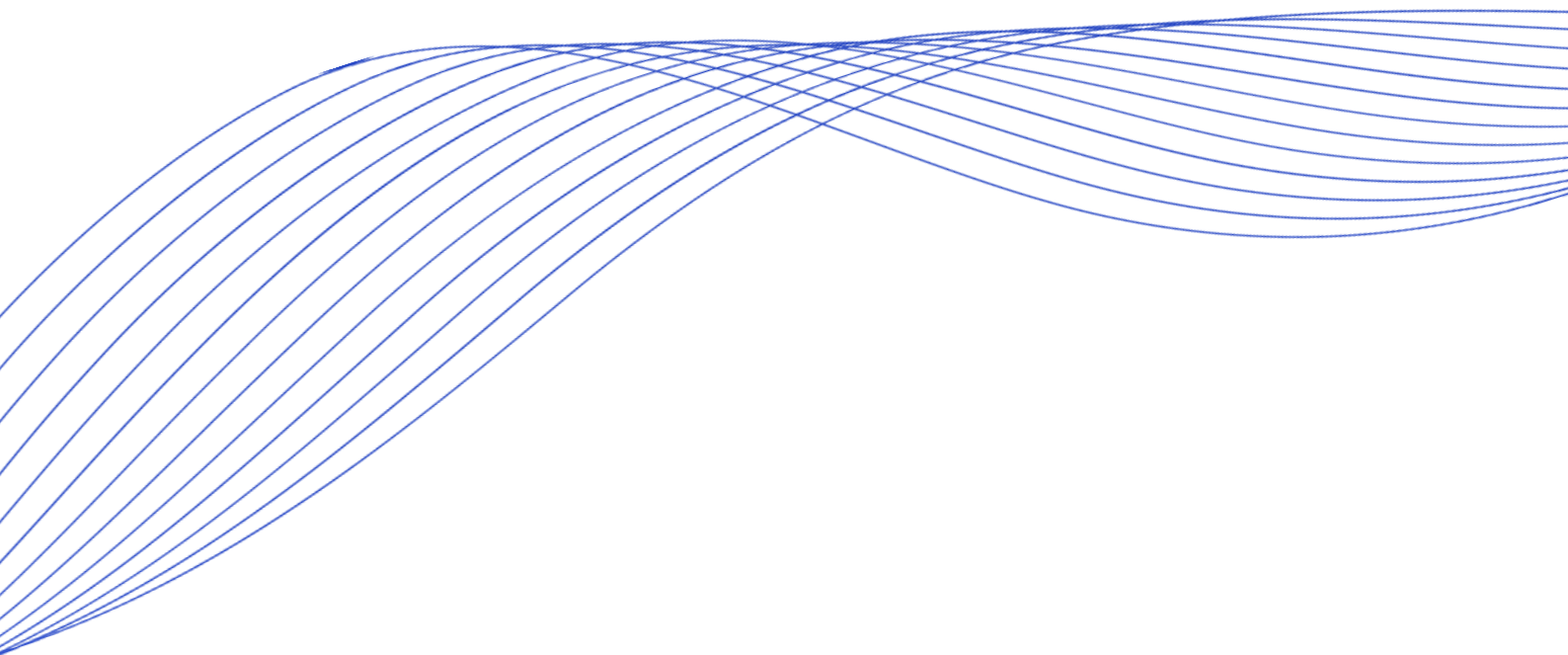




Sustainability Policy

Energy Exemplar



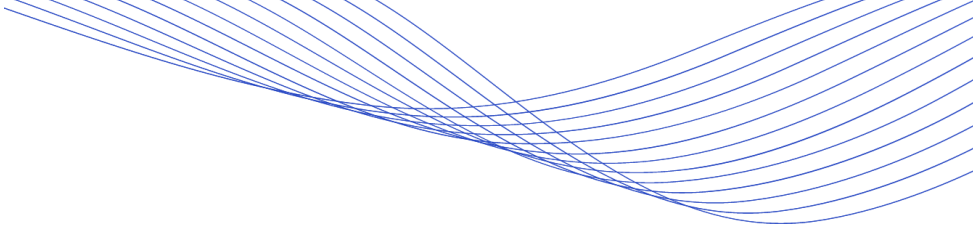


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1. Introduction

This Sustainability Policy outlines Energy Exemplar's commitment to identifying, managing, and addressing sustainability-related risks and opportunities across our operations, products, people, and value chain. The Policy serves as an umbrella framework, complementing and referencing existing policies such as our Code of Conduct Policy, Global Anti-Corruption Policy, Global Human Rights and Modern Anti-Slavery Policy, Global People, Culture & Community Policy, and Global Information Technology and Security Policy.

Our approach to sustainability is grounded in:

- Supporting the global energy transition through our products
- Protecting our people, customers, and partners
- Operating responsibly and maintaining strong governance, ethics, and compliance practices

2. Sustainability Governance

Energy Exemplar's sustainability program is overseen by its Global Sustainability Committee, with accountability and oversight supported by executive leadership.

Governance Structure:

- Global Sustainability Committee: Responsible for strategy, policy oversight, material topic management, and cross-functional performance monitoring.
- Executive Leadership: Provides sponsorship, resources, and strategic alignment.
- Functional Leads: Support implementation through functional leads from Performance & Culture, Finance and Accounts, Sales, Legal and Contracting, Product, and Project Management, who also represent the respective functions on the Global Sustainability Committee.
- Board Oversight: Sustainability updates are provided periodically to the Board or designated Board representatives.

The company periodically reviews sustainability risks and opportunities as part of enterprise risk management and strategic planning processes.

3. Applicability

This Policy applies to all Energy Exemplar operations, offices, employees, contractors, products, and business relationships globally. Its principles extend to our supply chain, partners, and customer engagements.

This Policy operates alongside and references more detailed topic-specific policies, which may be updated independently.

4. Materiality Assessment

Energy Exemplar has conducted a materiality assessment based on single materiality approach i.e. financial materiality to identify and prioritize the sustainability topics that are most relevant to its business, stakeholders, and long-term value creation.

