Environmental & Waste Policy

March 2026

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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.

Our Goal

emagine Group´s scope is to supply resources and expertise in IT, technology, and business management, and our Environmental & Waste Policy must be read in that context.

emagine Group is actively working to reduce our environmental footprint and continually improve our sustainable growth performance by complying with applicable environmental laws, regulations, and codes of practice.

Policy

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 - by reducing or minimizing the use of water, energy, and paper.
- Identify potential impacts on the environment throughout the life cycle of 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.
- Ensure responsible handling of any materials used in the workplace in accordance with applicable regulations.
- Reduce the environmental impact of our office-based operations, including energy consumption and resource use.
- Consider environmental factors in relevant business decisions where applicable.
- Conduct environmental and sustainability assessments when contracting with suppliers and take these results into account when making purchasing decisions.
- Identify optimal transport distances and select appropriate transportation methods to reduce the environmental impact when commuting to our offices.
- 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).
- Strive to minimize biodiversity loss (NNL, No Net Loss) and further create a positive impact (NPI, Net Positive Impact).

Document Specification

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Last validated by:	Kenneth Wegner

REVISION HISTORY

This Environmental & Waste policy is reviewed to ensure its continuing relevance to the systems and processes that it describes. A record of contextual additions or omissions is given below:

Version	Summary of Changes	Revision Author	Date
1.0	Document Creation	Kenneth Wegner	11/2023
1.1	Review and update	Jesper Diget	12/2023
1.2	Policy review, classification changed to public	Monika Jarosz	02/2024
2.0	Review and update – format, purpose, goal, removed policy review, miscellaneous, policy objective paragraph	Izabela Świątek	10/2024
3.0	Review and remove information regarding Annexes, removing Annex 2	Izabela Świątek	04/2025
3.1	Review and update of commitment to adjust the emagine's strategy	Izabela Świątek	03/2026

APPROVAL

Name	Position	Signature	Date
Anders Gratte	CEO	DocuSigned by: Anders Gratte 6DB405CAF4EA4FD...	20-03-2026