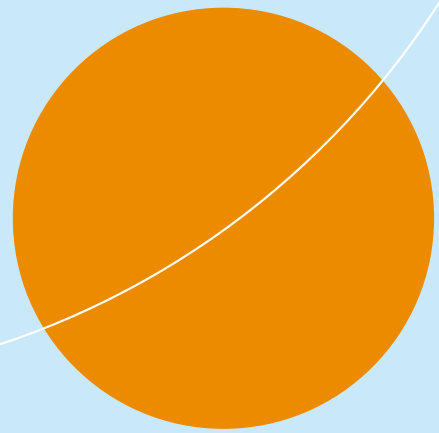


Nets Environmental Policy



Purpose

At Nets we aim to run our business in an environmentally conscious way. We support a preventative approach to environmental challenges, and we are committed to being an environmentally conscious service provider and business partner working strategically and systematically based on good practice towards minimising our environmental impact throughout our organisation and our suppliers and business partners. It is the core of our digital solutions to drive the development towards a digitised, paperless, and cashless society, contributing to a significant reduction of society's negative environmental impact.

Scope and application

Nets Environmental Policy applies to the management, employees, and contract workers of all Nets' entities, and it is mandatory to comply with this policy. All of Nets' suppliers and business partners are required to comply with this policy, cf. the requirements laid forth in our Supplier Code of Conduct.

Commitments

This policy is based on the following commitments:

- Nets is committed to complying with all environmental laws and other applicable requirements in the countries we operate in
- Nets adheres to international standards such as UN Global Compact
- Nets strives to reduce the adverse effect on the environment by driving digitisation in the societies in which we operate
- Nets strives to prevent pollution and minimise the negative impact of our core business and operations on the environment
- Nets incorporates environmental considerations in business activities, when appropriate

- Nets prioritises environmental efforts to ensure that resources are used in the most effective way
- Nets seeks to achieve higher standards through continuous improvement
- Nets provides adequate training and increases awareness for our employees.

Objectives

We have an established Environmental Management System (EMS) for handling our environmental focus areas based on the requirements set forth by international standards. Through our EMS, we work strategically and systematically on minimising our impact on the environment by focusing on the areas that we consider most effective within our business: climate emissions, electricity consumption, paper use, waste management, and environmentally conscious procurement.

Climate emissions

We aim to minimise emissions of our overall activities and especially travelling activities and use environmentally friendly communications solutions as an alternative to travels whenever possible.

Targets for 2018-2025:

Objective	Relevant KPIs	2018	2025 (target)
Reduction of CO ² emissions from company car travel	Direct (Scope 1) GHG emissions	390 tonnes CO ² emissions	Reduce emission by 30% ¹
Reduction of emissions from air travel between locations	Other indirect (Scope 3) GHG emissions	2554 tonnes CO ² emissions	Reduce emission by 30% ¹

Electricity consumption

The main part of our climate emissions is related to electricity consumption. We are committed to having an energy efficient operation, and we seek to employ clean and efficient energy sources in the

¹ In case of significant un-organic growth, targets will be adjusted accordingly

operations of our core business as well as our facility management. In the long run, we aim to have an operation that runs completely on renewable energy.

Targets for 2018-2025:

Objective	Relevant KPIs	2018	2025 (target)
Reduction of our overall electricity consumption	Electricity consumption within the organisation	9.1 m kWh	Reduce electricity consumption by 15% ¹
Increasing the use of renewable energy	Percentage of renewable energy used	Approx. 75%	50% ¹
Reduction of the energy intensity	Energy intensity per established workstation	3,250 kWh pr. workstation	Reduction by 15% ¹

Paper use

We strive for further digitalisation of our services and aim to reduce use of paper internally and externally, as well as we work on optimising our distribution and internal processes.

Targets for 2018-2025:

Objectives	Relevant KPI	2018	2025 (target)
Digitising internal processes and reducing use of paper	Consumption of paper, number of sheets	2.1 m sheets	Reduction by 30% ¹
Reduction in paper use intensity	Consumption of paper per workstation	750 sheets	530 sheets ¹

Waste management

We work proactively with sustainable waste management, including reducing resource consumption, reusing equipment rather than disposing it, and promoting recycling.

Targets for 2018-2025:

Objectives	Relevant KPIs	2018	2025 (target)
Reducing quantity of unsorted waste and ensuring improved recycling	Amount of unsorted waste	227,825 kg	Reduction by 30% to 160,000 kg ¹
Reduction in the waste intensity	Waste intensity per workstation	81 kg	57 kg ¹

Environmentally conscious procurement

We strive to collaborate with responsible suppliers that work towards minimising their environmental footprint. Based on NetsGroup Supplier Code, we require environmental considerations from our suppliers and expect them to comply with all applicable legal and industry requirements.

Target:

Objective	Relevant KPIs	2019
Ensure that existing suppliers have adequate environmental management systems in place	Negative environmental impact in the supply chain and actions taken (number of suppliers assessed for environmental impacts)	50 suppliers will fill in self-assessment schemes and 3-5 physical meetings w. key suppliers will be carried out

Governance

Responsibility for approval of this policy lies with the Board of Directors in Nets. It is the responsibility of the CSR Steering Committee to ensure implementation of the policy.

Group Facility Management and Procurement owns, endorses, and ensures implementation of the policy. Group Public Affairs & CSR advises policy owners on policy content and ensures relevant and accurate communication towards external stakeholders.

Management at all levels is responsible for ensuring adequate understanding of the policy and leading by example within their respective departments. All employees and contract workers are responsible for observing this policy and reporting any discrepancies to the policy owner.

Reporting

Nets reports on the Environmental Policy annually and in accordance with applicable law and regulations. This policy is part of our Corporate Social Responsibility (CSR) set in the management review in our Annual Report and our Communication on Progress to the United Nations Global Compact. KPIs, objectives, and targets shall be evaluated yearly, and new shall be established when relevant and in alignment with other Nets targets and strategies.

International commitments

Nets is a Signatory to the UN Global Compact and is continuously working to incorporate the Ten Principles into our strategies and daily operations.

Our work on minimising our environmental impact is based on the methodologies defined in international ISO standards, i.e.: we establish objectives and define processes necessary to deliver results; we implement the processes; we monitor results against objectives, analysis, and report results; and we take corrective actions to ensure continual improvement of our performance.

Policy Revision

This policy will be reviewed every year and, if necessary, revised. The policy may be amended at any time with the approval of the Board of Directors. Responsibility for the policy revision lies with the policy owner.

Contact

For more information, please contact Group Public Affairs & CSR.