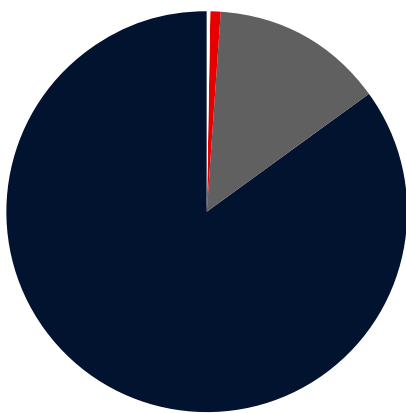
180,324

Total
SCOPE 3

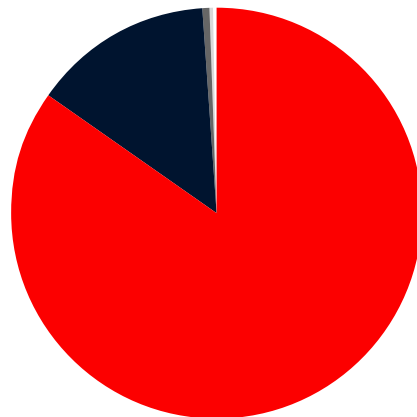
211,805
(tCO₂e)

GHG Emissions by Category

GHG Emissions by Source



- 84.94% Downstream leased assets
- 13.92% Purchased goods and services
- 0.71% Business travel
- 0.19% Purchased energy
- 0.13% Employee commuting and homeworking
- 0.04% Direct emissions
- 0.04% Capital goods
- 0.02% Waste generated in operations
- 0.01% Fuel and energy related activities



- 180,324 Downstream leased assets
- 29,640 Purchased goods and services
- 1,509 Business travel
- 523 Premises
- 268 Commuting and remote work
- 41 Company owned vehicles
- 0 Freight



CARBON COMPENSATION SCHEME

Based on the GHG inventory, we compensate for unavoidable emissions through Climate Impact Partners' CarbonNeutral® Company certification program. Emission Reduction credits are aligned with The Carbon Neutral Protocol and adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA). The selection of projects strategically shifts to address the geographical locations where PTI is present, and the material impacts of its business through a focus in removal credits, where available. In 2025, PTI supported the projects listed below.



Reclaimed HFC Fire Suppressants (United States), American Carbon Registry (ACR): 3,000 tCO₂e



Vichada Afforestation (Colombia), Verified Carbon Standard (VCS): 1,000 tCO₂e



REDD+ Katingan Peatland Conservation (Indonesia), Verified Carbon Standard (VCS): 4,615 tCO₂e



Ecofiltro Clean Water and Cooking (Guatemala), Gold Standard: 1,000 tCO₂e



CarbonNeutral.com

ENERGY MANAGEMENT

PTI manages energy use across its site portfolio through efficiency upgrades and deployment of site-level energy solutions where feasible and agreed with customers. These actions support operating efficiency, resilience, and emissions reduction. Due to our neutral-host business model, PTI does not consume electricity at tower sites; electricity consumption is associated with customer equipment installed on our infrastructure.

In 2025, our energy reduction initiatives included:

Energy efficiency upgrades:

675 sites

with lighting systems converted to LED or solar, totaling 1,904 since 2022.

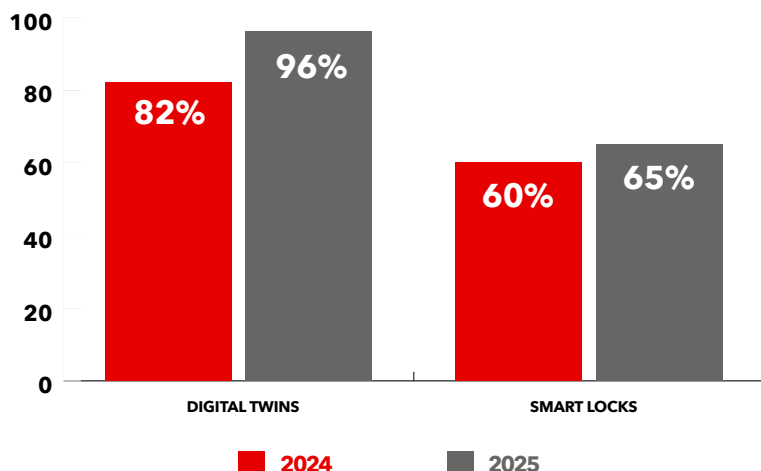
On-site energy solutions:

159 sites

with solar panel installations to support renewable energy consumption for customers.

