



ESG POLICY



ESG

TABLE OF CONTENTS

ABOUT THIS POLICY	3
PURPOSE OF THIS POLICY	3
Our purpose at large	3
Our business and this policy	3
Reputation and risk: we are honest, open and ambitious	4
GOVERNANCE AND MAINTENANCE OF THIS POLICY	5
OUR FOCUS AREAS WITHIN ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUES	5
Our environmental commitments	6
Our social responsibility	7
Our governance and ethics	7

ABOUT THIS POLICY

This policy will inform our ESG (Environmental, Social and Governance) efforts moving forward. This includes, but is not limited to reporting, disclosures (both material and non-material issues), business practices, policies, procedures, investments, board activities, stakeholder engagement, and investor relations.

Nothing in this policy shall be taken or understood to limit or reduce our current committees, both legally and ethically.

PURPOSE OF THIS POLICY

The purpose of this policy is to provide information to our business partners and our staff about our ESG commitment and to encourage and contribute to our continuous improvement, each from their perspective and within their roles, from a mutual responsibility.

This policy will be enhanced further in the course of 2024 in a robust consultation process with all Enreach employees and stakeholders.

This policy does not form part of any contract of employment or another contract to provide services, and we may amend it at any time.

Our purpose at large

The purpose of Enreach is to Create Contact Magic. We make all interactions effortless and natural, remove physical and digital barriers to pursue our vision of bringing people and businesses closer together.

For our customers, we transform the way they work, collaborate and connect. Improving their work-life flow.

In order to achieve that, we find ways to increase the life span of our hardware, and reduce the footprint of our software, data storage and company in general. We work every day to ensure continuous improvements and updates of our software and services.

We strive to enhance our natural environment and provide a comfortable, productive and inclusive working environment in which our colleagues can work effectively while enjoying a work life balance.

Our business and this policy

Enreach believes that Environmental, Social, and Governance (ESG) principles are crucial to developing resilient companies that create a positive impact on people and planet while delivering long-term value to our investors and all our stakeholders. We are committed to integrating ESG into our work process and operating philosophy.

Moreover, we are convinced that, through our services, we have a positive impact on our customers, their staff, and the environment.

Enreach recognises that we create value for all stakeholders, and that in doing so, we potentially could also erode value. In everything we do, we bear the interests of our stakeholders in mind:

- Our customers: We are aware that consumers worldwide are becoming more and more aware about the broad concept of sustainability. Recent research shows that 40% of the consumers distrust sustainability claims¹. Therefore, trust is key.
- Our investors: Bearing in mind the green deal, the green taxonomy and ongoing endeavours of banks and investors, Enreach is aware that more and more financiers request for transparency in their investment portfolio.
- Our staff: Employees and future employees look for a meaningful work environment. Our ESG policy helps to showcase the value of our brand as employer.

Reputation and risk: we are honest, open and ambitious

In everything we do, Enreach wants to be and remain compliant. This includes any future requirements for ESG reporting as stipulated in the Corporate Social Responsibility Directive.

We want to be in control, and we want to be in the driving seat.

Moreover, our ESG communication should be in sync with our purpose and vision: we like to keep it simple, understandable and personal.

We are aware that sustainable development is a journey rather than a destination, and although we are ambitious, we are aware that we have only just started. This is a work in progress.

¹ Monitor Merk & Maatschappij 2022

GOVERNANCE AND MAINTENANCE OF THIS POLICY

This document was prepared by the ESG circle members and key themes and highlights were discussed in the board meeting of May 2023.

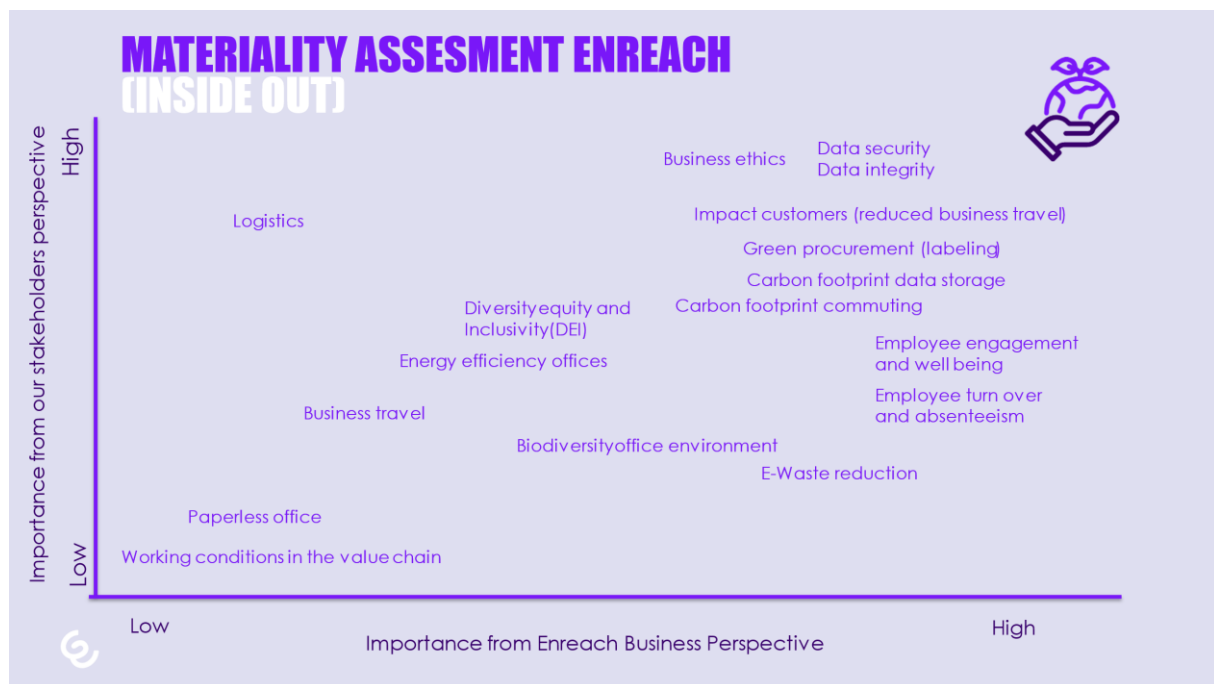
Everybody within the company contributes to the implementation of this policy.

