



Top Management Declarations of Interest – James Cox

I hereby confirm that involvement in entities by myself and/or my partner and/or children in any of the capacities defined in Clause 21 of Record: Declaration of Commitment to Code of Conduct before the start of or during my contractual arrangement(s) with Scarlet has been disclosed herein.

This involvement can be direct employment, employment with a direct supplier, consultation services (consultancy), subcontracted services such as internal auditing, servicing, quality and/or regulatory correspondence, or production of devices.

I understand that I shall not be assigned to perform or participate in conformity assessment activities in the service of (directly or indirectly) any entity (manufacturer, company, any company from the same group) listed herein. In the case of consultancy, for a period of three years following the end date of my arrangement with such entity, in other cases, in perpetuity.

By signing below, I agree with the statement above and attest to the information included herein.

Conflicts of interest

None.

Member of Top Management

A handwritten signature in black ink that reads "Jamie Cox".

James Cox

Chief Technology Officer, Scarlet



Top Management Declarations of Interest – James Dewar

I hereby confirm that involvement in entities by myself and/or my partner and/or children in any of the capacities defined in Clause 21 of Record: Declaration of Commitment to Code of Conduct before the start of or during my contractual arrangement(s) with Scarlet has been disclosed herein.

This involvement can be direct employment, employment with a direct supplier, consultation services (consultancy), subcontracted services such as internal auditing, servicing, quality and/or regulatory correspondence, or production of devices.

I understand that I shall not be assigned to perform or participate in conformity assessment activities in the service of (directly or indirectly) any entity (manufacturer, company, any company from the same group) listed herein. In the case of consultancy, for a period of three years following the end date of my arrangement with such entity, in other cases, in perpetuity.

By signing below, I agree with the statement above and attest to the information included herein.

Conflicts of interest

None.

Signature

James Dewar

James Dewar

Chief Executive Officer, Scarlet