Technology-supported Efficiencies

Energy use, risk management and reliable access to services are supported by smart technologies. As our footprint grows, we are expanding digital twins and smart locks across our global portfolio of owned assets. By the end of 2025, 96% of the portfolio had been digitized, and 65% of sites were secured with smart locks. These efforts help reduce health and safety risks, lower transport-related emissions, and strengthen site security.



Transition plan and targets

The GHG, energy, and carbon credit initiatives mentioned above are currently implemented as interim milestones for climate mitigation action. We aim to continue focusing on a reduction-first approach, for which we are working to improve our target-setting process by enhancing data quality and portfolio coverage so that we can establish long-term decarbonization goals beyond current carbon neutral goals. As part of this process, we aim to define baselines, select target years, and create systems to forecast reductions on key climate indicators such as Scope 1 and Scope 2 emissions and energy metrics. Operational reductions and energy efficiency remain our primary mitigation levers, and emission reduction mechanisms are used to compensate for unavoidable and required emissions only.

*Figures based on technology implemented to PTI's portfolio of owned assets.



CLIMATE CHANGE ADAPTATION AND RESILIENCE

Our approach

PTI's climate adaptation and resilience work focuses on practical actions that help reduce physical risk and recover quickly when events occur. Climate considerations are integrated into due diligence and operational reviews and inform priorities such as preventive maintenance, emergency response planning, site hardening, and asset digitization to support business continuity. Across our footprint, we apply an annual risk-management cycle aligned with our ESMS, using due diligence, historical performance, digital twin data, and external scientific sources to plan actions, implement preventive measures, and monitor outcomes.

Climate-related risks and opportunities

Transition risks

We monitor transition risks that could affect operating costs, capital allocation, or compliance requirements over time. These include regulatory and legal changes (e.g., permitting requirements and evolving climate-related disclosure expectations), market and customer expectations, technology shifts in energy solutions and equipment, and reputational considerations linked to climate performance. Mapping and review of climate-related transition risks is coordinated by PTI's Sustainability Manager in collaboration with Legal, Compliance, Finance and regional business leaders through the SWG. The process is informed by the DMA, relevant customer and market developments, and is reviewed as part of the SWG's quarterly cadence.

Climate-related opportunities

Climate change can also create opportunities for PTI, including increased demand for resilient connectivity infrastructure, customer interest in energy efficiency and lower-carbon site solutions, and operational improvements that reduce energy use and maintenance needs. We continue to evaluate opportunities that can strengthen service reliability, support customer requirements, and improve cost efficiency.

Physical risks

We monitor physical climate risks and site-level vulnerabilities to support preventive maintenance, emergency preparedness, and capital planning. The main risk drivers are extreme weather events and their potential effects on site access, power supply, and structural integrity. Recurring risks across our portfolio include hurricanes in the Caribbean and wildfires in the United States, South America, and the Mediterranean coast. Operations teams in each market lead the mapping and monitoring of these risks in line with ESMS protocols and procedures. Before the start of each calendar year, higher-exposure sites are identified using PTI's digital twin platform, site visit reports, and due diligence findings. This assessment informs preventive maintenance planning and the adaptation of specific contingency plans.

Monitoring continues throughout the year and combines local expertise with external science-based sources, such as the National Oceanic and Atmospheric Administration (NOAA)⁷, and data from local authorities. When risks are identified, our monitoring and contingency processes support timely stakeholder alerts, reporting, and emergency response planning. Response actions may include coordinating with local authorities on aerial surveys, activating emergency brigades early, and deploying rapid recovery solutions such as Cell on Wheels. Financial impacts are assessed once contingency measures are implemented, with priority given to operational continuity and long-term asset performance.