This document is updated every year, at least. Progress on the implementation of the ESG Policy is discussed in the ESG circle and presented (2x per year) during one of the board meetings of Enreach.

OUR FOCUS AREAS WITHIN ENVIRONMENTAL, SOCIAL AND GOVERNANCE ISSUES

In order to focus, we performed a first materiality assessment.

As a start, the materiality assessment is performed within the ESG circle based on all the information gathered during 2023. This will be expanded to include a broader group and a more detailed granularity in the coming months. For the next materiality assessment, we will create a thorough process for the right level of stakeholder engagement, a more detailed scoring and a longer time horizon.



Our ESG commitments are grouped by six pillars:

1. Our partners in business: our customers and suppliers;

Our focus is on minimising the carbon footprint of our core business. This entails selecting the greenest cloud service provider, increasing data storage efficiency solutions, and reducing carbon emissions for our customers by reducing their travel wherever possible.

2. Our staff

We aim to implement sustainable practices designed to ensure the health and safety of our employees, stakeholders, and our direct and indirect environment.

We promote adoption of sustainable commuter and business transport options such as trains, electric cars, cycling or walking.

We aim to reduce the impact on the environment by our business travel by ensuring that only necessary journeys are undertaken, and we promote online alternatives through flexible working policies.

We aim to hold multi-location remote meetings when possible.

3. Our assets

We aim to power all our offices with renewable energy and, if possible, install solar panels.

We aim for the highest standards (LEED/BREAAM and similar standards) for all our offices.

We aim for a lush green environment for our office locations thus contributing to a richer biodiversity.

4. Our consumption of energy, water and materials, and related emissions.

We aim to reduce waste by increasing the amount of recycled or reused material. Thus, we concentrate on reuse and safe disposal.

We aim to reduce the water consumption in our offices and maximise natural groundwater recharge.

For our procurement, we use sustainable standards to source renewable materials (e.g. paper with FSC labelling).

5. Our finance

We aim for healthy growth and profit margins for our investors.

6. Our intellectual property

Our software solutions, developed in-house, our data security and data safety and compliance are of the highest priority for Enreach.

Our environmental commitments

We're committed to minimising the environmental footprint of our business and contributing to climate change mitigation. We have established the 'Leaner and Greener program' in order to identify and implement measures to further reduce our carbon emissions and environmental footprint.

Our ambition is to significantly reduce carbon emissions and eventually achieve net-zero carbon. This means we're aiming to reduce and offset our direct and indirect greenhouse gas emissions with activities ranging from green procurement for electronic equipment to 100% electric vehicles.

Our social responsibility

In our [Code of Conduct](#) and our HR handbook we detail our social responsibilities.

1. Our staff

We take care of each other and ourselves, and we maintain a healthy work-life balance. Together, we all share responsibility for maintaining a safe workplace by following health and safety rules and practices. All employees are responsible for immediately reporting accidents, injuries and unsafe equipment, practices or conditions to their Circle Lead, Facilities, Talent Lab or Trust Person.

Enreach offers equal employment opportunities for all. All employees are responsible for creating a safe workplace free from harassment, intimidation and bullying.

2. Our customers and partners

Enreach values integrity, and this is its most valuable asset. As an employee, you are expected to act in the best interests of Enreach and avoid situations that may cause a conflict of interest.

Our governance and ethics

We are committed to transparency, accountability, and ethical decision-making.

We pursue sustainable growth, inclusion and diversity. We set sustainability targets, report progress and align with widely accepted reporting frameworks. We regularly evaluate and update our governance structure, strategies and policies to ensure that we operate with integrity, safeguard shareholder interests, and stay true to our purpose, vision, and values.

Enreach has three simple internal core values:

Being open

Bringing excitement

Going beyond

Our core values are expected of everyone who works for or with Enreach. All Enreach employees are expected to ensure that their actions (both professional and personal) do not jeopardise the image or public trust in Enreach, its purpose, vision or core values.

The **Enreach Code of Conduct** is one of the many ways we put Enreach's purpose, vision and core values into practice. It is a set of principles and expectations that guide and inspire the behavior of everyone working at Enreach. The Code of Conduct offers general guidance for acceptable conduct both within and outside the workplace, ensures compliance with laws and regulations, and clearly states a company's guiding principles.

Anyone led to believe that there is a violation of Enreach's Code of Conduct, legal or ethical obligations, is presented with different options for reporting the issue.