



# Sustainability Report 2022

Leading the way to NetZero

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# Introduction

## Message from the Chairman

“We aspire to help decarbonize the world, applying innovative digital technology to address the climate challenge.”

As the Chairman of Univers, I am pleased to share our commitment to sustainability and the vital role it plays in our business. At Univers, we regard sustainability as both the mission of our company as well as a crucial requirement for our operations and long-term success. We aspire to become the world's leading decarbonization partner for enterprises, governments, and cities alike, with the mission to apply digital technology to the climate challenge. Our corporate purpose is to empower businesses and cities to transform themselves with the help of our digital technologies, to achieve a sustainable future together.

Sustainability is a core value for our company, and we are committed to making a positive impact on the planet and society. We have developed and implemented a strategy that sets ambitious, science-based targets to reduce our greenhouse gas emissions, increases the use of renewable energy, improves resource efficiency, and promotes sustainable business across our operations.

But we understand that we cannot achieve these goals alone. We need the support and cooperation of all our stakeholders, including shareholders, employees, customers, and suppliers.

We are excited to collaborate with the rest of the world to reverse climate change by transforming the global energy ecosystem and economy.

Zhang Lei,  
Chairman of the Board



29 September 2023

## About This Report

This annual Sustainability Report serves as our inaugural disclosure on Univers' Sustainability strategy and initiatives. This report conveys our efforts and aspirations as underpinned by our global impact strategy. Our approach to sustainability reporting is to focus on material issues and activities, in line with materiality principles encompassing the environmental, social and governance impact of and on our business and ensuring consideration of context, completeness and balance.

**Alignment to reporting frameworks:** This report has been prepared with reference to the GRI Sustainability Reporting Standards 2021, which provide a comprehensive framework for sustainability reporting. Additionally, we reported against selected Sustainability Accounting Standards Board (SASB) disclosures for the Software and IT Services sector as they are material to our business operations and relevant to our stakeholders. Disclosures were also made against the NASDAQ ESG Reporting Guide. Detailed GRI, SASB and NASDAQ indexes can be found in Appendix 1 on pages 26-28.

**Reporting scope and year:** This report covers all of Univers' global offices and global operations for fiscal year 2022 (1 January 2022 to 31 December 2022), unless otherwise stated. All legal entities of Univers have been included in this report, excluding our joint ventures: Hainan Univers Investment Management Co. Ltd., Jingneng Envision Lingjin Zhihui (Beijing) Technology Co., Ltd., and Total Envision Energy Services (Shanghai) Co., Ltd. These entities have been excluded as we have limited control over them and cannot ensure accurate reporting on their performance.

**External assurance:** Univers has engaged Bureau Veritas to provide independent limited assurance for selected sustainability disclosures in this report. A copy of the Assurance Statement is provided in Appendix 2 on pages 29-30.

**Restatements:** As this is our inaugural report, there are no restatements.

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# Executive Summary

## About Univers

Univers, headquartered in Singapore, is a privately-owned provider of decarbonization systems and has grown rapidly since its founding in 2018.

Our digital hardware and software system is trusted by over 800 customers worldwide. Univers' software manages over 560 GW of renewable energy capacity and is connected to over 200 million individual devices.

Univers harnesses the power of connection to drive the transition towards net zero emissions and beyond. Our aim is to deepen connections to facilitate the decarbonization of everything, everywhere, as soon as possible.

Univers' decarbonization system includes capabilities for optimizing "upstream" renewable energy production and managing "downstream" energy consumption in transportation systems and the built environment, software for managing energy storage systems, as well as carbon management capability that uses real-world operational data to assist organizations in monitoring, measuring and mitigating their carbon output.

Univers' customers include consumer brands, utility scale energy providers, companies in manufacturing, real estate, and transportation, as well as the public sector.

In 2022, across all Univers' customers, the company's carbon management solution provided visibility on over 3 million metric tons of CO<sub>2</sub> emissions. As of the end of 2022, our renewable energy and storage management software helped our customers avoid 415 million metric tons of CO<sub>2</sub> emissions on an annualized basis.

In our internal operations, we reduced our Scope 2 location-based emissions by nearly 10 percent in 2021 and over 8 percent in 2022 through our commitment to renewable energy and energy efficiency measures. 2022 marked our first year achieving operational carbon neutrality. We further committed to the Science-Based Targets initiative (SBTi) and have also committed to being carbon neutral across Scope 1, 2 and 3 by 2028.

