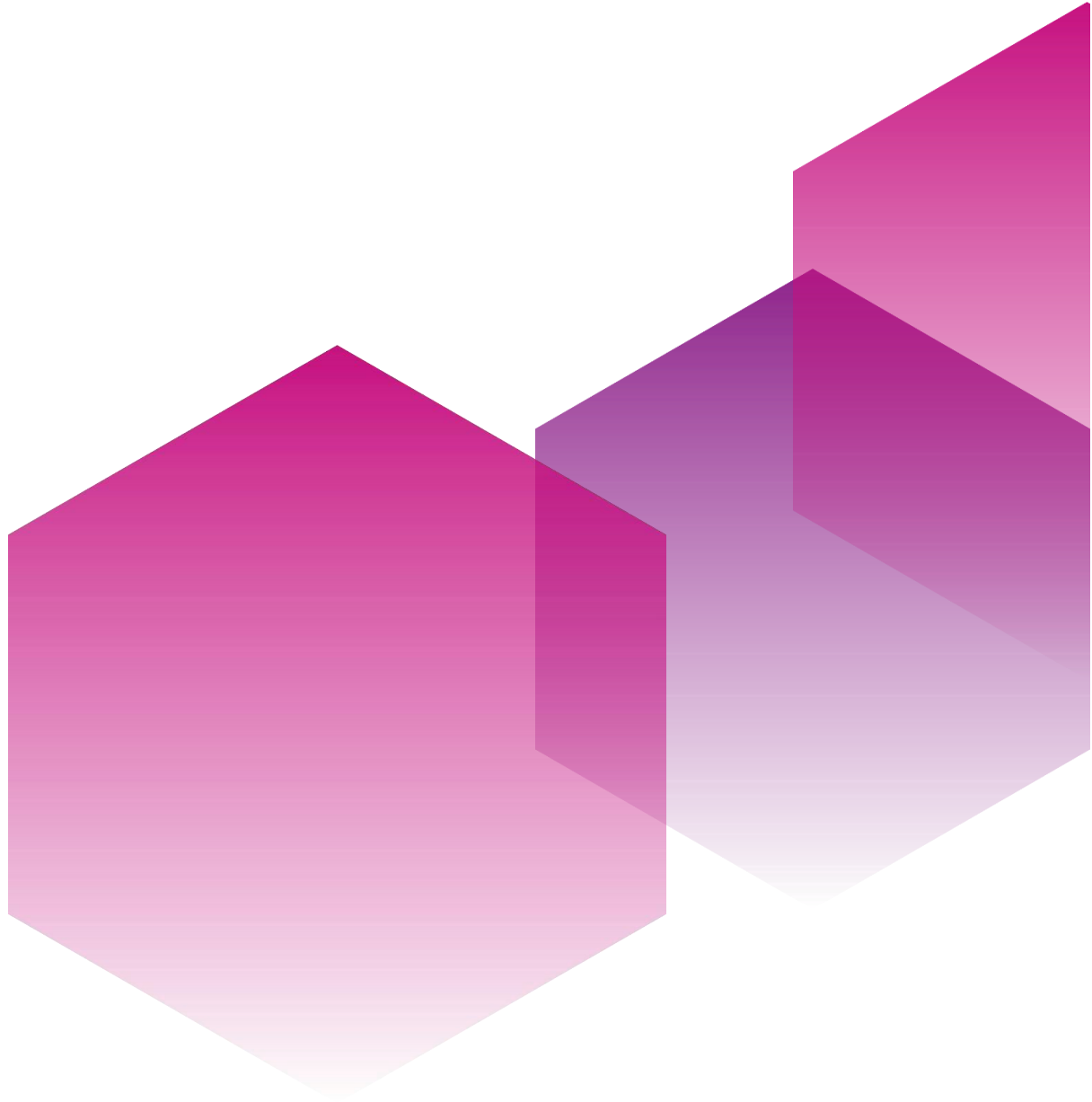


Sustainability policy



1. Introduction

As part of the global IT and tech industry, Advania Group acknowledges its significant impact on society and the environment. Our industry is a rapidly growing sector and is responsible for a substantial and increasing consumption of materials and energy during manufacturing, supply, and usage. It also affects millions of people in the global supply chain, including workers involved in raw material extraction, manufacturing, and waste management, as well as the communities living near mineral extraction sites or production facilities.