The assessment considered the importance of topics, drawing on analysis of:

- Regulatory priorities
- Investor expectations
- Employee priorities
- Customer expectations and contractual requirements
- Competitive landscape and peer practices
- Company maturity and operating model

The analysis was informed primarily through peer benchmarking and market research across similar and adjacent sectors. In addition, direct engagement with investors, supplemented by peer research, was used to assess investor expectations.

Through this process, Energy Exemplar identified 14 material sustainability topics, which form the foundation of this Policy. These topics represent the areas where the company believes it can have the greatest impact, manage the most significant risks, and create long-term value for stakeholders.

5. Material Topics

The material topics below reflect Energy Exemplar's priority sustainability areas. For each topic below, Energy Exemplar has set out how it approaches, manages, and governs the topic through clear principles, supported by internal controls, policies, and practices.

Climate & Resource Management:

Greenhouse Gas (GHG) Emissions-

As an enterprise software company, Energy Exemplar's primary emissions sources are office electricity use, cloud services, business travel and employee remote work and commuting. The company is committed to managing its greenhouse gas emissions by measuring and monitoring Scope 1, 2 and partial Scope 3¹ emissions annually. In the near term, the company is

¹ Scope 3 emissions are indirect emissions from sources outside the organizational boundary resulting from activities of the Company and include cloud/data center services under Category 1 purchased goods and services, transmission and distribution loss under Category 3 fuel and energy related activities, air, rail, road, and hotel services under Category 6 business travel, remote workforce energy and office commuting under Category 7 employee commuting, and energy from serviced office locations under Category 8 upstream leased assets.

committed to identifying opportunities to reduce emissions through efficiency, renewable energy, and responsible travel practices etc.

Climate Risk & Sustainability Strategy-

Climate-related risks and opportunities can affect customers, operations, and markets Energy Exemplar serves.

Energy Exemplar considers climate-related risks and opportunities in strategic planning and enterprise risk management, aligning sustainability priorities with long-term business resilience and customer needs.

