

Company policy of

Environment and Climate

1. The purpose of the policy

As a part of the scope of corporate societal responsibility, Tusass Environment and Climate Policy is the framework for our shared obligation to:

- Focus on, and contribute to, prevention of environmental challenges
- Initiate and maintain initiatives to further environmental responsibility
- Develop and proliferate environmentally friendly technologies alone, or in cooperation with others

2. Policy addressees

To whom does the policy apply? All employees of Tusass.

Where does the policy apply? In Tusass.

Exceptions, further refinements, or definitions.

3. Description of policy (guiding principles, responsibilities, and duties)

Tusass wishes to contribute to a better environment by ensuring that environment and climate concerns become a natural part of all corporate activities. We would like to become a source of inspiration across departments and employees for our customers, partners, and suppliers through our own behavior.

We want to make a concerted effort to increase awareness and improve the company's effect on the environment and the climate by reducing the environmentally detrimental behavior of the company, where possible.

We will keep up with the development in the field and contribute to further development of environmentally beneficial technologies.

Tusass will

- Identify environmentally hazardous consumption and propose steps for improvement continuously
- Prevent negative impact on environment and climate within the possible scope
- Set goals, structures, and report on how work is progressing to minimize negative environmental impact

Exceptions, further refinements, or definitions

It is the responsibility of the individual manager to direct employees towards noticing improvement opportunities, that there is a focus on relevant environmental initiatives, and that reports on progress/maintenance of improvements are created around responsibility.

4. Consequences/sanctions of violation

Remarks in the annual- or CSR-report.

5. Regulatory framework

Financial Statements Act (*Årsregnskabsloven*) §99a, UN Global Compact principles.

6. Revision responsible department

Strategy & Sustainability.

7. Approvals

Approved by management on December 27, 2019