



Environmental and Social Impact Policy

Title	Environmental and Social Impact Policy
Policy Owner and Contact Information	Social Impact team o9socialimpact@o9solutions.com
Location Applicability	Global Employees
Effective Date	February 2022
Last Review	March 2023
Next Review Date	March 2024

Scope

The Environmental and Social Impact Policy (this "Policy") applies to all employees of o9 Solutions, Inc. and its subsidiaries (collectively "o9", the "Company", "we", or "our", as applicable). Moreover, while this Policy is specifically written for employees, the Company expects contractors, consultants, and others who may be temporarily assigned to perform work or services for the Company to follow this Policy in connection with their work for the Company.

Purpose

This policy documents o9's environmental sustainability practices and reflects the Company's commitment to our core values of leadership, execution, and social impact. This policy is also a key part of the Company's sustainability strategy.

Policy Statement

It is o9's policy to respect and promote environmental and social welfare in all aspects of life - business and personal. o9 is committed to respecting the environment and partnering with our communities to help them to do the same. We aspire to aid in the creation of a sustainable future by being environmentally conscious and socially aware.

Responsibilities

This policy is to be reviewed annually by the Head of Global Sustainability. All managers and supervisors are responsible for monitoring and supporting the implementation of the policy, and all employees are responsible for understanding and complying with this policy. The o9 Social Impact team can be contacted at o9socialimpact@o9solutions.com, for any comments or questions.

I. Social Impact

Social Impact is at the core of o9's value, and therefore, our Social Impact Team aims to implement various impact initiatives falling under the three o9 impact pillars of Engage, Educate and Transform.

Engage - Philanthropy & Community Engagement

One key pillar of our Social Impact strategy is to engage with all relevant stakeholders to maximize our impact on the environment and the communities. To do so, we seek to engage with employees by increasing the level of engagement for Social Impact initiatives among o9ers, but also by engaging with clients and their communities

Overall, o9 is committed to:

- Become a thought leader in the area of corporate philanthropy so we engage other organizations in building knowledge and improving social impact efforts.
- Create a culture of giving at o9 that results in a 40% participation of employees in volunteering and donation in both company-led and employee-led social impact activities that contribute to a more sustainable planet and communities by 2025.
- Strengthen our "Give" culture by giving our employees access to the Deed platform so they can donate to nonprofits of their choice.
- Communicate on our Matching Gift Policy.
- Score a minimum of 85% satisfaction on the after-initiative feedback survey sent to all participants of the social impact activities and programs launched on a yearly basis.
- Maintain a year on year increase on our total social impact reach in the form of donations and time volunteered until becoming a sectorial leader in terms of philanthropy reach by 2040.
- Continue to be a part of the 1% Pledge, and spend 1% of time volunteering in the community and one percent of product to give back to the community.
- Engage with local communities and charities on issues that matter through the adoption of the "1% Pledge".
- Contribute to environmental activities that address climate challenges such as collecting litter and tree planting initiatives.
- Tie the Company's growth with planting new trees in the o9 Forest in Tree Nation.

Educate - Training and Education

Another focus of our strategy is to educate our employees on Sustainability and Social Impact topics and share examples of how these concepts are embedded in their everyday work. Through various education activities, we want our employees to understand how behavioral change can have a great environmental impact.

o9 is committed to:

- Raise awareness and educate on sustainability and social impact among 100% of employees
- Provide Access to free quality education in the field of sustainable supply chains, data science and STEM for everyone; Social Impact and Sustainable education for

each o9, and allocation of funds to improve quality and relevance of STEM education,

- Enabling upskilling and training of 3000 people externally in supply chain, sustainability and data science domain by 2028.
- Enable 50% gender diversity and inclusion among participants in our social impact education programmes by 2030.
- Offer growth and upskilling opportunities for all employees and achieve at least 50% attendance rate by 2026.
- Significant improvement of infrastructure in communities by doing a yearly donation to a charity in (STEM) education
- Develop partnerships with universities and participate in PhD programmes.
- Raise employee sustainability awareness thanks to our monthly newsletter, webinars, talks and other environmental initiatives.
- Communicating our social impact initiatives internally through our monthly Social Impact NewsBites publication, as well as externally through our annual ESG report.
- Ensure all new employees are invited to our monthly social impact meeting.
- Support our social impact 'Champions' across the organization with appropriate resources and guidance.
- Using our aim10x platform and its podcasts, webinars, roundtables to help drive sustainability awareness throughout the network of digital transformation leaders.
- Host social impact discussions within the organization quarterly.

Transform - Networks, Memberships and Certifications

In order to accelerate systematic change with an outside-in, holistic view approach, we strive to transform our internal operations to become best-in-class in terms of sustainable operations, social, and governance practices. Alongside this, we aim to work towards obtaining relevant certifications and align with acknowledged standards to demonstrate our progress in sustainability.

Furthermore, o9 is committed to:

- Become net positive by 2030 and aim to implement at least one target element yearly in accordance with the set and committed SBTi goals.
- Match our aspirations to become a net zero company as soon as possible, we are working towards setting a baseline in accordance with the Science Based Targets initiative (SBTi).
- Participate in global networks that promote the transition to sustainable, low carbon economic models, such as Science Based Targets initiative, United Nations Global Compact, The Climate Pledge and EcoVadis.
- Conduct annually our EcoVadis assessment with the objective of obtaining a Gold medal by 2024, and Platinum by 2028.
- Certify our main office location with ISO 14001 by 2025.
- Start disclosing to the CDP on a group-level by 2024 to ensure we drive informed decision-making and accelerate the transition to a low-carbon economy.
- Automate our internal sustainability reporting processes by implementing a global reporting platform by 2025.
- Align our ESG report with the Global Reporting Initiative (GRI) framework.
- Include 100% of our C suite to the Exec compensation and ESG program by mid 2025.
- Record 50% of the sustainability board committee is female by the IPO date.