Univers currently operates across 15 countries with 23 offices, encompassing 27 wholly-owned entities<sup>1</sup>. See Appendix 3 on page 31 for our countries of operation.

<sup>1</sup> Our list of wholly owned entities includes Univers Pte. Ltd., Univers Corporation, Univers Sdn Bhd, Univers KK, Univers HK Ltd., Shanghai Envision Digital Co., Ltd., Beijing Envision Digital Co., Ltd., Beijing Envision Digital Technology Co. Ltd, Envision Digital Development (Jiangsu) Co., Ltd., SPIC Envision Digital (Jiangsu) Co. Ltd., Univers B.V., Univers SAS, Univers U.K. Ltd., Univers (San Diego) Inc., Univers AS, Univers GmbH, Univers Operations GmbH, Watt & Volt Elektro GmbH, Elektrotechnik Breitbach GmbH, Daun Elektro & Gebäudetechnik GmbH, Uwe Schmidt Elektroinstallation Gas-Wasser-Sanitär GmbH & Co. KG, Uwe Schmidt Verwaltungsgesellschaft mbH, Uwe Schmidt Beteiligungsgesellschaft mbH, HP Elektrotechnik GmbH, Univers (Nantes) S.A.S, Univers (Portland) Inc., Univers Pvt Ltd.



# Our Strategy

Univers is committed to leading the net-zero transition and revolutionizing the global energy and carbon management landscape. Our aim is to empower our customers and partners to achieve their own net-zero goals and create a more sustainable future.

At Univers, connection drives everything we do. Our expertise lies in building a comprehensive network of devices, hardware, software, assets, and operations that are seamlessly integrated both on the ground and in the cloud.

To realize our vision of global decarbonization, we are integrating renewables, energy management, and carbon management technologies. Through this approach, our customers can connect all aspects of their decarbonization efforts to accelerate their own sustainability initiatives.

Our comprehensive suite of solutions, including applications for renewable energy management, smart building systems, electric mobility, and energy storage, goes beyond carbon monitoring to provide a complete solution for a smooth net-zero transition. Our proprietary decarbonization operating system, EnOS™, connects and manages over 220 million Industrial Internet of Things (IIoT) sensors and 568 gigawatts of renewable energy assets globally.

# Our Solutions

Univers serves six global business segments to track and report data on energy generation and consumption, as well as greenhouse gas emissions, avoidance, and reduction. We analyze this data to provide a host of decarbonization and abatement options.

**Downstream:** Connecting city infrastructure and facilities with Industrial Internet of Things (IIoT) technology for pattern recognition, and automation to optimize efficiency and maximize the use of renewables to reduce emissions.



## Green Financing

Integrating IIoT-powered carbon accounting solutions to ensure the integrity and accountability of sustainability-linked loans and other financial instruments.



## Retail & Facilities Management Companies | Energy Service Companies

Applying pattern recognition and automation to optimize energy efficiency while lowering emissions using renewables.



## Ports | Transport

Connecting transport infrastructure with smart technology to maximize energy efficiency and reduce emissions.

**Upstream:** Optimizing energy production by combining prediction and forecasting capabilities with the option of battery storage, making renewable power generation, charging and storage more reliable, predictable, and efficient.



## Software-defined EV Charging

Leveraging predictive analytics and automation to maximize the efficiency of EV charging, reduce energy waste and promote electrified mobility.



## Smart Renewables

Optimizing energy production through prediction and forecasting capabilities, making renewable power generation and storage more reliable, predictable, and efficient.



## Energy Storage +

Maximizing the value of renewable energy through battery storage technology to increase reliability and flexibility of energy supply.

# Customer Achievements and Benefits

At the end of 2022, our customers are using Univers solutions to help them avoid 415 million metric tons of carbon emissions on an annualized basis. Our new carbon management solution is already monitoring and administering 3 million metric tons of carbon emissions today. Please see Appendix 7 for details on customer achievement calculations.

Our solutions have a range of positive impacts as we support our clients and partners in their journey towards net-zero:

## Improved Efficiency and Productivity

Through process automation, our solutions improve the use of data and analytics to help streamline processes, leading to increased efficiency and productivity.

