



TOWARDS A FUTURE WE CAN ALL TRUST

Environmental Policy

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Epical is a Nordic data consultancy specialized in areas such as data & analytics, security, applications and integrations. Together with our about 500 digital experts, we support and enable the management, utilization and protection of customers' data. We believe that responsible use of data is a powerful tool for creating positive change in the world, helping to solve some of our most pressing problems for our customers and the society around us.

A world fairer for all

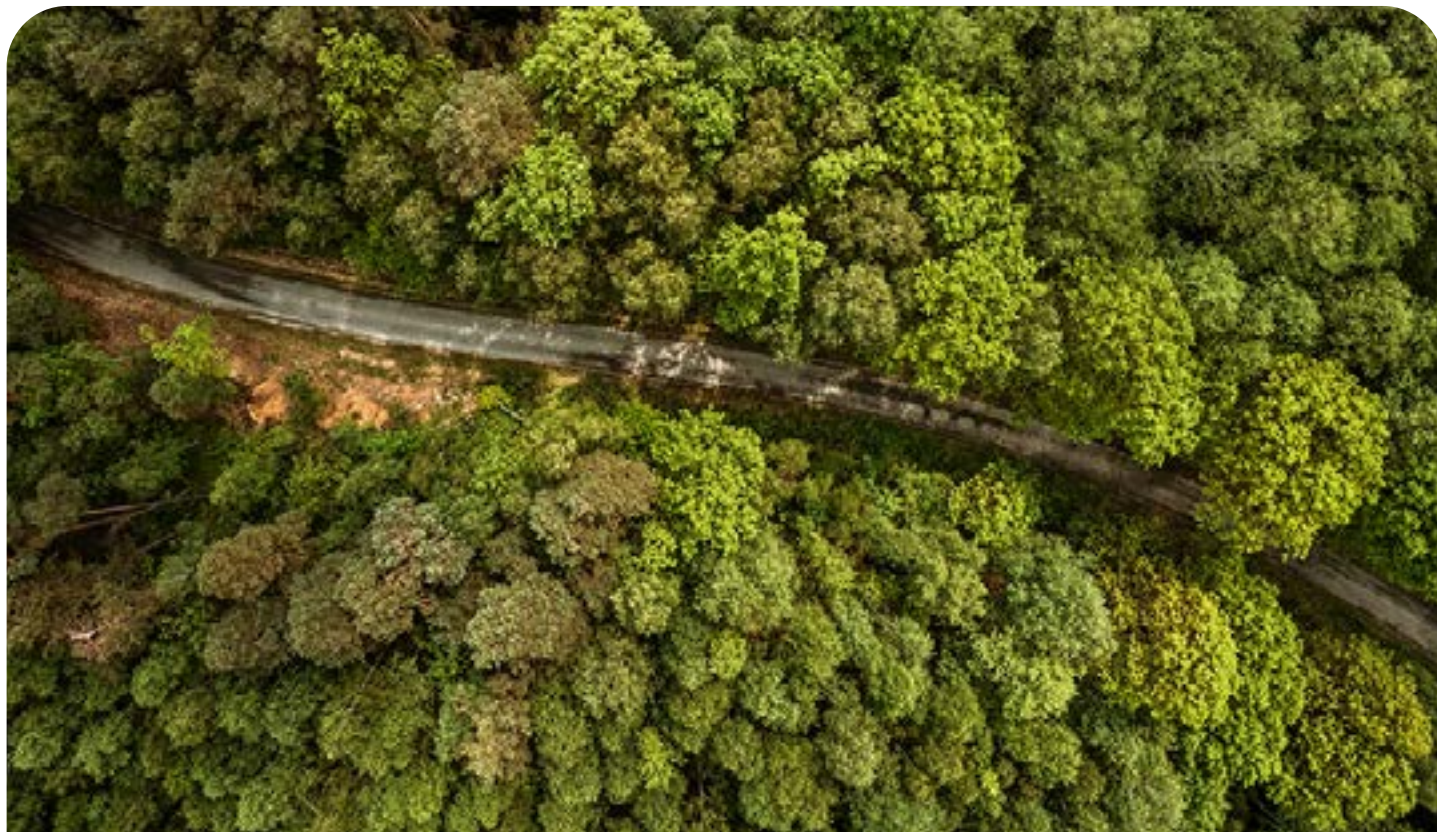
Epical's purpose is to work towards a future we can all trust. Today's cloud is overflowing with data. Just how society chooses

to use this data is critical to all our futures. In the right hands its power will transform lives for the better. In the wrong hands, it won't. At Epical, we choose fairer for all, and work for the brightest of futures. We know that using data responsibly is the simplest way to make the future one we can all trust.

Epical's sustainability approach

Epical's sustainability mission is to be the obvious choice as an employer and supplier through responsible digital development and business. For Epical employees, this means empowerment, continuous development and Epical being a workplace to love. For our customers, this means enabling sustainable and responsible business-critical solutions in a digital environment.

Our sustainability approach is linked with United Nation's Sustainable Development Goals (SDGs), a universal call to achieve a better and more sustainable future for us all. We focus our



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resources to six SDGs which we believe we can impact the most.

- (4) quality education
- (5) gender equality
- (8) decent work and economic growth
- (9) industry, innovation and infrastructure
- (12) responsible consumption and production
- (13) climate action

Preserving the environment

Epical is committed to protecting the environment beyond our corporate boundaries. As we do not manufacture products, we will concentrate our efforts on the services and activities that are within our area of influence, and demand that our partners and stakeholders act accordingly.

Epical's environmental impact is mainly related to electricity consumption, premises and office-related services, corporate cars and business travel. We are committed to choosing the more environmentally sustainable alternative by:

- continuously striving to reduce the electricity consumption in our offices and in our services to customers
- purchasing green electricity whenever this alternative is available
- establishing offices in centrally located areas and in environmentally certified buildings whenever possible
- considering the complete lifecycle of products that we acquire
- continuously striving to reduce the consumption of paper in our offices
- reducing waste and recycling office waste and packaging material
- adopting a corporate car policy that promotes cars powered by electricity or renewable fuel
- adopting a Travel policy that advocates to avoid travel for non-critical internal meetings, and to prioritize environmentally friendly means of travel
- considering the environmental impact of procurement and sourcing activities.

Sustainable operations

There is a strong awareness of environmental responsibility in our business, and it is our duty and our will to be an environmentally sustainable player in our ecosystem.

We identify a wide range of stakeholders in our operating environment: our current and potential customers, partners, sub-contractors, owners, the board of directors, management, employees, authorities, our social network and the public.



Epical is committed to developing its sustainable operations in accordance with the requirements of ISO 14001 standards. We focus on increasing renewables as energy resources, minimizing our travel emissions, and improving waste efficiency.

Sustainable office buildings

Our offices are located in areas which allow for commuting or where our employees and stakeholders can reach the office without car. We focus on reducing our environmental impact by selecting sustainable buildings for our office premises when possible. Our goal is to have all our premises LEED or BREEAM certified, or equivalent standards that set requirements for social, environmental, and financial sustainability performance.

Our expertise is data, our product is trust.

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