

FLEXIT Holding B.V.

Environmental Sustainability Statement

(Climate Policy)

Purpose and objectives

The mission of FLEXIT Holding B.V. is to promote Circular IT toward its customers, employees and other stakeholders. One of our core values is concern for sustainability and the relationship with the environment. This aligns with our environmental sustainability vision of being committed to making a positive impact through outstanding environmental sustainability performance. The objectives of this policy are to:

- Ensure that the environment is being protected and to minimize the impact of our carbon footprint;
- Ensure that all people associated with FLEXIT Holding B.V., including its board members, staff, volunteers, interns and representatives understand and share our commitment to this principle;

Guiding Principles

FLEXIT Holding B.V. has adopted the following principles for our environmental sustainability policy. Board members, staff, volunteers, interns and representatives must adhere to the following principles:

Protection

We will aim to protect the natural environment by reducing the direct environmental impact of our operations.

Engagement

Our goal is to maximise the wider positive impact of FLEXIT Holding's environmental sustainability actions at local, national and international levels through communication, collaboration and partnership

Culture

We are also committed to creating a culture where the members of our organisation are engaged, empowered and supported in improving their personal and collective environmental sustainability practices.

Continuous improvement

FLEXIT Holding B.V. aims to continually improve our environmental standards and to adopt new practices where necessary to align with this.

Priority areas

Create a culture within the organization where we promote environmental sustainability:

- Reducing carbon emissions
- To reduce the environmental impacts of operations through the use of energy efficient systems and technologies.
- Conserving natural resources
- For organisations to obtain raw materials from sustainable and ethical sources

Scope

This policy is intended to apply to all FLEXIT Holding B.V. activities. This policy applies to all FLEXIT Holding B.V. personnel. This policy also extends to FLEXIT Holding B.V. partners and associates.

Definitions

For purposes of this policy, unless otherwise stated, the following definitions shall apply: Environment relates to ecosystems and their constituent parts, including:

- a) People and communities; and
- b) All natural and physical resources; and
- c) Experiential value; and
- d) The social, economic, aesthetic, and cultural conditions (including our organisations policy) which affect or are affected by the matters stated in paragraphs (a) to (c) of this definition.

Sustainability integrates the concern for social, economic and environmental issues, and involves thinking broadly about objectives, considering long-term as well as short-term effects, assessing indirect as well as direct effects, and taking extra care when changes brought about by development might be irreversible.

Environmental footprint is the impact of an organisation in environmental terms such as resource use, waste generation and physical environmental changes.

Strategy

FLEXIT Holding B.V. will ensure that:

- program staff and local counterparts understand and support environmental protection and biodiversity conservation principles and practices and seek environmental expertise when required.
- environmental issues and potential impacts (both positive and negative) will be considered when designing and implementing all program activities (initial environment assessment). This will be achieved by answering environmental maker questions as required and developing appropriate environmental management plans.
- the reduction of environmental impact on domestic and in-country operations including the use of energy efficient systems and technologies.
- our monitoring and reporting activities include environment outcomes through appropriate activity designs that include environmental performance indicators and reporting mechanisms to ensure all environment-related information is collected, analysed and reported.

Potential targets, key performance indicators and potential supporting policy framework documents is attached as Appendix 1.

Appendix 1 – Environment Targets & Key Performance indicators Energy & Carbon Management

- Targets
 - To reduce energy use in buildings (electricity timers);
 - Reduce carbon dioxide emissions arising from our car fleet, buildings and staff and workers commuting;
 - Through the procurement process for energy and heating, we will reduce the environmental impact of our electricity supply by selecting low-carbon or renewable tariffs.
- Key Performance Indicators with baseline 2020 which is updated to reflect the reduction in 2023.
 - Carbon emissions reduction of 83 tonnes from energy per year until 2050
 - Percentage of energy generated from onsite renewable or low-carbon sources (4.9% per year)
 - All remote offices across Europe which are still purchasing grey energy will compensate for this via 'Garantie van Oorsprong' will be applied to energy management.

Transport

- Targets
 - Transport movement of employees on all remote locations public transportation and private cars must be made insightful. This enables the HR department in a better overview of the transport movement of employees;
- Key Performance Indicators with baseline 2021
 - All remote locations (including the latest addition MKCL) need to administer transparent reports regarding the Transport and Commuting movement of the remote workers for 2023.

Andreas Mayer

Chief Executive Officer

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