



Environmental policy

An environmental policy is a formal commitment of a company to reduce its impact on the environment by making its operations more sustainable. The aim of this policy is to provide the necessary guidelines for sustainable energy consumption and greenhouse gas emissions at **Lisam Group**¹. We are committed to reducing our environmental impact and continuously improving our environmental performance as an integral part of our business strategy and operating methods with regular review points.

This policy applies to all members of **Lisam Group**, including directors, employees, officials, clients and occasional workers (such as temporary workers, students, interns and trainees).

The scope of this HR policy includes the Lisam Connect and Lisam EH&S Software companies:

- ➔ Lisam Connect:
 - Hemmis
 - Dinec International
 - Dinec Assembly by HTS
 - Megabyte Infrastructure
 - Megabyte Applications
 - Megabyte Consulting
- ➔ Lisam EH&S:
 - Lisam and its subsidiaries
 - Lisam.Cloud
 - MPTS
 - Ecomundo
- ➔ WikiChemia

¹ For ease of reference, all companies of Lisam Connect and Lisam EH&S are listed under the **Lisam Group** name (see the list above).



Energy consumption and greenhouse gas emissions

Lisam Group is committed to a comprehensive approach to sustainable energy management and greenhouse gas (GHG) reduction by:

1. Being compliance with relevant regulations, policies and procedures related to sustainable energy consumption and the reduction of greenhouse gas emissions;
2. Maintaining Board oversight of key environmental risks, including reviewing the effectiveness of our risk management and internal control systems in particular thanks to the double materiality assessment;
3. Promoting the 17 Development Goals, in particular goal 7 on Affordable and Clean Energy;
4. Reducing our carbon footprint and overall energy use through renewable energy to support our sustainability efforts;
5. Developing tools to measure, manage and track data regarding energy consumption and CO₂ emissions at group level;
6. Setting annual targets to ensure continued progress through the increase of initiatives and partnerships aimed at reducing CO₂ emissions;
7. Implementing office guidelines that reduce energy consumption by our employees are reduced, such as turning off computers, lights and air conditioning when not in use;
8. Implementing working home guidelines that reduce energy consumption by our employees are reduced, such as unplugging equipment when not in use, using energy efficient appliances and recycling old electronic devices;
9. Reducing the company's CO₂ emissions through our electric and hybrid cars in Belgium and minimizing commuting by offering flexible working conditions such as working from home;
10. Reducing travel emissions by using video conferencing tools such as Microsoft Teams.

Quantitative and qualitative targets:

	Target
Calculated our Scope 1 and 2 emissions (energy, heat and cooling production)	Lisam EH&S (70%) sites by 2025 Lisam Connect (30%) sites by 2026



Calculated our Scope 3 upstream emissions (purchased, waste, business travel, employee commuting, data centres)	Lisam EH&S and Connect (100%) sites by 2026-2027
- Integrate the data centres emissions	Our European servers by 2026
- Analyse the air pollution (noise)	Our American servers by 2027
Continue the transition to reduce emissions from our servers	Change more or less 30 servers to 20 biggest one that consume less by the end of 2026
Set targets to reduce our GHG emissions in line with the SBTi trajectory	Lisam EH&S (70%) sites by 2026 Lisam Connect (30%) sites by 2027
Creation of a platform for sharing good practices	Operational by 2026
Being Ecovadis Bronze/Silver	Lisam EH&S and Connect (100%) sites by 2025-2026

Waste generation and product life cycle

The waste targets are based on the waste hierarchy following in waste prevention and management from the ESRS E5 Resource use and circular economy:

- Re-use: Re-use involves using products or components again for their original purpose without significant alteration.
- Recycling: This refers to recovery operations where waste materials are reprocessed into new products, materials, or substances.
- Recovery: This refers to operations where waste serves a useful purpose by replacing other materials that would have been used for a specific function, or where waste is prepared to fulfill that function.

