SCANDIC FUSION

SUSTAINABILITY STRATEGY

2026

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Sustainability Strategy

At Scandic Fusion, we see sustainability as a conscious practice that guides how we work and the impact we create. It is not a separate initiative but part of how we operate as a company and as a team. Our strategy sets out how we integrate sustainability into our daily decisions and long-term growth, reflecting the expectations of our employees, clients, partners, and society as a whole.

We envision a future where data helps organizations act responsibly and make decisions that contribute to a thriving planet, fair societies, and transparent business practices. We want Scandic Fusion to be recognized as a trusted partner that combines innovation with responsibility, showing that technology and sustainability go hand in hand.

Our goal is to embed sustainability into every part of our journey. This includes how we operate and support our people, how we deliver value to our clients, and how we engage with our communities. By aligning our work with Environmental, Social, and Governance (ESG) principles, we commit to making a positive difference inside and outside of our company.

This strategy defines our direction and our goals for Environmental, Social, and Governance topics. It provides the foundation for measurable progress and a structured approach to making sustainability an integral part of Scandic Fusion's development.

Our approach to creating our Sustainability strategy

We build our sustainability strategy on a solid foundation of knowledge, involvement, and shared responsibility. We involve our people and stakeholders in a structured process that helps us understand what matters most for Scandic Fusion and for those around us.

01

ESG Team

We have a dedicated ESG team responsible for coordinating the development of our strategy. The team drives our sustainability efforts by gathering knowledge, engaging stakeholders, and preparing proposals for Environmental, Social, and Governance actions.

02

Stakeholder Engagement and Materiality Assessment

Sustainability is meaningful only when it reflects the priorities of those we impact. We engage a wide group of stakeholders, including employees, leadership, and clients. Through workshops and questionnaires we collect feedback on which sustainability topics they consider most important. We also take into account industry best practices when developing our ESG strategy. This process allows us to assess materiality and identify the issues with the greatest relevance to our business, our people, and our clients.

03

Analysis and Summary

The ESG team analyzes and summarizes stakeholder feedback, identifying priority topics and highlighting where views align. This analysis gives us a clear overview of our most material Environmental, Social, and Governance aspects and provides the basis for developing our goals.

04

Working Groups and Goal Setting

To translate priorities into action, we have three working groups focused on Environment, Social, and Governance. Each group sets goals, defines measures, and prepares proposals for how their area of responsibility can be advanced within Scandic Fusion.

05

Integration into Strategy

The outcome of this work forms the foundation for all our sustainability efforts. The goals and actions identified guide both our short-term steps and long-term ambitions. They are integrated into Scandic Fusion's overall company strategies on a yearly basis, ensuring that sustainability is consistently considered in our decisions and development.

ESG Topics and Goals Overview

Our sustainability strategy is built around the three pillars of Environmental, Social, and Governance (ESG). These pillars reflect both international standards and the material issues identified through our stakeholder engagement and analysis. Within the Social and Governance pillars, our material topics range from medium to very high priorities, while within the Environmental pillar they range from medium to high. For each pillar, we outline the most relevant topics for Scandic Fusion and define initial goals that guide our actions.

Environment

Social

Governance



Environment

Within the Environmental pillar, our main goal is to minimize our negative impact on the environment and, where possible, create positive change. This means looking at how we use energy, manage resources, and build resilience against climate risks.



COMMITMENTS

- Focus on creation of efficient IT solutions and providing clients with advice on optimal IT solution choice and sizing.
- Reduce our environmental footprint with a focus on energy efficiency.
- Strengthen resilience against climate-related risks and ensure business continuity in case of natural disruptions.
- Introduce responsible resource and waste management practices in our offices and operations.

MATERIAL TOPICS

- Energy
- Adaptation to climate change
- Waste management
- Impact of climate/natural disasters on business interruption
- CO_2 management

Social

Within the Social pillar, our main goal is to support a thriving, inclusive workplace and to contribute to the communities around us. We want our employees to feel valued and empowered, and we aim to make a positive impact on society through our activities and partnerships.



COMMITMENTS

- Maintain a high level of employee satisfaction and well-being, building on the results of our employee surveys.
- Promote equality in all aspects of our workplace and leadership.
- Foster diversity and inclusion within Scandic Fusion and extend these efforts to the wider community through education, donations, and other forms of support.
- Provide opportunities for continuous learning and skills development that strengthen both individual careers and company capabilities.
- Support communities through charitable initiatives, with a focus on education and inclusion in the technology sector.
- Safeguard employee and client privacy, ensuring trust in how we manage data and information.

MATERIAL TOPICS

- Equality
- Working conditions
- Training and skills development
- Employee wellbeing
- Privacy
- Freedom of speech
- Diversity

Governance

Within the Governance pillar, our main goal is to build and maintain trust through strong governance, transparent processes, and ethical business practices. We want to ensure that sustainability is systematically managed across the company and reflected in how we work with clients, partners, and suppliers.



COMMITMENTS

- Ensure the highest standards of data security and privacy, building on our ISO27001 certification and expanding into broader data ethics practices.
- Strengthen company governance processes so that ESG is systematically managed and reviewed across all levels.
- Promote ethical business practices, transparency, and accountability in all operations.
- Establish and maintain channels that enable employees and partners to speak up about concerns safely and confidentially.
- Apply clear responsibility standards to our suppliers and partners to align them with our values.

MATERIAL TOPICS

- Systemic risk management
- Business/Work ethics
- Data security; Customer/Supplier Privacy
- Company internal control processes
- Whistleblower protection

Our way forward

This strategy is the foundation of Scandic Fusion's sustainability journey. It defines our vision, commitments, and material topics, and it provides the base on which we build measurable actions and long-term results.

As part of our ongoing ESG approach, we:

Set measurable targets for each material topic, with short-term, medium-term, and long-term actions that guide our progress.

Integrate sustainability into company strategies each year, ensuring that ESG commitments consistently guide decisions and remain part of our overall business development.

Maintain monitoring and reporting practices so that progress is measured, shared, and continuously improved.

Engage employees and partners in carrying out the strategy, creating lasting opportunities for participation and feedback.

Regularly review and adapt our commitments, staying aligned with changing expectations, regulations, and opportunities.



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