At the same time, the IT and tech industry plays a vital role in driving the ongoing digital transformation, which is essential for creating a more sustainable society. An increasingly important competitive advantage for the industry will be the ability to provide expertise and digital solutions that contribute to social inclusion and equality or enable drastic reductions in energy use and greenhouse gas emissions across all sectors of society.

2. Scope

This policy applies to all companies within Advania Group but is adapted and tailored to the local business and ambitions when implemented in the local companies.

3. Policy Statement

Advania's sustainability efforts are rooted in prioritising areas where we can have the greatest positive impact on building a more sustainable society. Empowering our customers, who operate in all sectors of society, by integrating sustainability practices into the ongoing digital transformation is therefore our top priority. This approach will not only enhance their operational efficiency but also has the potential to drastically reduce negative environmental impacts and drive towards a more inclusive society.

As a responsible company, we are committed to systematically working towards reducing the negative impact our operations have on the environment, people, and society. Furthermore, we actively minimise and mitigate risks that could affect Advania.

We aim to constantly develop our sustainability efforts and to systematically improve our performance.

All environmental, social and governance (ESG) legislation applicable to Advania shall be adhered to. Any other binding requirements from our stakeholders should be met or exceeded.

The precautionary principle is respected and applied in all business decisions and activities within Advania. The principle means that when there is a risk of serious or irreversible damage to the environment, and uncertainty remains about the full extent of these risks, precautionary measures must be taken to prevent harm even if all the scientific evidence is not yet fully established.

As a guideline for our sustainability efforts, we follow international frameworks such as the United Nations Global Compact's ten principles about human rights, labour, environment and anti-corruption as well as the 17 Sustainable Development Goals (SDGs). Advania's membership in the Responsible Business Alliance (RBA) also shows our commitment to the RBA Code of Conduct, tailored to mitigate the risks from the global supply chain of electronics manufacturing.

The Sustainable Development Goals identified as being most material to our business are:



Advania Group's material topics

In a double materiality assessment, performed in accordance with the requirements from the European Sustainability Reporting Standards (or ESRS, which are to be followed by all companies, who like Advania, subject to the EU Corporate Sustainability Reporting Directive (CSRD)), the following material topics were identified and are the foundation for all Advania companies' local strategies within sustainability.

The impact of these topics can occur in different parts of our value chain; both in our own operation, upstream or downstream in the value chain, and the focus for our efforts should be on addressing the impact where it occurs.

Besides addressing the direct impact in our value chain, we also have both the potential and responsibility to act as a positive force in our local communities and societies as a whole within our area of influence of each material topic.

3.1 Environment

Climate change mitigation¹

Advania contributes to climate impact and generates GHG emissions, both directly through our operations and indirectly across our value chain—upstream in hardware production and downstream through our customers.

- We commit to reduce our Green House Gas (GHG) emissions in scope 1-3 and reach long-term Net Zero emissions by year 2045. We set locally adapted near-term GHG reduction targets and focus on emission reductions within all scopes 1-3.
- We develop and deliver climate-smart and energy-efficient solutions to help our customers achieve more resource-efficient operations and reduce GHG-emissions.

Climate change adaptation²

Advania is impacted by climate change in various ways and faces both physical climate risks and transition risks, such as shifting investor and customer expectations and an evolving regulatory landscape.

- We strive to be a resilient company with the agility to adapt to the constantly evolving ESG landscape.

Energy³

Advania's data centre operations consume an increasing amount of energy, and we also contribute to significant energy usage in IT hardware production within our upstream value chain.

- We strive to continually streamline and minimise our energy use with a particular focus on data centre operations.
- We strive to use only renewable energy in our operation; including data centres, offices and other facilities.

Circular economy⁴

Advania resells a large number of IT-hardware units, contributing to substantial energy and material consumption. This is further amplified by the traditional linear life cycle and short usage span of these products downstream in our customers' value chains.

- We proactively help our customers to shift their IT-hardware purchases to more circular usage, focusing on repair services, take-back and reselling of circulated equipment.
- Moving our customers' IT operations from on-prem to Advania's managed services in shared data centres is also an important step towards a resource-efficient circular approach to usage.