Lisam Group is committed to implement a complete waste management process by:

1. Reducing the use of paper by moving to digital documentation and communication systems;
2. Building strong partnerships to work together towards a circular supply chain, in turn contributing to a circular economy;
3. Raising awareness to reduce electronic waste by encouraging the reuse of equipment such as computers, docking stations, and monitors, and promoting the purchase of second-hand products to reduce CO₂ emissions;



- 4. Replacing our servers only when necessary purpose in accordance with our ISO 27001:2022 certification which means replacing critical components every 5 years and servers every 10 years for ecological purposes;
- 5. Reselling our servers at the end of their life where possible to extend their useful life and support demand in the low-cost technology market. Where resale is not possible, the servers will be recycled and disposed of in an environmentally responsible manner;
- 6. Recycling of hardware components by certified partners who ensure responsible material recovery and reuse;
- 7. Carrying out non-recyclable parts in an environmentally responsible manner in accordance with applicable regulations;
- 8. Selecting efficient data centers with strong sustainability objectives to achieve optimal Power Usage Effectiveness (PUE), reducing energy consumption and environmental impact.

Quantitative and qualitative targets:

	Target
Analyse our servers (hardware components) impacts	Our European servers by 2026 Our American servers by 2027
Set a policy related to circular economy at group level	Lisam EH&S (70%) sites by 2025 Lisam Connect (30%) sites by 2026
- Creation of a platform for sharing good practices	Operational by 2026

United Nation Global Compact (UNGC) objectives

As par of our engagement with the United Nation Global Compact, we set objectives related to the Forward Faster program:

- Contribute to a Just Transition by taking concrete actions that address social impacts of climate change mitigation and adaptation measures, in partnership with actors such as workers, unions, communities and suppliers.
- Align corporate investment – to the fullest extent possible – with SDG policies and strategies, and set targets, track and report on the amount and proportion of such SDG investments.



- Establish a corporate financing strategy that is linked to SDG investments and performance, and report on the amount and proportion of such SDG finance.

Quantitative and qualitative targets:

Target

Set an annual report based on the Voluntary Reporting Standard for SMEs (VSME) By the end of 2025

Environmental services and education provided to customers

Our products and services will be able to help our customers in the short-term by:

1. Implementing a complete and detailed measurement of the company's impact on the environment: carbon, pollution, water, biodiversity, resources used;
2. Providing a complex and comprehensive database that allows, as standard, the various environmental values of materials or equipment purchased or used before, during or after the industrial process;
3. Lowering their energy consumption and carbon footprint and comply with European legislation and regulation on sustainability;
4. Complying with the various existing or future legislations, allowing the creation of reports that perfectly meet the requirements of each sector, in each country, certified multilingual and adaptable to each major reference standard;
5. Producing scenarios to directly quantify the impact of various changes (investments, changes in suppliers, etc.) on the company's environmental performance.

Reporting for employees

If you find yourself in a situation where you perceive a conflict between the language of this policy and the laws, customs or practices of your workplace, or if you have questions about this policy or wish to report a possible violation, you are encouraged to raise your questions and concerns through established channels. These channels prioritise confidentiality to the fullest extent possible. Whether you have an inquiry or wish to report a possible violation, you can contact the CSR Committee or de email address ESG@lisam.com.

Lisam Group is committed to thoroughly investigating, addressing and responding to employee concerns, and to taking appropriate corrective action in the event of policy violations.



Sanctions or penalties

Failure to comply with this present Environmental policy may result in severe penalties for individual and for **Lisam Group**, which may cause insecurity, financial loss and damage to its image and reputation.

A violation may result in:

- Disciplinary, civil and criminal sanctions against any associate involved in such behaviour.
- Termination of a business relationship with a partner who does not accept or comply with this present Environmental policy.

Revision

The practical application and effectiveness of this Environmental policy will be evaluated each year following its adoption. In the light of this evaluation, this policy may be revised as appropriate.

Acknowledgment

I declare that I have read and understood **Lisam Group's** Environmental policy. I agree to fully comply with this policy and the related guidelines in all my activities related to **Lisam Group**.

Date: _____

Place: _____

Signature:



CEO:

Michel Hemberg

CEO

CSR Committee:

Thierry Levintoff

CFO / CSR Committee Chairman

Pauline Cinarelli

Certification officer / CSR
Committee Vice chair

Océane Denis

Certification officer / CSR
Committee Vice chair