## Reduced Environmental Impact

Monitoring and managing resources with the use of IIoT and automation empower our users to improve efficiency and minimize waste.

## Improved Decision Making

Richer operational data and insights let our customers make more informed decisions, leading to improved business outcomes.

## Cost Savings

Our analytic and predictive capabilities help users streamline processes, improve efficiency and reduce waste, reducing overall operating costs.

# Company Achievements

## Carbon Emissions Reduction

Achieved a consistent reduction in our Scope 2 location-based emissions by nearly 10 percent in 2021 and over 8 percent in 2022, attesting to our commitment to renewable energy and energy efficiency measures.

## Committed to SBTi

Committed to the Science-Based Targets initiative (SBTi) with the aim of setting science-based targets in line with the Paris Agreement's goal of limiting global warming to 1.5 degrees Celsius above pre-industrial levels.

## Carbon Neutrality

Became operationally carbon neutral through the purchase of Renewable Energy Certificates (RECs) certified according to the International REC Standard and carbon offsets certified by the Verified Carbon Standard for our Scope 1 and 2 greenhouse gas emissions in 2022.

## Employee Satisfaction

Since September 2021, our Singapore office has been certified as a Great Place to Work®! We are grateful that our commitment to creating a positive and supportive workplace culture for our employees has been recognized.



# Our Top Priorities

Our company's commitment to sustainability is reflected in our efforts across various areas of focus.

Below, we have provided a summary of our top priorities, which are aimed at bolstering our environmental performance and driving our sustainability agenda forward.

## Energy and Emissions

In 2022, our efforts and initiatives, such as selecting products and services with better energy efficiency, and sourcing for renewable energy, helped us achieve an 85 percent reduction in our Scope 1 and 2 market-based emissions against a 2020 baseline. In addition, we have made steady progress in reducing our Scope 2 location-based emissions by more than 8 percent per year in the past 2 years. To reach carbon neutrality, we also utilized carbon offsets for our remaining emissions.

We saw a 42 percent increase in our Scope 3 emissions compared to 2021, primarily driven by higher purchase of goods and services and business travel following the lifting of COVID-19 travel restrictions. To address this, we are developing abatement plans that target carbon reduction from these sources.

## Resource, Waste and Pollution

We continue to ensure responsible resource use in our supply chain by enforcing strict standards. 100 percent of our products are manufactured to meet the Restriction of Hazardous Substances (RoHS) Directive and are certified with the CE mark, limiting the use of hazardous substances to minimize damage to human health and the environment. To support circularity, all our products also comply with the minimum recyclability requirements of the Waste from Electrical and Electronic Equipment (WEEE) Directive.

We are committed to sustainable and responsible resource use and waste management, beginning with the design of our products to their end-of-life management. We strive to align our compliance efforts across all regions to guarantee smooth end-of-life processes for our equipment.

### Employment and Diversity

In 2022, our workforce continued to grow, reaching an average of 1077 employees for the year 2022, with 307 being female. We provide an average of 4.5 hours of e-learning training per employee as part of our commitment to professional development and progress. Our efforts to cultivate a diverse and inclusive workplace succeeded, as there were no reported incidents of discrimination.

### Workplace Health and Safety

Since 2021, we implemented our Environmental Health and Safety Management System (EHSMS) across all our operations and achieved ISO certification in our key regions, covering 69 percent of our total employee headcount. In 2022, there were no reported incidents of recordable work-related injuries. Additionally, we are continuously working to introduce new performance indicators to better reflect our progress and commitment to health and safety in the workplace.

### Anti-Corruption

Our zero-tolerance policy against bribery and corruption is enshrined in our Code of Conduct and related policies. Our anti-corruption program and commitment to ethical business are strongly and visibly supported by our top management through employee incentivization, training, and communication.

### Cybersecurity and Data Privacy

In 2022, we strengthened our commitment to data security and privacy by implementing the Information Security Management System (ISMS) and Privacy Information Management System (PIMS). These systems meet industry standards, including ISO/IEC 27001 and ISO/IEC 27701 certifications, and align with the EU's General Data Protection Regulation (GDPR). Our commitment to secure user privacy has resulted in zero substantiated privacy complaints.

