Environmental Policy

Elevated impact.

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Table of contents

1 Purpose

The purpose of the Environmental Policy is to define our company's approach to minimize its environmental footprint and increase its handprint ensuring protection of the environment. This Policy reinstates our company's alignment to the United Nations Global Compact, UN Sustainable Development Goals, principles in ISO 14001 Environmental Management System and to limit the global warming of the planet to 1.5 degrees according to Paris agreement. It also provides a framework for implementing and monitoring environmental initiatives.

2 Objectives

In our company, environmental sustainability is an integrated part of its operations and processes, and aimed at:

Compliance
Ensuring compliance with applicable environmental laws, regulations, and standards at local, national, and international levels.

Pollution prevention
Minimizing or eliminating pollution, and any other negative impacts on the environment, with a precautionary approach considering a life-cycle perspective through the adoption of sustainable practices and technologies.

Environmental awareness
Promoting sustainability education and raising awareness about environmental issues, encouraging others to take positive actions and make sustainable choices.

Sustainable society
Contributing to the development of sustainable societies in collaboration with customers, suppliers, and other relevant stakeholders while encouraging employees to exercise responsibility at the individual and collective level.

Businesses responsibility
Ensuring businesses safeguard critical competences and establish applicable plans and improvement programs within their business operations.

3 Principles

To achieve our objectives, the principles are as follows:

01 **Leadership commitment**
Top management sets the overall direction to support the company's environmentally sustainable strategy and achieve environmental objectives.

02 **Process approach**
Processes are designed to manage significant environmental aspects, address risks and opportunities, and continuously drive towards a positive impact on environmental sustainability. The company is committed to adapting management systems that enhance environmental performance and maintain certification through monitoring and review.

03 **Protection of the environment**
by reducing environmental footprint while increasing handprint through:

a. Climate action and renewable energy to reduce greenhouse gas emissions in the company's operations and value chain. Our company contributes to climate change mitigation and emission reduction aligned with the Paris agreement by improving energy and material efficiency, using renewable energy such as wind and solar, and aiming to achieve net zero in operations and throughout the value chain latest by 2050.

b. Improved energy and material efficiency in the company's operations. Our company considers environmental aspects and footprint from life-cycle perspective when making decisions such as choosing facility locations, energy providers, IT assets and other products and services.

c. Regenerative and circular economy by enhancing circular economy principles based on European Union waste hierarchy where the highest priority is to avoid and reduce waste. Our company conserves natural resources through sustainable and mindful use of resources, reusing, recycling and keeping materials in use at their highest value as long as applicable.

d. Compensation by active participation in programs to advance environmental agenda and contribute to mitigate negative climate impacts. In addition, our company is engaged in carbon removal and compensation projects by purchasing high-quality carbon credits.

e. Increasing positive impact by evaluating environmental handprint measures related to the services and solutions our company provides to its customers and seeing technology as an enabler and accelerator in the journey towards a more sustainable and circular society.

04 **Engagement, collaboration, and environmental awareness**
by connecting across the organization, partners, customers, suppliers, and subcontractors to share and learn best practices for environmental performance as well as providing learning opportunities for employees.

05 **Continuous improvement**
by enhancing our company's environmental performance and implementing identified opportunities.

4 Alignment statement

The objectives and principles of this Policy are in alignment with other relevant Policies and embedded into applicable Rules, Processes and Procedures.

Deviations are directed to Policy Owner according to established procedures to mitigate and prevent reoccurrence.

Suspected Policy violations are reported to the direct manager or relevant escalation point to ensure that applicable mitigating and disciplinary actions are taken.

5 Document information

5.1 Governing data

Document Owner
Risto Fagerholm Head of Finance

Document Manager
Milla Kivioja, Head of Sustainability

Last review
2025-08-11

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2026-08-11

References

5.2 Change history

Version	Approval date	Editor	Reviewed by	Approved by	Changes
V1.0A	2025-08-11	Milla Kivioja	Kia Haring	Satu Kiiskinen	First version created

About Vivicta

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