Climate-related risks may affect PTI through higher operating costs (energy, repairs, security, and insurance), capital expenditures (site hardening, power projects, and restoration), and potential revenue impacts from service disruptions and customer requirements. Our current disclosure includes qualitative descriptions and quantified event impacts.



Hurricane Melissa (Jamaica, October 2025)

On October 28, 2025, Hurricane Melissa impacted western Jamaica. One week in advance, our global and local operations teams activated the contingency protocol to coordinate with customers and local authorities a response plan. After confirming the safety of our colleagues in Jamaica and their families, we worked with local authorities to conduct a helicopter survey five days after the storm passed. Forty recovery crews began work to restore impacted sites. By year-end, 30 affected sites were restored, and access was cleared and deemed safe for 131 sites. Connectivity was supported through Cell on Wheels,

PTI's rapid recovery solution to most sites. CAPEX allocation was imperative to respond and recover within the regulatory time frame.

Recognizing community wellbeing as a key priority, PTI made donations to its local WINGS partner, Kind Hearts (The Richard and Diana Stewart Foundation), and to the UNICEF's PATH program to support relief efforts in Jamaica. These efforts provided food, water containers, hygiene kits, batteries, and other essential supplies to families across the island.

⁷ National Oceanic and Atmospheric Administration (NOAA), U.S. Department of Commerce. NOAA provides weather, climate, ocean, and coastal data, forecasts, warnings, and monitoring information. Website: www.noaa.gov

SOCIAL ENGAGEMENT

People Strategy

PTI's Global People Strategy provides a framework for how we attract, engage, and develop talent. It connects our values to day-to-day people practices. Leaders review engagement inputs, agree priorities, and track progress over time, creating a continuous improvement cycle of listen → act → measure.

The outcomes are built on creating an environment where our teams can do their best work safely, consistently, and with a strong sense of belonging. As we integrate new teams and expand into new geographies, we focus on maintaining a common culture grounded in our values, addressing our material impact on our corporate community, while enabling local ownership of engagement activities.

Global People Strategy Pillars





PHOENIX TOWER INTERNATIONAL WINGS

PTI'S SOCIAL IMPACT PROGRAM

Our approach

WINGS is PTI's social impact program by which we collaborate with nonprofits that respond to community needs. Our partnerships are intended to be long-term and empower local teams to select and deliver initiatives supported with time,

funding, and resources directed to community priorities in the places where our team members live and work.

2025 MILESTONES



22

COUNTRIES

39

WINGS EVENTS

54

NONPROFIT PARTNERS

USD\$1.7M

INVESTED

+10,000

COMMUNITY MEMBERS
INVOLVED

240,000

MEALS SHARED

1,100

EMPLOYEE VOLUNTEER
HOURS

5,318

TREES PLANTED

WINGS Priorities and Initiatives



Childhood and youth development through education

School-supply drives and volunteering to support meals and education for children and families.

Partners: Best Day Foundation, Creando Corazones Alegre, Fundación Reina de Quito, St. George Foundation, Villa Paz, The Abalta, School, Special Olympics, Fundacion Abrazame, Forget Me Not, Music, Movement, Miami Children's Museum, Die Arche Kinderstiftung Berlin.



Access to technology and connectivity

Supporting digital learning initiatives and connectivity-related community programs that help expand access to educational content and resources.

Partners: L'Espérance Saint Jean Paul II College, Digicel Foundation, The DREAM Project, SEO Scholars, Fundación Hogar Nueva Granada, Rotary International, Altice Foundation, Kind Hearts, Educación Para Compartir, Apprentis d'Auteuil, UNICEF Learning Passports.



Health

Providing practical support for children's health through funding, housing and essential resources for families, and employee volunteering.

