

Climate and environmental policy

1. Preamble

cBrain wants to conduct our business in a responsible and socially conscious way and contribute to sustainable development in Denmark and the rest of the world.

Therefore, since their formation, we have worked purposefully to contribute to the UN's Sustainable Development Goals (SDG) with a special focus on SDG 16 "Strong institutions", SDG 13 "Climate Action" and SDG 17 "Partnerships".

Our greatest contribution to sustainability is to enable our customers to reach their goals faster by shortening the time from political decisions to their execution. Here, we have already achieved significant results both in Denmark and abroad.

At the same time, we are part of a society that strives to become completely carbon neutral. As a medium-sized company in Denmark, we have found it suitable to set our own net-zero ambition by 2030 while simultaneously taking the first significant steps towards this ambition.

We are aware that our environmental and climate impact in the broader perspective is limited, but as part of our values and commitment to the UN's Sustainable Development Goals, we strive to conduct our business as sustainably as possible.

With this climate and environmental policy, we want to set clear goals to reduce our environmental and climate impact and implement the necessary measures to enable us to continuously improve and document our progress.

2. Purpose

The purpose of cBrain's climate and environmental policy is:

- To ensure that we, as a company, serve our customers in an increasingly sustainable manner with correspondingly less impact on the environment and climate across all business areas and activities.
- To ensure that we comply with all relevant environmental and climate requirements in legislation.
- To ensure that our employees experience working in an increasingly sustainable company and take part in the effort themselves.
- To ensure that our customers, investors, and stakeholders at large can trust the progress we make, because we work systematically, well-documented and transparently.

3. Climate and environmental goals

cBrain's stated goal is to be climate neutral by 2030.

Based on this, we set the following goals:

1. We want to use relatively **less energy** in all areas of service provision.
2. We want our energy to come, to the extent possible, from **renewable sources**, and we will **climate compensate** in accordance with international standards where it is not possible and it is not prohibitively expensive.
3. We want to actively **reduce our waste production** at our head office.

4. Approach:

To ensure a systematic approach to working with our climate and environmental policy, we choose an approach based on two recognized standards.

1) The North Star: An ambition to reach climate neutrality by 2030

Here, we base our emission reduction ambitions on the Science-Based Targets Initiative (SBTi) methodology, which is an initiative under the UN Global Compact and stands as the most globally recognized initiative for companies with an ambitious climate policy under the Paris Agreement. We will closely follow how this initiative is implemented in the market, and we will let us inspire and adapt learnings from the market to our approach.

2) Working method: Ongoing goals, efforts and documentation of results

Here, we base ourselves on an ISO 14001 certification of our methodology and progress, which is also a quality stamp, which, like our IT security certification, can be used as external documentation of our climate and environmental work.

With this approach, we also affirm that our customers, investors and other stakeholders can trust our efforts and lay the basis for their own climate and environmental considerations.

5. Scope

Our climate and environmental policy initially cover our operations out of our headquarters in Denmark.

We will develop and maintain policies for the following main areas with our own goals and efforts to contribute to the overall objectives:

1. Building operations and facilities
2. Waste
3. Procurement (equipment, IT systems & hardware)
4. Mobility

In addition, our general (fire) emergency plan will be used as the basis for our preparedness in relation to serious environmental accidents.

Log

Version	Date	Author	Description
1.0	2023.08.17	MOE	Policy established, approved by Board of Directors
1.1	2025.01.31	MOE	Ambition regarding SBTI elaborated due to lack of precise and proven methods regarding offset of scope 3 emissions
1.2	2025.02.07	EJJ	Reviewed and revised by the Audit Committee
1.2	2025.02.19	EJJ	Approved by Board of Directors
1.3	2025.08.20	EJJ	Elaborated further regarding SBTI and Climate Compensation. Approved by the board