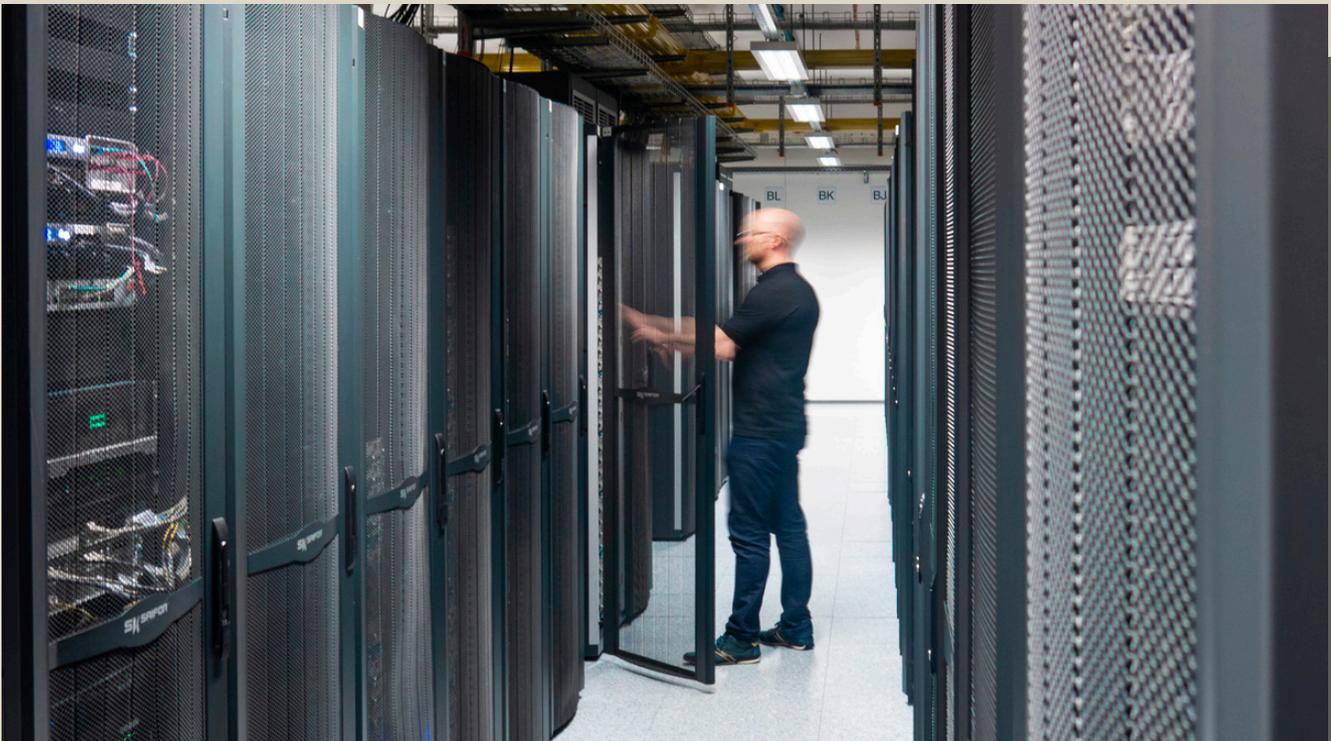


# aeven

## Responsibility Framework



## Why do we work with our corporate responsibility?

In Aeven, we hold a profound sense of responsibility. We assume the responsibility of making a positive contribution to social, environmental, and economic sustainability. As a leading provider of critical digital infrastructure, we understand our impact on these three areas and thus consistently seek to improve our framework for responsible business conduct. For the sake of our customers, our colleagues, and the societies in which we operate.

## How does our responsibility approach add value to our customers?

**Standardized management system:** As a trusted partner of numerous Danish companies and public institutions, we are driven and obligated to set ambitious standards that benefit our customers in their sustainability efforts. In Aeven, we build our business on responsible conduct by adhering to the OECD Guidelines for Multinational Enterprises and The UN Guiding principles on Business and Human Rights. These internationally agreed standards provide us and our business relations with the most comprehensive frameworks for social, environmental, and economic responsibility, matching our unyielding ambition and targets within this agenda.