Partners: Breakthrough T1D, Tower Family, Foundation, HopeCam, Cancer Fund For Children, Fundacion Amigos del Niño con Leucemia y Cáncer (FANLYC).



Food security

Meal support and food donation drives, and community services addressing essential needs.

Partners: Kind Hearts Jamaica, Bogota Food Bank, Boca Helping Hands, Miriam's Kitchen, Salvation Army Angel Tree, Children Mending Hearts, CoreGiving.



Environmental sustainability

Tree-planting and local environmental conservation activities

Partners: One Tree Planted, La Merced, Espacios Para Crecer, FUNIPRI, Ideas En Accion, Fundacion Reforestemos, Red de Arboles, Fundacion Club Roma, Hogar para sus Niños, Educacion para Compartir and Fundacion Vida Azul.



DIGITAL INCLUSION - IDEAS EN ACCIÓN

Costa Rica

Niñas Hacia el Espacio program is dedicated to facilitating, promoting and providing knowledge in scientific fields to girls opening a world of innovation, engineering, art and science. Through three hands-on community sessions, featuring real-world tools and exposure to science and technology, the program fostered curiosity, confidence, and a sense of belonging in STEAM fields.

90 Girls participated across 3 different communities with the support of 15 teachers.



“ We prepare change agents for the Knowledge Era, leaving no one behind. ”

- Noelia Murillo
Executive Director, Ideas en Acción

ENVIRONMENTAL SUSTAINABILITY

Global

Each year, PTI marks Earth Day by bringing teams together to take practical action for the environment across the communities where we live and work. In 2025, colleagues across the United States, the Caribbean & Latin America, and Europe participated in activities including tree planting, vegetation protection, plastic cleanups, office-based sustainability projects, and virtual/ in-person learning sessions.



5,300+

TREES PLANTED

11

WORKSHOP HOURS

2,900

POUNDS OF PLASTIC
WASTE COLLECTED

330

VOLUNTEER HOURS



Strong governance and compliance processes help manage legal and conduct risks across geographies, support ethical business practices, and protect PTI's reputation and long-term value.

Technology Improvement Project

In 2025, we strengthened and digitized core compliance processes to enhance traceability and enable more robust day-to-day execution. Key improvements included the digitalization of due diligence processes, more stringent supplier screening, and improved tracking and response to legal and compliance requests. All request tickets were migrated to ContractPodAi and Diligent platforms, and as a result of this automation, the average processing time has been reduced by 50% over the past two years.

ContractPodAi

Contract and compliance support with ContractPodAi: We continue to expand the use of ContractPodAi to help raise and manage compliance tickets such as conflict-of-interest, regulatory questions, and due diligence. The platform also supports internal legal ticketing and provides a single place to store documents and track follow-up.

Diligent

Digital third-party due diligence via Diligent: We have strengthened PTI's existing third-party due diligence process by integrating automation into key stages through the implementation of Diligent. The platform enhances the efficiency and traceability of an established framework by enabling third parties to submit information directly into the system, automating screening, and applying risk-based requirements, including requests for additional documentation or certifications where appropriate. All third parties are subject to ongoing monitoring. All information processed as part of the due diligence process complies with GDPR and other applicable data protection and privacy legislation in the countries where PTI operates.

Anti-Corruption and Anti-bribery

Risk-based due diligence and ongoing monitoring:

PTI maintains a risk-based supplier framework, with supplier risk classified by procurement category and country of origin. Suppliers sign a mandatory compliance certificate; higher-risk relationships also require a due diligence questionnaire and, where appropriate, additional guarantees or documentation are requested. Monitoring is continuous, and we set the follow-up frequency based on risk.

Employee anti-corruption declaration:

We reinforced our anti-corruption controls by rolling out an annual anti-corruption declaration signed by employees across PTI. This initiative strengthens accountability and clarifies expectations across the workforce. The declaration is complemented by ongoing guidance and awareness initiatives designed to reinforce ethical decision making and support employees in identifying and escalating potential risks.

