



ESG Policy Statement

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1 Introduction

At KYOS we are convinced that we have to move to a sustainable environment in which all energy is from renewable sources. We carry a responsibility to realize that future without compromising the dignity and wellbeing of employees, freelancers, and other individuals in our value chain and the natural environment at home and abroad. ESG represents an opportunity to build a more sustainable business and also serves as a critical differentiator for enhancing relevance, trust and value creation.

KYOS has been providing analytical services to companies in the area of energy and commodity trading. We increasingly apply our in-depth expertise and analytical skills to enable and expedite the energy transition, thereby helping society to move towards renewable energy. Our software and services help companies make the right investment decisions and find the most profitable operations of their renewable assets. This enables an efficient and effective path towards a sustainable use of earth's precious natural resources.

2 ESG Approach

We have a duty to conduct all our business activities responsibly, thereby avoiding and addressing negative impacts where these occur anywhere in our value chains. This concerns not only the environmental footprint and the ecological impacts of our operations, but also the social, and governance aspects. We commit to actions which prevent negative impacts, and we remedy negative impacts that may nonetheless occur.

Whilst we work towards progressively improving our ESG maturity, we expect our suppliers and other business relations to do likewise.

3 Our 10% pledge

We promise to use 10% of our net profit to support causes that improve the wellbeing of people and the planet. In line with this ambition, KYOS is structurally supporting the following non-governmental organizations:

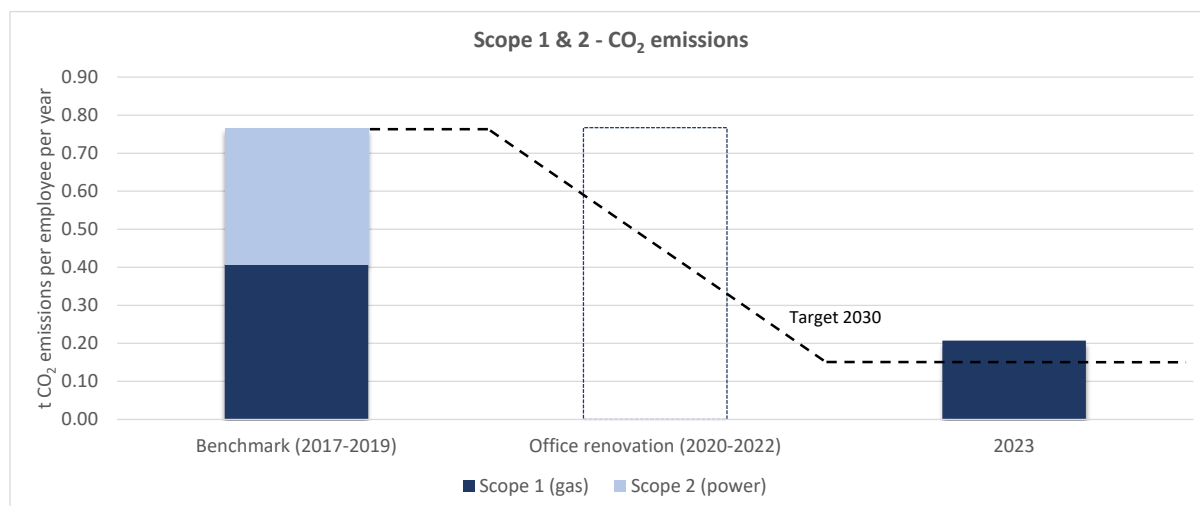
- Heifer (www.heifer.nl)
- Red Een Kind (www.redeenkind.nl)
- Free Press Unlimited (www.freepressunlimited.org)
- Oxfam Novib (www.oxfamnovib.nl).

4 Environmental

We are committed to reducing our energy and carbon impacts. Our sustainability program focuses on environmental initiatives that pay-off in the near-term.

During the last years, we have implemented waste management initiatives to recycle plastics and minimise paper usage. Additionally, by embracing remote-working arrangements and technology, we have reduced the need for many of our employees to commute and travel. By providing long-term commitment to our tenant (that is also part of the KYOS-family), structural investments were made in 2021 and 2022 to our office, including better insulation, the installation of solar panels and an improved heating system. As a result, the efficiency label of our 130-year-old office increased from G to A+. Finally, we now purchase 100% green power, reducing our scope 2 emissions to 0.

With respect to the environment, we commit to reduce our scope 1 and scope 2 GHG emissions per employee with 80% by 2030 from our baseline of 0.77 tCO₂ equivalent (average 2017-2019) to 0.15 tCO₂ equivalent. Due to office renovations and the purchase of green power, the unaudited 2023 figures show a decline to 0.21 tCO₂ equivalent.



In situations where greenhouse gases cannot be avoided, we offset our emissions by purchasing CO₂ allowances from the market. By doing this, we effectively reduce the number of available CO₂ allowances that can be used by other companies.

5 Social

Corporate social responsibility is at the core of our corporate values. Our primary focus is fostering an environment that promotes individual growth and prosperity by making our business a fun, exciting, safe and rewarding workplace. Our social commitments include:

- Fair compensation and benefits for all employees.
- Culture, Engagement and Growth. We create fun, spirited work environments that reward collaboration at all levels. Our Code of Conduct addresses this responsibility and it is emphasised during employee training.
- Diversity and Inclusion. We embrace and value diversity in all forms, whether gender, age, ethnicity or cultural background. Equal opportunity is integral to our recruitment process.
- Health and Safety. We create and maintain a safe and healthy working environment to ensure safety in our work practices. Our HSE policy addresses this responsibility and it is emphasised during employee training.

6 Governance

We consider governance practices essential to creating and preserving value for all stakeholders. These include a sound approach to corporate governance that aims to comply with all applicable laws, rules, regulations and policies and adhere to our corporate values and business principles.

- Our Code of Conduct sets the moral and ethical standards that must prevail in all aspects of our business operations. These documents are subject to regular review and are available to all colleagues.
- We continue cultivating a culture of integrity that holds KYOS and its employees accountable to the highest moral and ethical standards.
- The ISO 27001 certification reflects our commitment to remain aligned with best practices in key business areas and processes.
- We preserve and promote the protection of human rights and welfare within our business activities and those of our supply chain. We address these principles in our Code of Conduct, and in our Supplier Code of Conduct.

7 Commitment to Continuous Improvement

- At KYOS, we recognize that the world around us is constantly evolving. We are committed to continuously assessing and improving our ESG practices, setting measurable goals, and regularly reviewing our progress to ensure that we are effectively contributing to a sustainable and equitable future.
- We believe that by integrating ESG principles into our operations, we can drive long-term value for our stakeholders while fulfilling our responsibilities as a corporate citizen.

8 Statement

This ESG Statement was approved and published in September 2024.