II. Environmental Impact

As a supply chain technology provider, our ambition goes beyond achieving high performance as measured using environmental indicators, but aims to create a positive handprint on the diverse stakeholder groups we serve and upon the world.

Energy Management

As part of a digital community, energy is essential to o9's business activities. Therefore, o9 strives to reduce and minimize its energy usage throughout its locations and operations by setting conscious and concrete targets and objectives.

Furthermore, o9 is committed to:

- Comply with all relevant legislation and regulations regarding energy usage and emissions of Greenhouse Gas ("GHG") emissions across all operations.
- Transform the Company's operations to become net zero in collaboration with various departments such as Finance, HR, SecOps and facilities managers.
- Set SBTi targets for our Scope 1, 2 and 3 emissions by the end of 2023 and continue to report yearly on our GHG emissions and reduction progress to internal and external stakeholders.
- Implement a new travel and expense management solution by 2024 to improve the accuracy of our data related to business travel and other Scope 3 emissions.
- Expand our reporting to include all relevant Scope 3 emissions categories by 2025.
- Strengthen our building requirements by the end of 2023 to ensure all new coworking spaces are compliant with strict environmental standards (including energy labels, renewables sources, communication on energy reporting data).
- Implement an internal Climate Data Management System by 2024.
- Reach our percentage of renewable energy goals as per SBTi to be set by 2023.
- Continue to offer flexible work environments and remote project management tools to limit employee commute and business travel.
- Review our travel policy by 2025 to align it with our net-zero targets.
- Invest in exploring forms of carbon offsetting methods to create opportunities towards shifting from carbon avoidance to carbon removal offsetting by 2027.
- Work with data center service providers that have ambitious clean cloud programs.
- Ensure compliance with our travel policy to promote more sustainable business travel amongst the o9 team.

Waste Management

Beyond emission reduction, we also aim to address waste and recycling. Although this is not a high-materiality topic for our operations as a software company, we want to ensure we minimize our impact when it comes to waste.

In addition, o9 is committed to:

- Follow all applicable local and national level legislation and regulations for the disposal of waste produced by our offices.
- Encourage our employees to take individual actions to minimize our waste production, including using printers only when necessary, using reusable bottles and separating waste.
- Raise awareness among our employees and other stakeholders about the importance of cooperation and collaboration when it comes to tackling global environmental issues such as waste management.

- Offer easy recycling options and plastic alternatives for use throughout our offices
- Encourage the reuse or repurpose of used hardware.
- Recycle or repurpose by ensuring all end-of-life IT equipment is collected in the locations that represent 90% of our locations worldwide by 2025.
- Ensure 80% of office locations have a waste sorting system in place by 2026.
- Monitor waste and recycling data from all of our offices by 2026.

Sustainability Solutions

Our platform and solutions were created to empower decision makers in their day-to-day responsibilities in managing supply chains. Our goal is to create positive impact at scale by providing our customers with the technology necessary to unlock insights, make better decisions, and achieve great outcomes.

As such, o9 is committed to:

- Extend o9's core products and services to enable and facilitate our clients in their sustainable supply chain transformation journey.
- Offer environmental footprinting capabilities to help our clients measure their impact, set targets, and track progress.
- Develop and deploy sustainability solutions to 30% of our clients by 2030.
- Facilitate an average of 10% Scope 4 emissions reductions among our sustainability solutions client base by 2030.
- Enhance supplier collaboration to increase primary data collection and achieve more accuracy of the environmental metrics and supply chain transparency
- Provide our clients with E2E sustainable supply chain planning and risk management capabilities.
- Support our clients in their efforts to track and reduce their carbon emissions.
- Help our clients automate and streamline ESG data collection, validation, and harmonization across Scope 1, 2, and 3 categories.
- Support our clients in moving from the linear 'take, make, waste' model towards more circular operational business processes with our NPI and planning capabilities.

Water Management

Water management is not a high-material topic for our operations as a software company. However, we want to ensure our community is aware of, and work to minimize our water usage in the face of rising water shortages.

As such, o9 is committed to:

- Raising awareness amongst our employees around freshwater scarcity, and thus reducing water consumption and using water responsibly. This can be through various initiatives, such as through reminders in office posters, monthly newsletters, webinars, or talks.
- Consider water-saving technologies where possible as part of stricter environmental building selection requirements, such as quick leak repairs, low-flow and/or lower-pressure plumbing fixtures, greywater recycling, rainwater harvesting, etc.
- Improve our overall water consumption reporting and monitor water consumption data from all of our offices by 2026.
- Ensure new office contracts require facility providers to report on water metrics and provide data specific to our consumption at least on an annual basis.

III. Employee Governance and Reporting

o9 encourages open and honest communication among employees. Any employee who believes a violation of this Policy may have occurred can raise their complaint or concern by contacting the Social Impact team or the Hotline at 1-800-461-9330. The Hotline is staffed by neutral third-party representatives 24 hours a day, seven days a week. Concerns may be raised anonymously. o9 will not retaliate or permit retaliation against anyone who makes a good faith claim. For the avoidance of doubt, retaliation is strictly prohibited.

Violations

Conduct that is not in compliance with this Policy will be addressed appropriately. Responsive actions may include training, coaching (written or verbal), corrective action or termination of employment. All actual or potential violations of this Policy should be immediately reported to o9socialimpact@o9solutions.com or the Hotline at 1-800-461-9330.

More information regarding reporting and whistleblower protection can be found in our Whistleblower Protection Policy.

By: Igor Rikalo

Name: Igor Rikalo

Title: President and Chief Operating Officer

Date: 3/8/2023