

Advisense Sustainability Policy

1. Introduction

1.1. Purpose and strategy

Advisense is committed to advancing sustainability across industries, with the goal of creating a positive impact on society, businesses, and the environment. Our sustainability strategy, informed by a robust double materiality assessment, focuses on environmental stewardship, social responsibility, and exemplary governance. We strive to minimize our societal footprint while maximizing our positive influence, guiding clients towards sustainable transformations and navigating the challenges and opportunities within sustainability.

1.2. Scope

This Policy outlines the core principles of the Advisense Group's approach to sustainability. It is applicable to all employees and subcontractors across the Group, ensuring that our collective efforts in delivering value to our customers are conducted with a strong commitment to sustainable practices.

2. Sustainability Management

2.1. Double Materiality Assessment

Our work within ESG and sustainability is guided by continuous work with assessing double materiality. We work with identifying topics and themes that are most material to us both from both a financial- and an impact perspective (i.e., "double materiality"), ensuring that we focus our efforts where it's needed and where we can make an impact. Since we started conducting double materiality assessments, our activities in the sustainability sphere have been more relevant and targeted. The general areas identified through regular assessments, which form the foundation of our sustainability strategy, are detailed in Section 3 of this policy. In-depth information on the specific topics that result from our double materiality assessments, as well as information on processes and method, can be found in our most recent Sustainability Statement available on [Advisense.com](https://www.advisense.com).

long-term sustainability goals, and fosters a culture of shared commitment to environmental and social responsibility. Importantly, stakeholder opinions are integrated into our work with defining our sustainability priorities via our double materiality assessments.

2.2. Stakeholder engagement

At Advisense, we consistently engage with our stakeholders, which include clients, employees, suppliers, investors, lenders, business partners, legislators and authorities. We monitor and track stakeholder feedback through a diverse set of engagement methods, ensuring that we are responsive to both short- and long-term insights. This collaborative engagement enriches our policies, informs our

2.3. Sustainability Commitments and Initiatives

Advisense pledges to uphold the UN Global Compact principles, focusing on human rights, labour, the environment, and anti-corruption. In our internal environmental management, we have engaged with the Science Based Targets initiative (SBTi) and have set targets on our scope 1 and 2 emissions in line with the SBTi. Relating to our value chain, we expect our suppliers to demonstrate that they meet standards related to fair wages, working hours, and safe working conditions as defined by the International Labour Organization (the ILO Standards), and that they uphold strict rules prohibiting the use of child labor, forced labor, or unethical practices in the supply chain as defined in the Universal Declaration of Human Rights (UDHR).

2.4. ESG KPIs

At Advisense, we track our sustainability progress through key performance indicators (KPIs) across the Environmental, Social, and Governance (ESG) dimensions. The KPIs are carefully chosen on the basis of our historical data on ESG-related topics and our ongoing work with identifying material ESG topics and themes. We commit to regular and transparent reporting, ensuring we meet and exceed our ESG targets. The status of our main ESG KPIs is presented in our annual Sustainability Statements.

2.5. ESG Roadmap

Advisense's ESG- and Sustainability efforts are guided by a strategic roadmap, outlining our main actions and initiatives in the sustainability area including an

overview of implementation status, resource use and annual deadlines. The roadmap is rooted in our double materiality assessment, ensuring alignment of our sustainability actions with both our strategic priorities and our regulatory obligations.

2.6. Sustainability Statement

From 2024, Advisense has published an annual Sustainability Statement in conjunction with the publication of the Group Annual Report. The Sustainability Statement is designed to ensure our future compliance with the EU Corporate Sustainability Reporting Directive (CSRD) and includes detailed information about our sustainability strategy, stakeholder work, targets & aims as well as a deep dive into our activities and priorities within the E, S and G dimensions. The Statement is available on [Advisense.com](https://www.advisense.com).



3. Sustainability Implementation

The thematic areas presented below shows how we align our operations with our commitment to creating a sustainable and responsible business environment. Further information on how we work with these topics, as well as the results of our latest materiality assessment, can be found in our latest Sustainability Statement on [Advisense.com](https://www.advisense.com).

3.1. Environmental Stewardship

Climate Change mitigation and compliance: Advisense is committed to combating climate change through actionable strategies. We aim to reduce our ecological impact by minimizing air travel, encouraging sustainable commuting, recycling, and choosing eco-friendly options for corporate events. We also evaluate our suppliers'

environmental practices. As part of our dedication to a sustainable future, we started measuring and tracking our GHG emissions in 2023 and have set Science Based Targets to meet the Paris Agreement's goals.

Helping clients navigate climate change: At Advisense, we recognize that our advisory services relating to clients' environmental management represent a significant area where we can contribute to positive impacts on the environment. In this regard, we help our clients with emissions measurement and mitigation as well as their reporting to and compliance with climate-related regulations.

3.2. Social Responsibility

Empowering Our People: At Advisense, we recognize that the expertise and growth of our employees are cornerstones of our business success. We actively foster an environment of continuous professional development, providing opportunities for our employees to enhance their skills and knowledge – especially within sustainability – to ensure that they contribute meaningfully to our company’s sustainability objectives. As our employees thrive, so does our business.

Fostering a Supportive Workplace: We are committed to creating a healthy, diverse, and equitable work environment at Advisense. Fair treatment and pride in the workplace are paramount and our recruitment practices are refined through ongoing training to mitigate unconscious biases. By setting explicit goals for gender equality at various organizational levels and establishing initiatives to address equality and diversity, we strive to be a model for inclusivity within the finance industry.

3.3. Governance and Business Conduct

Empowering our clients through quality GRC advisory: Advisense’s offering and services in the GRC area, e.g., related to risk management, compliance, privacy & data

security, financial crime prevention and sustainability are positively impacting client businesses & society in general. By delivering quality services, providing access to trustworthy information and upholding the highest standards for business conduct and integrity, we help clients navigate safely through evolving regulations and increased expectations.

Ensuring Data Integrity: At Advisense, safeguarding data and ensuring integrity is of highest importance. Our internal governance documents and data security measures underpin our decision-making processes and mitigate conflicts of interest. Compliance with our Conflict-of-Interest Policy is a critical component of maintaining this integrity.

Maintaining High Standards of Business Conduct: We are dedicated to excellence in our own operations and to fostering robust governance frameworks within our clients’ organizations. Our Code of Conduct outlines clear expectations for professional and ethical behavior, guiding both our internal practices and client engagements. Through our services, we champion best practices and defined responsibilities in order to enhance decision-making, prevent conflicts of interest, and lay a strong foundation for long-term growth and resilience.

4. Roles and responsibilities

4.1. Group CEO

The Group CEO is responsible for ensuring that the Advisense Group has the resources and competencies required to comply with this Policy and is ultimately responsible for the progress on our sustainability efforts and ESG KPIs.

4.2. CEO Office

The Group CEO has delegated the operational responsibility for the company’s efforts within Sustainability to the CEO Office and the Sustainability Committee. The CEO Office works closely with the Head of Sustainability and is responsible for coordinating a regular report to Group Management

and other key stakeholders where our performance on the ESG KPIs is included.

4.3. Head of Sustainability and Sustainability Committee

Led by the Head of Sustainability, our Sustainability Committee drives environmental initiatives and provides guidance on ESG reporting, including the implementation of new regulatory requirements. The Head of Sustainability reports on relevant developments related to internal sustainability work to the CEO, either through the CEO Office or Group Management on a quarterly basis or more often if needed.