¹ ESRSE1_Climate Change, subtopic Climate mitigation

² ESRSE1_Climate Change, subtopic Climate adaptation

³ ESRSE1_Climate Change, subtopic Energy

⁴ ESRSE5_Resource Use and Circular Economy, subtopics Resource Inflows, Resource Outflows, Waste



3.2 Social

Diversity and inclusion⁵

Advania operates in an industry that has traditionally faced low gender diversity. A more diverse workforce has been proven to enhance company success in numerous ways.

- We ensure a supportive and inclusive workplace, focusing on fostering a sense of belonging and promoting workplace inclusion. We have zero tolerance for discrimination and harassment. Through a systematic approach to counteracting discrimination and targeted efforts to increase representation from underrepresented groups, we constantly strive to promote equity across all levels of the company.

Attractive workplace⁶

Advania's most valuable asset is our employees, and we operate in a competitive talent market. There are also risks of health issues due to high workloads that must be actively mitigated.

- We aim to support employee well-being and maintain a low turnover by investing in organisational design, capacity planning, career development opportunities, and preventive health care.

Workers in the supply chain⁷

Advania is part of a global supply chain, which involves high risks of poor working conditions in various aspects and stages.

- We work systematically to uphold human rights and workers' rights across the value chain, as well as to identify and address negative impacts on people and the environment linked to our operations.

Sourcing of minerals⁸

Advania is committed to responsible sourcing of minerals, ensuring that materials used in IT hardware production are obtained in a manner that respects human rights and promotes environmental and social sustainability. As part of the global IT hardware supply chain, we are particularly aware of the significant negative impacts that mining in conflict-affected areas can have on workers and local communities.

- We strive to counteract the use of conflict minerals in IT hardware by partnering with our supply chain to increase the transparency and traceability of the minerals used.

Responsible management of e-waste⁹

Advania places a large number of IT products on the market each year, which will ultimately become electronic waste. There is a risk that this waste will be illegally exported outside the EU, leading to significant environmental harm and negative impacts on communities near e-waste hotspots, as well as on those involved in recycling.

- We strive to ensure that IT hardware sold by Advania is responsibly recycled in countries with robust regulations and proper infrastructure at the end of its life cycle.
- We ensure that all waste generated in Advania's own operation is handled in accordance with local legislation.

3.3 Governance

Privacy and cybersecurity¹⁰

Advania is a managed IT-service provider, handling large amounts of sensitive and business-critical data for both our operations and our customers. The risk of breaches in information security or personal data must be effectively mitigated.

- We proactively and systematically manage information security risks and ensure that personal privacy is respected, both for our own operations and for our customers' data.

⁵ ESRSS1_Own Workforce, subtopic Equal treatment and opportunities for all

⁶ ESRSS1_Own Workforce, subtopic Working conditions

⁷ ESRSS2_Workers in the Value Chain, subtopics Working conditions, Equal treatment and opportunities for all, other work-related rights

⁸ ESRSS3_Affected Communities, subtopics Communities civil and political rights, Particular rights of indigenous communities

⁹ ESRSS3_Affected Communities, subtopics Communities economic, social and cultural rights

¹⁰ Entity Specific topics



Anti-corruption and corporate culture¹¹

Advania operates in markets with several groups vulnerable to corruption including, but not limited to, public sector customers.

- We apply zero tolerance to bribery and corruption and have a systematic way of working to comply with all applicable legislation within business ethics.

4. Responsibilities

1. The ultimate responsibility for the review and approval of this policy lies with the Board of Directors of Ainavda Holding.
2. The Group CEO holds overall responsibility for the group's compliance with this policy and its performance in sustainability.
3. The Head of Corporate Responsibility is responsible for annually reviewing this policy, implementing necessary updates and ensuring its effective communication and execution.
4. The local CEO of each Advania Group company is responsible for the implementation of and compliance with this policy within their respective company. This includes ensuring the necessary resources and expertise are in place.
5. The local Sustainability Manager, or equivalent, is responsible for adapting and implementing this policy within the local company. This includes setting local targets and developing processes to drive continuous improvements in sustainability. This responsibility is delegated by the local CEO.

5. Revision history

Version	Author and position	Comment	Date of Board approval
3.0	Head of Corporate Responsibility	Policy updated to reflect the result from the DMA performed aligned with CSRD/ESRS	2024-12-12

¹¹ ESRG1_Business Conduct, subtopics Corruption and Bribery, Corporate Culture

