

VIA equity Environmental Policy

VIA equity has a relatively limited environmental impact, as the company does not use any fossil fuels, water or raw materials in a production capacity. Instead, VIA equity's resources descend from our talented employees in the delivery of our services. Therefore, many of VIA equity's ESG-related initiatives are concerning social and governance responsibility, as we believe this is here we can make the biggest difference in society.

Nevertheless, we continue to seek out areas and initiatives where VIA equity can optimize and reduce the company's resource consumption and limit the company's impact on the environment with the ambition of realizing a greener and more sustainable future.

We view compliance with applicable environmental laws and regulations as a minimum standard of performance for our operation and we are committed to continuously improving our environmental footprint by setting goals and implementing best practices in support of sustainability objectives. Hence, VIA equity;

- i. Commit to engage our employees in environmental sustainability initiatives and to raise awareness of how they can support a greener agenda limiting their individual impact and in addition promote employees to share individual ideas of how to improve the company's environmental impact.
- ii. Commit to implement applicable waste reduction initiatives in our facilities by e.g. sorting waste and have a program to repurpose and/or recycle e-waste.
- iii. Commit to evaluate investment decisions based on their energy efficiency e.g. when acquiring office equipment and hardware.
- iv. Commit to encourage the use of virtual communication to enable employees to conduct meetings and projects virtually, reducing the need for car or air travel.

For our employees' wellbeing, we continue to explore best practices in healthy building standards and integrate those into our office space designs including optimizing indoor air quality, maximizing access to daylight, and promoting overall healthy habits by providing access to healthy foods.

We primarily use water for sanitation, landscaping and catering. Nevertheless, we pursue water conservation measures whenever possible.