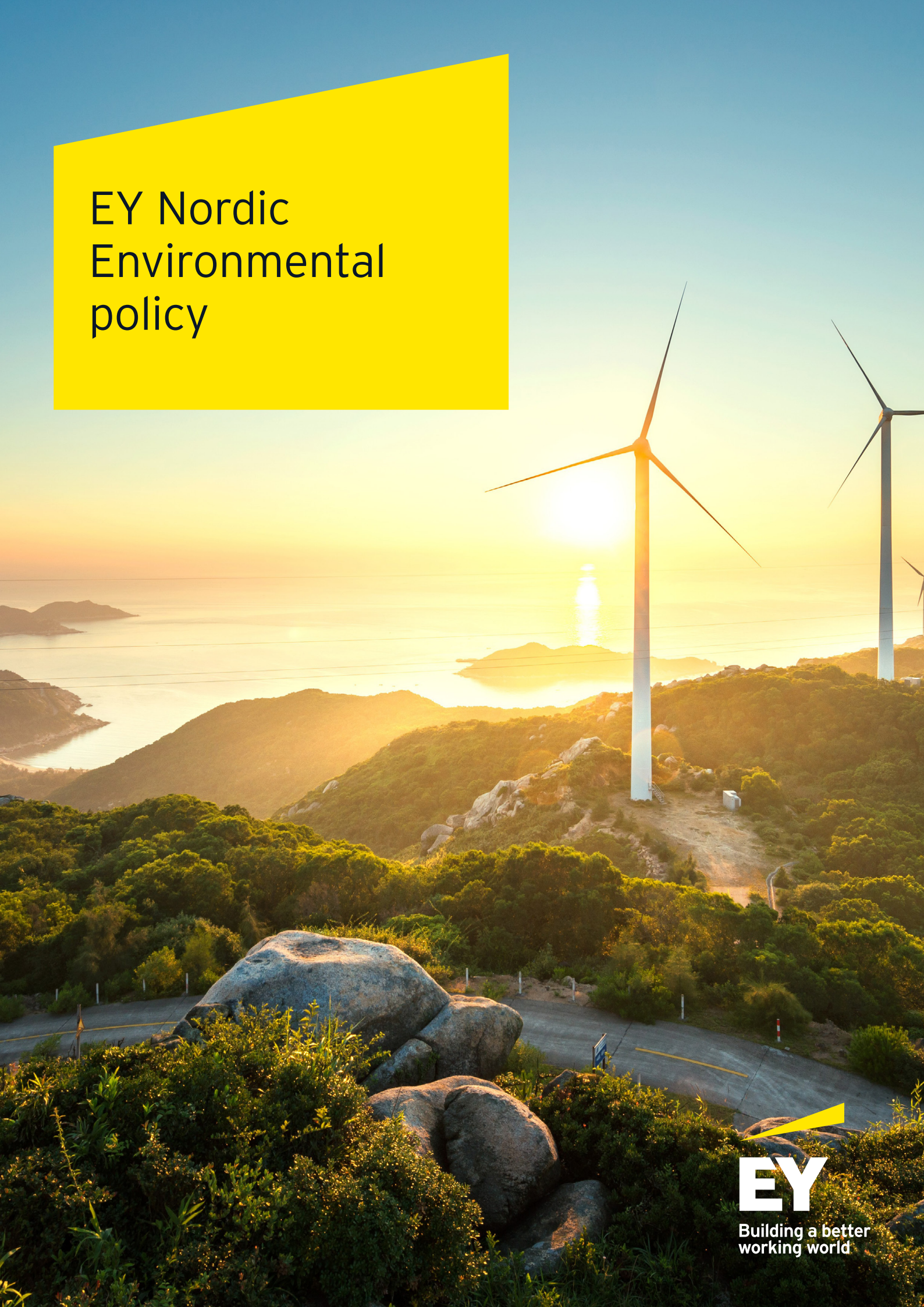


EY Nordic Environmental policy



Building a better
working world

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At EY, our purpose is Building a better working world. The insights and quality services we provide help build trust and confidence in the capital markets and in economies globally. We develop outstanding leaders who team to deliver on our promises to our stakeholders. In doing so, we play a critical role in building a better working world for our people, our clients and our communities.

EY's sustainability and environmental efforts shall, within the scope of our business, contribute to a sustainable society as well as the creation of long-term value for our clients and other stakeholders. We recognize that our responsibility to minimize the environmental impact of EY's business operations extends to EY people and clients and to the wider communities in which we all live.

We want to encourage the global transition to a low-carbon and climate-resilient economy and shall work to minimize the environmental impact of our business, in line with EY's global carbon ambition. This Nordic policy forms the basis for EY Sweden's, EY Denmark's, EY Norway's and EY Finland's environmental work throughout the whole organization – for which the respective Country Managing Partner bears ultimate responsibility.

Objectives:

We will use, and continuously develop, our environmental management system in order to address environmental aspects in an effective and structured way. We will continuously implement tangible action plans with clear and measurable environmental targets.

EY will reach net zero in FY25. We will do this by reducing our absolute emissions by 40% across scopes 1, 2 and 3 by FY25, against an FY19 baseline, consistent with a 1.5°C science-based target, approved by the Science Based Targets initiative (SBTi).

- We will reach this target by reducing business travel emissions, primarily from air travel, by 50% in the Nordics by FY25 against an FY19 baseline.
- We will reduce overall office electricity usage and procure 100% renewable energy for our remaining needs.
- We will reduce our overall waste generation and increase the share of recyclable material and encourage reuse.

We will strive to reduce our environmental impact including our consumption of natural resources.

- By demanding that our suppliers of goods and services comply with environmental regulations and adhere to our Supplier Code of Conduct.
- By removing our consumption of single use products, especially plastic.
- By actively incorporating sustainability issues into our corporate culture by motivating our co-workers to think and act in an environmentally responsible manner. We intend to keep our co-workers' commitment and interest on a high level through continuous education and information. We will, in a clear and transparent manner, communicate our environmental efforts.

Monitoring and auditing

We always operate in compliance with applicable laws and regulations. Compliance in accordance with the environmental management system is reviewed annually through internal and external audits, as applicable per country.

We ensure compliance through processes and tools to measure, review and address any deficiencies that may arise. These processes and tools are discussed and decided by Nordic or Country Leadership, depending on type. Review is performed by the Supervisory Board in each country.

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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