Enterprise risk assessment:

We completed an enterprise risk assessment to improve visibility of key risks across markets and the controls used to manage them. It draws on multiple inputs, including risk assessment frameworks required by local legislation, which are implemented and reviewed to maintain alignment with applicable requirements.

Anti-Bribery and Anti-Corruption (ABAC) Program:

Our ABAC program remained in place throughout 2025, maintaining consistent baseline standards across all markets. The program is supported by policies, procedures, and controls aligned with recognized international principles and is applied on a risk-based basis across jurisdictions.

PTI maintains established mechanisms for raising, assessing, and addressing potential corruption or bribery concerns, with appropriate remediation actions taken where necessary.

We will continue strengthening risk-based due diligence, monitoring and documentation practices, while improving automation and data quality to support consistent governance across markets.



EXTERNAL ENGAGEMENTS



EWIA' Sustainability Group

For external sustainability governance and engagement, we participate in industry events and take part in the EWIA Sustainability Working Group. In 2025, the group gathered monthly to advance shared TowerCo sustainability topics, including carbon footprint, double materiality (with a focus on water), and CSRD reporting (including Omnibus) and reporting tools. Key outcomes included the statement of non-materiality of water for advocacy purposes, progress toward a statement on material topics for TowerCos, and draft guidance for carbon footprint accounting in the TowerCo industry. Based on the members' survey, the 2026 priority topics are climate change adaptation, supply chain engagement, and nature and biodiversity.

Blackstone

Blackstone's 2025 Decarbonization Summit

In October 2025, PTI attended Blackstone's annual Decarbonization Summit and engaged with BX portfolio companies, particularly within the Blackstone Infrastructure Partners portfolio, on practical decarbonization execution for long-term value creation. The program focused on decarbonization planning milestones, implementation challenges and ownership of decarbonization CAPEX, investment considerations in the energy transition, and the global regulatory environment, supported by practitioner roundtables and portfolio case studies. Key takeaways reinforced the importance of linking decarbonization initiatives to business planning, procurement, and capital allocation; maintaining regulatory preparedness and disclosure readiness amid evolving requirements; and strengthening Scope 3 data quality, including supplier engagement and evaluation of tools and vendors to support consistent reporting and decision-making.



2025 SUSTAINABILITY KPIS

PERFORMANCE SUMMARY

GHG emissions (tCO₂e)

	2024		2025	
	MARKET-BASED (MB)	LOCATION-BASED (LB)	MARKET-BASED (MB)	LOCATION-BASED (LB)
 SCOPE 1	154.8	154.8	88	88
 SCOPE 2	872.3	790.3	412	325
 SCOPE 3	189,037	189,037	211,805	211,805
Total GHG Emissions	190,064	189,982	212,305	212,219

GHG Emissions

CATEGORY		GHG EMISSIONS (tCO ₂ e)	% OF TOTAL
SCOPE 1 (MB)	Direct Emissions	88	0.04%
SCOPE 2 (MB)	Purchased Energy	412	0.19%
SCOPE 3			
• Category 1	Purchased goods and services	29,554	13.92%
• Category 2	Capital goods	86	0.04%
• Category 3	Fuel and energy related activities	28	0.01%
• Category 4	Upstream transportation & distribution	<1	0.00%
• Category 5	Waste generated in operations	36	0.02%
• Category 6	Business travel	1,509	0.71%
• Category 7	Employee commuting & homeworking	268	0.13%
• Category 8	Upstream leased assets	-	0.00%
• Category 9	Downstream transportation & distribution	-	0.00%
• Category 10	Processing of sold products	-	0.00%
• Category 11	Use of sold products	-	0.00%
• Category 12	End of life of sold products	-	0.00%
• Category 13	Downstream leased assets	180,324	84.94%
• Category 14	Franchises	-	0.00%
• Category 15	Investments	-	0.00%
TOTAL		212,305	100%

