

NDC Group s.r.o. NDC Group Czech s.r.o. NDC Group Swiss AG

NDC Group s.r.o., NDC Group Czech s.r.o. and NDC Group Swiss AG strive to be a leader in environmental protection and believe that the successful future of our business and the customers we serve depends on the sustainability of the environment, communities, and economies in which we operate.

NDC Group companies are data consulting companies and a leading provider of data analytics in Switzerland and the DACH region. The companies' entire working model is based on the principles of remote and virtual offices to minimize daily commuting. Another idea of the company is its focus on electronic documentation, where they try to eliminate the need for paper documents. This effort goes hand in hand with the waste sorting process, where the use of recycled materials is encouraged.

In order to meet the established principles and environmental sustainability, the companies have an Environmental Management System in place, according to ISO standard 14001:2015 and the management of the companies declares this Environmental Policy based on the following principles:

- Comply with national and European legislation in the field of environmental protection and evaluate compliance with the relevant obligations.
- Reduce resource and energy consumption, waste production and pay attention to pollution prevention.
- Ensure proper separation of the individual components of municipal waste and the individual types of hazardous waste.
- Design products with a view to reducing their adverse environmental impact, within their life cycle.
- Give appropriate weight to environmental protection and energy efficiency when planning and making investment decisions.
- Regularly monitor the environmental impact with regard to climate change, in particular by calculating the carbon footprint, in order to reduce its negative impact.
- Achieve carbon neutrality by 2050 and to achieve such a goal, choose appropriate tools, including e.g. implementation of ISO standard 14064-1, use of green energy, promotion of renewables and circular economy in corporate governance, etc.
- Monitor aspects that could have an impact on the environment and set goals for improving environmental protection.
- To create awareness among the persons managed by the companies about the importance of fulfilling all obligations in the area of environmental protection.
- Collaboration with cooperating entities in the application of the process of improvement in behaviour towards environment.

The company's management undertakes to apply the environmental policy and its principles, to ensure adequate resources and to create the necessary organisational conditions for the effectiveness and continuous improvement of the environmental management system.

The Environmental Policy is applicable to all employees and other personnel acting on behalf of the companies, in all activities carried out by the companies.

This policy was discussed and approved by the management of the company in Prague on 1 April 2025.

Signed by:

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