Energy & Resource Efficiency-

Energy Exemplar is committed to reducing its environmental impact by promoting the efficient use of energy, materials, and digital infrastructure.

Product Impact on Decarbonization-

Energy Exemplar develops modelling and simulation solutions that support low-carbon energy systems, renewable integration, storage optimization, emissions analysis, and transition planning. The company seeks to continuously enhance product capabilities that enable customers to evaluate and pursue decarbonization pathways.

People & Social Impact:

Human Rights & Labor Standards-

Energy Exemplar respects internationally recognized human rights and fair labor practices and expects suppliers and business partners to uphold equivalent standards across their operations and supply chains. This commitment is supported by the company's Global Human Rights and Modern Anti-Slavery Policy, Anti-Discrimination and Harassment Policy, and Global Grievance Handling Procedure, which together provide mechanisms for prevention, reporting, and remediation of human rights and labor-related concerns.

Performance, Culture, Community-

Energy Exemplar is committed to fostering an inclusive, respectful, and equitable workplace that supports employee well-being, engagement, and long-term development. This commitment is supported by the Global People, Culture & Community Policy, Anti-Discrimination and Harassment Policy, Global Grievance Handling Procedure, and Global Emergency Management Policy, which together promote fairness, inclusion, safety, and accountability. Energy Exemplar places strong emphasis on human capital development through continuous learning, skills enhancement, and career progression, supported by structured programs such as NeXt (career progression and development), alongside ongoing professional and leadership development initiatives. These efforts are complemented by ConnX (global communication and engagement), Xternal (employment brand and culture), RefleX (global rewards and recognition), and Stand Up and other employee resource groups focused on women's development, health and well-being, and sustainability. Employee experience and workplace culture are further informed through bi-annual staff engagement surveys.

Responsible Business Practice:

Business Ethics & Anti-Corruption-

Energy Exemplar maintains zero tolerance for bribery, corruption, and unethical conduct and promotes ethical decision-making, compliance with applicable laws, and safe reporting of concerns. This commitment is reinforced through the Global Anti-Corruption Policy and the Code of Conduct Policy, which set clear expectations for ethical behavior, integrity, and accountability across all business activities and relationships.

Cybersecurity, Data Privacy & Customer Confidentiality-

Energy Exemplar protects personal and confidential information through strong data governance, cybersecurity controls, and compliance with applicable data protection laws, and expects the same standards from suppliers and partners. This approach is supported by the Data Security Policy, Global Information Technology and Security Policy, Personnel Security Policy, and the Artificial Intelligence (AI) Development Practice Standard, and is reinforced by SOC 2 Type II and ISO/IEC 27001 certifications and regular third-party audits, providing enterprise-grade assurance to customers and stakeholders.

Model Governance & Transparency-

Energy Exemplar applies governance and quality controls to the development and deployment of its modelling and simulation tools, promoting transparency around assumptions, limitations, and appropriate use. These principles are supported by the company's Code of Conduct Policy and Global Anti-Corruption Policy, which reinforce responsible decision-making, ethical use of technology, and accountability in the development and application of analytical models.

Intellectual Property Protection & Fair Competition-

Energy Exemplar protects its intellectual property, respects third-party rights, and competes fairly and lawfully in all markets in which it operates.

Risk Management & Compliance Systems-

Energy Exemplar maintains risk management and compliance frameworks designed to identify, manage, and mitigate material risks, including those related to sustainability, regulation, and technology.

6. Responsible Parties and Contact Information

The Global Sustainability Committee of the Company is responsible for implementation and oversight of this Policy.

Questions or comments may be directed to sustainability@energyexemplar.com or via appropriate channels.

7. Policy Review and Updates

This Policy, including the sustainability topics identified by the initial materiality assessment, will be reviewed biennially, or more frequently as required by regulatory, business, or market developments. Updates will be approved by appropriate leadership and reviewed by legal counsel where necessary.

Version Control

Version	Comment	Date
3.0	Updated Policy	January 2026
2.0	Updated Policy	September 2023
1.0	New Policy	September 2021