Energy Management Initiatives

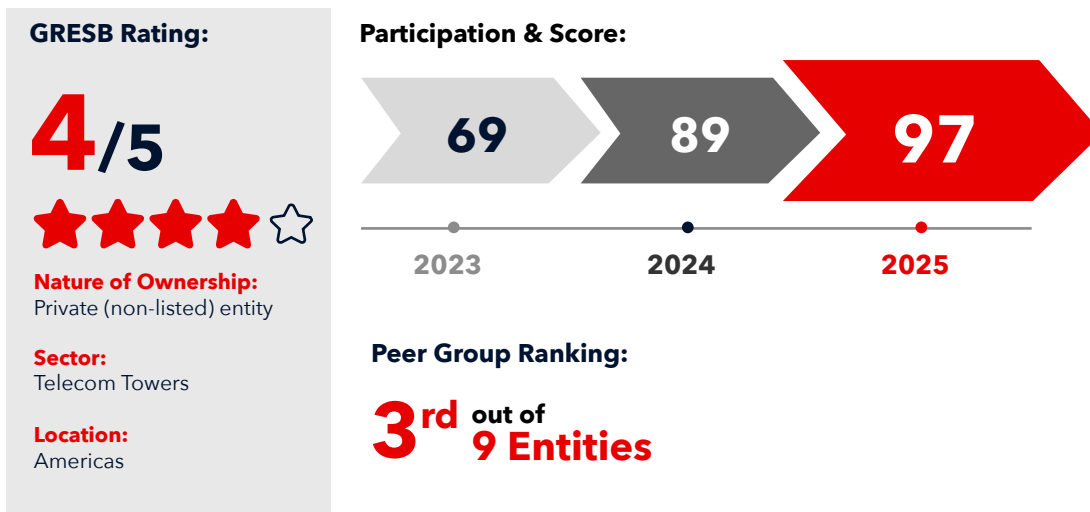
	2024	2025
 Lit Sites	729	675
 Energy Solutions Sites	146	159
 Digital Twins*	82%	96%
 Smart Locks	60%	65%

* Digital twin technology coverage to PTI's owned sites.

CarbonNeutral® - Carbon Compensation Scheme

	2024	2025
GHG Emissions (tCO2e) compensated	4,372	9,615

GRESB Score



Workforce Composition

622

FTEs

53%

Male

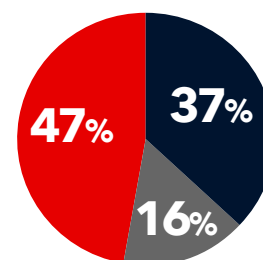
47%

Female

Gender distribution

31

Nationalities across 24 markets



Age distribution

- <35
- 35 - 50
- >50

Employee Satisfaction and Corporate Culture

	2024	2025
Employee Pulse Survey Score	8.3 /10	8.4 /10
Net Promoter Score (eNPS)	49	49
Great Place To Work® certifications across global offices	12	14

Skills Training and Development

PTI supports employee development through a set of global training programs that cover compliance, role capability building, language learning, leadership, and employee wellbeing.

PROGRAM / PLATFORM	PURPOSE	TOPICS COVERED	HOURS
KnowBe4	Yearly mandatory compliance training (online)	Information security awareness; data privacy; anti-bribery/anti-corruption; conflicts of interest; workplace conduct, anti-harassment), whistleblowing and reporting channels.	1,277.86
Babbel	Language learning (online)	Preferred language learning, business communication.	491.1
LinkedIn Learning	Professional and personal development (online)	Technical, functional, and business skills (productivity tools, project management, communication, career development), AI and technology.	558.23
Wellness Month	Employee wellbeing (1-month program)	Physical health, movement, nutrition, stress management, sleep, resilience, work-life balance practices.	552.5
Leadership Program	Leadership capability building (one-week summit)	Growth mindset, people management, cultural differences, change management, AI effectiveness, coaching and feedback, effective communication, team engagement, performance and goal setting.	608
Language Market and Wall Street Institute	Instructor-led language options (on demand)	Structured language courses by level for small groups; conversation practice; workplace/business language.	2,930



PHOENIX TOWER
INTERNATIONAL