### Supply Chain

As we address sustainability in our supply chain, we require suppliers who present higher environmental and health and safety risks to possess ISO 14001 and ISO 45001 certifications. To further ensure compliance, we deployed our Supplier Assessment Questionnaire in late 2022 and our evaluation has covered 11 percent of our procurement spend, with the aim to cover minimally 70 percent by the end of 2023.

## Membership Associations

We are proud to be affiliated with leading membership associations that share our commitment to sustainability and corporate responsibility. These commitments to sustainability reflect our ongoing efforts to align our operations with global best practices and standards. As a CDP-accredited software solutions provider, we will report our carbon emissions and related sustainability efforts for 2022 via the 2023 Carbon Disclosure Project (CDP) questionnaire. In 2023, we will also affirm our commitment to the Sustainable Development Goals (SDGs) by applying as a member in the United Nations Global Compact (UNGC) and submitting Near Term and Net Zero targets to the Science Based Targets Initiative (SBTi).

- CDP Partner - Gold accredited solutions provider
- SBTi - Committed
- United Nations Global Compact - Participant

## Going Forward

Our top priorities for 2022 were focused on setting up our sustainability framework and management systems and making a start with enhancing our performance on the key material topics to advance our sustainability agenda. Moving forward, we will continue prioritizing sustainability across all facets of our business and engaging with our stakeholders to ensure that we are addressing the most critical sustainability issues. We believe that through collaboration and innovation, we can create a more sustainable and responsible future for all.

# Sustainability Framework and Governance

Our commitment to advancing the global transition to a net-zero future is the foundation of our sustainability strategy, which encompasses the entire value chain, from third-party manufacturing suppliers to product use and end-of-life impact. We developed a sustainability framework and governance structure to manage the material sustainability factors that are critical to our success.

## Materiality Assessment

To ensure that sustainability considerations are better integrated with our business practices, we engaged third-party advisors in 2022 to conduct a materiality assessment and establish our sustainability management framework and governance structure.

Our materiality assessment began by analyzing 30 topics frequently disclosed by peers under the Global Reporting Initiative (GRI). Of these topics, 16 were shortlisted for further prioritization based on their frequency of occurrence. Shortlisted topics were subsequently ranked through a consultation exercise that gathered feedback from 26 internal stakeholders. Given their regular interactions with external stakeholders, these internal stakeholders are able to represent a broad range of stakeholder interests—including employees, clients, supply chain partners, investors, regulatory bodies, and the media. The list of prioritized material topics was refined and validated by top management to ensure that the topics were consistent with the organization's overall strategy and objectives.

While external stakeholders had indirect involvement in our materiality assessment, we are dedicated to better comprehending their perspectives in the spirit of enhancing the inclusivity and relevance of our sustainability report. For further details on our ongoing stakeholder engagement efforts, please refer to Appendix 4 on page 32.

## Sustainability Framework

Pillars	Environment	Social	Governance
	Address climate change by improving resource efficiency and reducing our environmental impact in our operations as well as that of our clients.	We aim to cultivate a diverse and inclusive workforce, ensure continuous training and development, and enhance the security, health, and safety to strengthen our value chain.	Conduct a fair and ethical business to deliver strong positive impacts in the best interest of our stakeholders.

Priority	Material Topics
Medium-High	<ul style="list-style-type: none"> <li>Greenhouse Gas</li> <li>Energy Management</li> <li>Responsible Resource Use</li> <li>Waste and Pollution</li> </ul> <ul style="list-style-type: none"> <li>Employment and Training</li> <li>Diversity and Inclusion</li> <li>Employee Health, Safety and Well-being</li> </ul> <ul style="list-style-type: none"> <li>Anti-Corruption</li> <li>Cybersecurity and Data Privacy</li> <li>Supply Chain Management</li> </ul>
Low	<ul style="list-style-type: none"> <li>Water Management</li> <li>Biodiversity and Ecosystems</li> </ul>

**Medium to High priority issues** — those that impact our company and our employees from a business, environmental and/or social perspective. While some may have limited direct impacts on our company, they have more significant impacts on our strategic partners and stakeholders or the environment.

**Low priority issues** — those that do not have a significant, direct impact on our company or strategic partners.

# Sustainability Framework

As the product of our materiality assessment, our sustainability framework prioritizes internal and external issues that have the greatest effect on, or conversely, are most affected by our business. This framework serves a vital role in effectively managing and prioritizing our sustainability risks and opportunities. By prioritizing key areas that have the greatest impact on our business or allow us to create the most positive impact, we can focus our efforts on high impact areas and develop initiatives to address issues at their source. Please refer to our sustainability framework diagram on page 6 for the list of our material topics.

