

SUSTAINABILITY EFFORTS & ENVIRONMENTAL POLICY

1. WE DARE TO BE DIFFERENT

- a.** Insentra is a truly collaborative IT Services Partner delivering a range of specialised Advisory, Professional and Managed Services, transacting exclusively through the IT channel. Our partner-centric business model provides our Partners and their clients with access to technologies, industry expertise and accountable outcomes.
- b.** Our service offerings cover technologies by Microsoft, Citrix, Red Hat, AvePoint, IGEL, Rimo3, Nulia and many more across modern workplace, cloud, collaboration, security, support, migrations and more. We love what we do and are driven by a relentless determination to deliver exceptional service excellence. The combined individual skills, experiences and perspectives of our crew enable us to achieve powerful results for our Partners and their clients. For more information, visit www.insentragroup.com.

2. INSENTRA'S ENVIRONMENTAL POLICY

- a.** Our Environmental Policy accounts for all Insentra's operations. It reflects our commitment to environmental sustainability and our precautionary approach. It demonstrates our awareness that our actions are important to all of Insentra including our clients, our employees and our business performance.

Insentra sees protecting the environment as part of our core values. In taking measures such as those outlined below, we aim to continue to reduce our environmental footprint. We recognize that our business has a responsibility to enhance the environment, promote the long-term sustainability of the global and local environments we operate in, and support the sustainability of the IT Industry. We aim to inspire our crew, vendors and clients to do the same.

In 2023, Insentra partnered with CEMAsys, a leading provider of ESG Solutions, to elevate Insentra's ESG program and policies. Given our position in the market, Insentra has recognized **Greenhouse Gas Emissions** as our most relevant environmental concern. Therefore, we have focused our **Sustainability Efforts & Environmental Policy** on this core risk.

As a part of our ESG commitments, we have pledged to be annually assessed by an ESG investor reporting platform. In 2023, we completed our first assessment with EcoVadis. EcoVadis is a global sustainability ratings platform that evaluates the environmental, social, and ethical performance of companies and their supply chains¹. It provides businesses with a comprehensive sustainability scorecard that covers a wide range of criteria, including environmental impact, labor practices, human rights, ethics, and sustainable procurement¹.

In December 2023, Insentra completed its first EcoVadis submission and earned a Bronze Medal, placing Insentra in the top 35% globally. In our most recent submission in November 2024, Insentra earned a second Bronze Medal, ranking in the 80th percentile for the last 12 months. While we are proud of this progress, we continue to look for opportunities to strengthen our ESG practices through annual assessment, transparent reporting and continuous improvement.



Over the past year we have been working to get more of the Insentra Team involved in our ESG commitments. This includes, but is not limited to:

- Executive level approval for our Near-Term and Net-Zero SBTi Targets.
- ESG is discussed at every monthly company- wide All Hands meeting, including our Eco-Vadis score.

¹ EcoVadis. (2022). EcoVadis Ratings Methodology Overview and Principles 2022. Retrieved from <https://resources.ecovadis.com/ecovadis-solution-materials/ecovadis-ratings-methodology-overview-and-principles-2022-neutral>
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- Internal communications on our Intranet outlining our ESG roadmap and upcoming projects.

Insentra continues to strengthen its ESG and sustainability approach through annual reporting, emissions monitoring and continuous improvement initiatives.

3. GREENHOUSE GAS EMISSIONS

- a. Measuring GHG Emissions:** Insentra continues to monitor our energy consumption and greenhouse gas emissions through annual carbon accounting and reporting. Below is a table of our GHG emissions for 2024 and 2025:

	2024	2025
Scope 1 GHG Emissions	0 tCO ₂ e	0 tCO ₂ e
Scope 2 GHG Emissions	0 tCO ₂ e	0 tCO ₂ e
Scope 3 GHG Emissions	691.0 tCO ₂ e	428.9 tCO ₂ e

Our total emissions decreased from 691.0 tCO₂e in 2024 to 428.9 tCO₂e in 2025, representing a 37.9% reduction year-on-year.

- b.** We have measured our GHG emissions in alignment with the Greenhouse Gas Protocol, a comprehensive global standardised framework used to measure and manage greenhouse gas emissions from private and public sector operations, value chains and mitigation actions.