**Data insights:** We are continuously improving our data collection and transparency on our data centers' energy use for multiple reasons. A solid data foundation gives us a better understanding of the environmental impacts of our data centers and helps us identify areas of improvement. We want to provide our customers with the right tools to measure, report and reduce their GHG emissions through our services.

**Circularity:** Aeven works closely with used hardware brokers, to prevent creation of WEEE (Waste from Electrical and Electronic Equipment) through reuse/reselling of functional, used equipment. Our partnerships ensure highly detailed documentation of environmental practices and compliance with the WEEE directive and the Danish Executive Order on Electronic Waste (elektronikaffaldsbekendtgørelsen).

**Data Centers run on Renewable Energy:** Aeven buys Guarantees of Origin (GoOs) from Mind Energy, to ensure that its energy consumption in Denmark is 100% covered by renewable energy certificates. All energy consumption through Aeven data centers is covered by renewable energy certificates.

**PUE well below EU average:** Aeven continuously investigates opportunities of lowering our PUE. An example of this is allowing higher temperatures in our data centers to lower the power consumption of our cooling systems. This initiative has the potential of lowering our current PUE from 1,21 to 1,19. In the EU, the recommended Data Center PUE Average is 1,6.

# What are our focus areas?

To ensure that we understand our adverse impacts and act diligently upon our findings, we've carried out risk-based due diligence of our entire business covering 48 human rights, 20 environmental areas and 26 economic areas and identified four concrete areas where we can achieve the biggest impact.

## 1) Reducing CO2 emissions

(Relates to environmental areas from OECD Guidelines: Use of energy and Air emissions)

Ensuring the security of our customers' data demands a considerable energy investment. As we track our carbon footprint (Scope 1, 2, and 3 in the GHG Protocol), we recognize the significant CO2 impact arising from our data centers. Therefore, it is essential for us to guarantee that our energy originates from certified renewables and that we keep investigating energy-efficient solutions.



To support this, we are decreasing the number of fossil fuel cars in our company fleet by ensuring that all new additions and replacements of existing cars are electric. Our data center colleagues are monitoring operation and continuously investigating and introducing new initiatives to improve efficiency.

## 2) Information security

(Relates to Human Rights: Right to privacy and Right to freedom of information)

Our market leading Information Security Management System preserves the confidentiality, integrity, and accessibility of stored information, ensuring that data is processed in the most responsible way. In Aeven, all personal data is processed in accordance with GDPR standards, and our security measures have achieved ISO 27001:2013 certification.



To support this, we continuously ensure that our specific targets are aligned with current and future regulations such as EU directives.

## 3) Promoting diversity, equity, and inclusion

(Relates to Human Right: Right to non-discrimination)

We believe that a rich mix of talents fosters a vibrant and innovative culture that makes work fun and produces great results. The harmony that results when we support and challenge one another forms the heart of our business. We strive for diversity in all parameters, e.g. nationality, age, religion, gender, cultural background, and education.



To support this, we continually review internal training, recruitment processes, policies, and our Code of Conduct to ensure it reflects our ambitions. We seek to create a working environment that embraces our differences and individual needs. This means actively encouraging an open dialogue and supporting it with the appropriate grievance mechanisms.

## 4) Vocational training

(Relates to Human Right: Right to work)

We're all about creating a workplace environment that provides ample opportunities for personal and professional growth. We find it important to make sure that our current and future colleagues are motivated and develop in the direction they want. By keeping our employees updated and educated on the changing regulatory landscape, we ensure that we give our customers the most optimal advice, helping them to stay ahead.



To support this, we provide various forms of training and opportunities for skill refinement. One of them is to secure on the job training and development. To remain adaptable, agile, and open to new knowledge is essential in our ever-changing industry. We hold a strong ambition to consistently enhance the competencies of our present and future colleagues. Personal and professional development, facilitated through training and skill refinement, is a fundamental element in fostering a dynamic and stimulating work environment while ensuring our leading position in the field.