

# ESG mission statement



At Codeex, we are committed to align with the European Union's ambitious goals on Environment, Social and Corporate Governance.

Through our dedication to education and consultation, we empower individuals and businesses to accurately calculate and effectively reduce their carbon emissions. Moreover, we prioritize the judicious use of natural resources such as energy and water, ensuring their preservation for future generations. Together, we strive towards a more sustainable and resilient future.

Since we as a reseller, distributor and consultancy firm have a limited production of carbon footprint in our scope 1 and 2, we hope to help reduce scope 3 emissions, by setting some minimum goals to be achieved before 2026:

- Reduce or even remove our company's use of fossil fuel for corporate owned cars. Company target is a 100% reduction by 2030
- Only work with partners that comply with environmental and sustainable laws. By 2030 the target is that 100% of all partners comply with EU legislation on ESG.
- Give all customer the ability to access to information on carbon footprint for products supplied by us. By 2025 all invoicing customers will have the ability to see their carbon footprint on purchased goods online.
- Make sure that all customers are made aware of our recycling offers for sold goods. By 2026 all customers optionally, have the ability to return or recycle all equipment purchased from Codeex to our ISO certified recycle partner at no charge.

Furthermore, we encourage all employees to help save water and electricity in our company building, by automate LED light switching, reusing canteen service, and reduce food waste. A reduction in beef meat consumption will also be part of the company catering requirements. Our current catering company has committed that they will reduce 50% of all food related carbon footprint in 2030.



On areas of Social responsibilities, we have already included following statements in our internal "code of conduct":

- Make proper assessments to identify and address issues and limitations for employee's opportunity to comply with current working policies, programs and employee services.
- Continuously develop industry knowledge to all employees, managers and boardmembers in order to improve our corporate and social responsibilities.
- Make sure procurement principals align with gender equality, religion independency and race neutrality.
- Incorporate gender equality, religion independency and race neutrality in all company communication print and online.
- Encourage to hire staff to equal the % of men and women positioning as employees, managers and board members.

To be able to monitor the progress of our achievements, our dedicated ESG department will report on progress in both environmental, sustainable and social initiatives by 2026 at the latest.

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