Please note no Scope 1 or Scope 2 emissions have been reported, because our comprehensive screening process identified no Scope 1 or Scope 2 emissions. Due to non-traditional office space utilisation, Insentra does not have direct control over the amount or type of electricity used and has therefore attributed those emissions to Scope 3 Category 8, Upstream Leased Assets.

With our continued ESG commitments, we are also focused on continuously improving the quality of data reported through our GHG emissions reporting. This includes moving away from a spend-based

reporting method where practical and using consumption data for more accurate estimates. Spend-based emissions reporting estimates emissions by multiplying the economic value of purchased goods and services by relevant emission factors. The consumption-based emissions calculation method estimates emissions by measuring the physical amount of goods or services purchased and multiplying this by relevant emissions factors. With our commitment to the Science Based Targets initiative (SBTi), we have also committed to publicly reporting GHG emissions data annually.



- c. Managing GHG Emissions:** By measuring our greenhouse gas emissions from our 2022 baseline, we can better understand our emissions profile and identify opportunities to reduce emissions over time. This includes identifying emission hotspots, optimising office space and equipment usage, implementing responsible business travel practices, reducing and recycling waste, sourcing more sustainable products, minimising the use of disposable items and continuing to leverage our remote-first ways of working to reduce travel-related emissions where practical. With our baseline emissions set, we have been able to receive an approved Science Based Target through the SBTi. The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF)³ that “Defines and promotes best practice in emissions reductions and net-zero targets in line with climate science; Provides technical assistance and expert resources to companies who set science-based targets in line with the latest climate science; and brings together a team of experts to provide companies with independent assessment and validation of

³ Science Based Targets Initiative. (n.d.). How It Works. Retrieved from <https://sciencebasedtargets.org/how-it-works>

targets³.”

d. Our approved SBTi Target is as follows:

“This target was approved using a streamlined target validation route exclusive to small and medium-sized enterprises (SMEs).

<https://sciencebasedtargets.org/faqs-for-smes/> Insentra commits to reduce scope 1 and scope 2 GHG emissions 42% by 2030 from a 2022 base year, and to measure and reduce its scope 3 emissions. Insentra commits to reach net-zero by 2050. As part of this, Insentra commits to reduce scope 1+2+3 emissions 90% by 2050 from a 2022 base year.”



Insentra remains focused on progressing towards our SBTi-approved near- and long-term emissions reduction commitments and our 2050 net-zero target.

4. WASTE MANAGEMENT

- a.** Insentra commits to managing waste streams and reducing waste by purchasing reusable products and recycling wherever possible. Insentra will support this by encouraging crew to reduce, reuse and recycle where practical. This forms part of our broader commitment to reducing and recycling waste, sourcing more sustainable products and minimising the use of disposable items across our operations.

	2025
Hazardous Waste	0 kg
Non-Hazardous Waste	50 kg

As noted above, Insentra has no Hazardous Waste as a part of our

operations. This is mostly because we do not produce any physical products. In addition to this, we have rented our computers. For non-hazardous waste, we have measured the waste produced in our shared office space in Australia, which is reported above.

5. IN THIS POLICY, INSENTRA ADDITIONALLY COMMITS TO:

- a.** Understanding and managing our environmental risks, with the goal of reducing those risks where practical when additional core risks are identified;
- b.** Complying with all applicable legal and regulatory requirements;
- c.** Ensuring the environment is considered in our investment and corporate strategies, procurement and the products and services we offer;
- d.** Actively working to minimise pollution, manage waste streams and address relevant biodiversity issues;
- e.** Insentra commits to reducing any toxic materials to protect employee health and the environment;
- f.** Engaging with our customers, employees and stakeholders on environmental issues and transparently reporting on our environmental performance;
- g.** Providing all employees with the training and education necessary to meet our objectives.

6. CONCLUSION AND NEXT STEPS

At Insentra, we recognise our environmental policy and ESG journey as an ongoing commitment. We will continue to review and improve our ESG strategy, policies and practices as our approach matures. To support continuous improvement, we will monitor and record our environmental impacts regularly and compare our performance against relevant policies, objectives and targets. We will continue to openly communicate our policies and practices to interested and approved parties for the purposes of downstream reporting, compliance and analytics.

To keep our public policy up to date, we will update this annually with the next review scheduled in 2027. If you have any questions in relation to this policy or its application, please contact the People and Culture Team at Insentra at: vibe@insentragroup.com

Peter Brownsdon,
VP, Global Operations
On behalf of Insentra
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