



Environmental & Waste Policy

February 2024

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Introduction

emagine Consulting A/S, Reg-no. 26 24 96 27, and its subsidiaries and associated companies (collectively the "Group") and employees are required to comply with this Environmental & Waste Policy.

Policy Objective and purpose

The objective of this Environmental & Waste Policy (the "Policy") is to ensure that all business activities of the Group comply with applicable environmental legislation, regulations, and codes of practice and to contribute to the continual improvement of our environmental management system by working to meet environmental goals and achieve sustainable operations Policy Revision.

At emagine Group we strive to protect the environment, reduce our environmental impact, and continually improve our environmental sustainability performance. This is an integral and fundamental part of our business strategy and operating methods. Our customers and other stakeholders can expect emagine Group to:

- Educate and motivate our employees to perform their tasks in an environmentally responsible manner.
- Set up environmental objectives to practice environmental management and strive to achieve them.
- Minimize waste - both from ourselves and from our suppliers by reducing or minimizing use of water, energy, paper, packaging, solvents, and other materials.
- Identify potential impacts on the environment throughout the life cycle of products and services and strive to improve them.
- Minimize energy use and reduce greenhouse gas emissions by improving energy efficiency, using renewable energy, electric company cars and engaging in decarbonization actions.
- Use sustainable raw materials, and develop and produce products that improve fuel efficiency / reduce noise / enhance durability in the product use phase
- Secure safe use of chemicals, review their environmental and health impacts, use them safely and dispose of them properly.
- Conduct environmental and sustainability assessments when contracting with suppliers and take these results into account when making purchasing decisions
- Minimize effects on the environment such as water pollution, air pollution, soil pollution, groundwater pollution, and waste generation from product manufacturing activities
- Identify optimal transport distances and select appropriate transportation methods to reduce the environmental impact in the transportation phase of raw materials and products
- Recognize the importance of protecting natural capital and biodiversity. We will comply with applicable national, regional, and local legal requirements at all places of business covered by the International Convention on Biodiversity and Land Protection (World Heritage areas, IUCN Category I-IV protected area).

- Predict the impact of the project on the environment and biodiversity, prevent and minimize risk factors, and continuously monitor the impact while promoting projects such as new and existing policies, expansions, and projects.
- Strive to work towards the legal, ethical, humane treatment of animals across our value chain - operations, supply chain and communities.
- Strive to minimize biodiversity loss (NNL, No Net Loss) and further create a positive impact (NPI, Net Positive Impact).

Policy Review

This policy is communicated within the organization and is reviewed at least every year and, if necessary, revised. The policy may be amended at any time with the approval of the emagine management. Responsibility for the policy revision lies with the CPO. This policy is available on our website. This version of emagine's Environmental & Waste Policy was approved by Management on 27th of February 2024.

Miscellaneous

If no officer holds the official position of CPO, the role of the CPO under this policy shall be presided by the highest-ranking officer in the Group.

Annexes

- Annex 1: Document Classification Overview
- Annex 2: Actions and KPI's

Annex 1

Document Classification: Public
Version: 1.2
Dated: 02/2024
Document Author: KWE
Document Owner: JDI

Revision history

Version	Date	Revision author	Summary of Changes
1.1	01.12.2023	JDI	Original
1.2	27.02.2024	MJ	Policy review, classification changed to public.

Approval

Name	Position	Presenter	Date
emagine Management	emagine Management	JDI	01.12.2023
Anders Gratte	CEO	MJ	27.02.2024

Annex 2

Employee Training - We are committed to training at least 75% of all employees in Environmental matters in 2024 and a 100% from 2025 and forward.

External Communication - We are committed to transparently communicating our environmental performance publicly in our annual Sustainability Report every year.

Minimize waste (including hazardous) - We are committed to reducing our corporate waste by 10% every year until 2030.

Minimize waste (including hazardous) - We are committed to reuse or resell at least 50% of all our used IT equipment by 2024 and 75% by 2025.

Minimize water and other materials - We are committed to reducing our use of water and other raw materials related to products and services by 5% every year until 2030.

Minimize energy use and reduce greenhouse gas emissions - We are committed to reducing our corporate energy consumption (scope 1+2) by 100% in 2030. And we will source 100% of purchased electricity from renewable sources by 2030.