

Infobric Group

Sustainability Policy

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Related documents:
Code of Conduct
Supplier Code of Conduct
People Strategy
Impact Strategy
Data protection policy
Information security policy

Security level:
External

Infobric's purpose is to help build a better world. Unlike many companies that use similar statements, what sets us apart is our commitment to sustainability as a core element of our business strategy. Through the products we develop for the construction industry and its stakeholders, we can have a significant impact on the environment, human rights and a sustainable development of society. For us, sustainable development means that we take a long-term responsibility for the social, environmental, and economic impact that is a result of our business operations, and we constantly aim to improve the results of our business. All employees are involved and contribute to achieving our vision, therefore sustainability competence is a prioritised area.

Purpose and scope

The purpose of this policy is to specify the direction and responsibility for Infobric Group's sustainability efforts. This policy, together with our Code of Conduct and Workplace Environment policy governs and reflect our work in the sustainability field and shall be followed by all employees in Infobric Group. In this policy, the term sustainability should be understood from a holistic perspective, including the environmental, social, and economic aspects.

This policy applies to all Infobric employees in all operating countries and for all external persons working for Infobric.

Our mission: Building a better world

The greatest impact we create is through the software solutions we deliver to support our customers to build a more sustainable construction industry. We support the construction industry to become safer, more productive and transparent - and thereby contribute to a more sustainable society. Our impact vision is to accelerate the construction industry's journey to **zero accidents**, **zero fraud**, and **zero emissions** by enabling our customers to radically improve management of their workers, sites and machines with our digital solutions.

Infobric is equally committed to contribute to a more sustainable society and continually improve our direct impact by:

- Ensuring that we comply with, and exceed where practicable, all applicable legislations, regulations and codes of practice.
- Integrating sustainability considerations into all our business decisions.
- Ensuring that all employees are fully aware of our Impact Strategy and sustainability efforts and are committed to contribute.
- Encouraging and supporting our customers to adopt sound sustainable practices.
- Reviewing and continually striving to improve our sustainability performance.

Our social responsibility

Enabling fair labour practices, including safe working conditions, is not only a core part of our offering to our customers, but is also an important focus area for us as an employer and in our business relationships. We respect internationally recognized human rights and labour rights that are included in key human rights treaties and labour conventions, such as The UN Guiding Principles on Business and Human Rights. Infobric take the right to decent working conditions for everyone involved in any aspect of our operations or value chain seriously, regardless of whether they are employees, suppliers, customers or are otherwise affected by our business.

We constantly improve our impact on social sustainability by:

- Constantly developing our product offering to support our customers to secure socially sustainable business practices.
- Actively striving to improve health and safety in our workplace.
- Ensuring that we have an inclusive workplace where everyone has equal rights and opportunities.

Our environmental responsibility

Infobric has a direct impact on the environment through our business operations. Through the operations of our suppliers and customers, we impact the environment indirectly.

We constantly improve our impact on environmental sustainability by:

- Complying with laws and other requirements from society, customers and other stakeholders to protect the environment and limit the carbon footprint from our operations.
- Striving for more efficient resource utilisation and increased environmental awareness in everything we do. The basis for our consumption is that there must be a real need, so that we do not consume more resources than necessary.
- Reviewing the products and services we purchase to replace them with more sustainable alternatives.

All Infobric employees have a responsibility to support in improving our environmental impact. We encourage employees to reduce our climate footprint by for example using resources in a sustainable manner, choosing sustainable alternatives for business travel and by minimising emissions related to employee commuting.

Our economic responsibility

A responsible management of financial resources is a prerequisite for us to be able to contribute to a sustainable economic growth - for our own company, the construction industry and in society as a whole.

We constantly improve our impact on economic sustainability by:

- Developing our product offering to support sound business practices in the construction industry
- Exercising the most effective corporate governance and best practices when conducting our business
- Offering products and services that are in line with our customers' expectations and that integrate environmental, social and economic impact.
- Combining our growth objectives with objectives for sustainability and responsibility.

Governance

Infobric adhere to all relevant legal and regulatory requirements in every country where we operate. We are committed to integrity, maintaining the highest standards of ethical business conduct and corporate governance. We prioritize transparency and are dedicated to fair competition.

The Group Management, the Business Area Management and ultimately the Board of Directors and CEO, are accountable for sustainability at Infobric.

The Group Management Team led by the Group CEO is responsible for setting the Group's sustainability objectives, proposing the Group's sustainability targets for approval by the Board of Directors, and monitoring sustainability performance on an annual basis.

The Business Area Management Team define their sustainability targets supporting the achievement of Group-level targets, develop action plans, and ensure inclusion of these in the business goals, and monitoring sustainability performance on an annual basis.

All managers in Infobric are responsible for implementing and controlling sustainability management and performance within their respective responsibility areas. This includes the identification, assessment and mitigation of related risks.

All Infobric employees and external persons working for Infobric have the responsibility to comply with this Sustainability Policy, Infobric's Code of Conduct, and related laws, regulations and instructions. Infobric's suppliers are expected to follow the principles set out in Infobric's Supplier Code of Conduct.

Reporting

Infobric shall be transparent in its efforts to pursue lasting sustainable development of its operations and in its value chain. The Group will report publicly on sustainability performance according to the requirements in CSRD.

Commitment

The following guidelines and regulations direct Infobric's sustainability procedures and efforts:

- Code of Conduct
- Supplier code of conduct
- People Strategy
- Impact strategy and sustainability targets
- The Sustainability-Linked loan (SLL)
- Data Protection Policy
- Information Security Policy

Our Impact Strategy and Targets

Sustainability is the core of Infobric's business, and our Impact Strategy and related targets clearly illustrate the impact we create. The strategy identifies the areas in which Infobric can create significant impact and what KPIs are used to measure our intended impact. Our greatest impact is created through the solutions we provide to our customers (sphere 2-3) but equally important is the impact we directly create through our carbon emissions and employees (sphere 1).

Target # 1: Zero-accident workplace focuses on minimising accident and injuries to both create a safer work environment but also to increase productivity as accidents will interrupt a project's progress.

Target # 2: Our second target focuses on **fair competition in construction** where we want to ensure that the construction industry only consist of sound businesses that compete on fair terms.

Target # 3: Efficient waste and emission reporting - we support our customers with measuring their emissions and waste related to a project. This is currently a more unmaturing area but something that we see coming with new regulations and requirements to report on CO2 emission.

Target # 4: Our employees are a vital part of our success in improving sustainability and **A fantastic place to work** highlights the importance of motivated, safe and healthy employees.

Target # 5: Infobric has measured its carbon emissions since 2020 and our target **Minimize our direct impact** focuses on the importance of reducing our direct emissions.