# Sustainability Governance Structure

At Unvers, we have established a robust governance structure overseen by our Board of Directors and managed by our Sustainability Steering Committee. Our structure ensures accountability and effective management of sustainability and climate-related issues.

### Board of Directors

Our Board of Directors has the responsibility of providing executive oversight on sustainability and climate-related matters across the organization, thereby serving as the highest governance body. The Board also ensures that sustainability considerations are integrated into our business decision-making processes. Regular reviews of sustainability progress are conducted in collaboration with the Sustainability Steering Committee to ensure we are on track to meet our commitments and goals.

### Sustainability Steering Committee

Our Sustainability Steering Committee, established at the end of 2022, comprises members with expertise in corporate functions and sustainability. The Sustainability Steering Committee has the responsibility to lead our sustainability strategy and address climate risks and opportunities across short, medium, and long-term time horizons. Quarterly meetings are held to discuss and strategize sustainability initiatives, with updates provided to the Board. The composition list of the Committee is provided below.

### Taskforce Members

The Committee is further supported by the Taskforce Members, comprising individuals from various departments within the organization to bring diverse expertise in sustainability-related matters. A comprehensive outline of roles and responsibilities related to our sustainability efforts is given in our Sustainability Organization Structure. The organizational structure will continue to evolve in 2023 and 2024 to facilitate continual improvement in our sustainability governance.

# Sustainability Organizational Structure



### Board of Directors

- Endorses sustainability strategy and reviews sustainability and climate-related performance.
- Provides guidance and oversight to management of sustainability and climate-related issues and decisions.



### Top Management

Represented by Sustainability Steering Committee

- Formulates and drives sustainability strategy across corporate functions, accelerating the sustainability agenda.
- Identify and address climate-related risks and opportunities, ensuring resilience and business continuity.
- Oversees sustainability reporting and disclosures, to provide accurate and timely information to stakeholders.
- Reports regularly to the Board and facilitates effective resource allocation and collaboration.



### Cross-Functional Team

Represented by Taskforce Members

- Acts as champions for sustainability within their respective departments.
- Implements sustainability policies and programs in alignment with sustainability goals.
- Monitors and tracks progress towards sustainability targets and support performance reporting.
- Identifies improvement opportunities and collaborates with external stakeholders.

# Sustainability Steering Committee

VP of Global Sustainability – Chair	Chief Financial Officer	Chief Marketing Officer
VP of Renewables	VP of Carbon Management	Managing Director of Charging Business
Managing Director of Europe	Senior Director of EnOS Edge	Director of Legal
Senior Director of Cybersecurity	Director of Global Solutions & Services Center	Director of Data Privacy & Security Compliance
Head of Human Resources	Head of Procurement	

<sup>2</sup> Year 2020 has been selected as the baseline year for our Scope 1 and 2 reduction targets based on the availability of reliable and accurate historical data.

<sup>3</sup> Year 2021 has been selected as the baseline year for our Scope 3 reduction target based on the availability of reliable and accurate historical data.

# Environment

At Univeris, we are dedicated to environmental sustainability and have implemented an Environmental Management System (EMS) across all our global locations with a focus on reducing negative environmental impacts. Our EMS is certified to the ISO 14001 standard, covering locations where the majority of our production work is conducted. This section provides an overview of our approach to managing key environmental issues, outlining our efforts to minimize the potential negative impacts of our business activities on the environment, as well as our vision for achieving net-zero emissions.

## Greenhouse Gas

Univeris is committed to playing our part in reducing global greenhouse gas (GHG) emissions in line with limiting global warming to 1.5-degree Celsius, to mitigate climate change and its associated risks. GHG emissions, both internally (through our direct operations), and externally (through the supply chain), pose significant climate-related risks and opportunities. Therefore, we are aware of the need to reduce our own emissions while supporting external businesses in reducing theirs. Apart from reducing our limited emissions, our greatest responsibility, where we can make the greatest impact, lies in leading the decarbonization effort and supporting other businesses in reducing global GHG emissions.

Our multi-pronged approach to reducing carbon footprint includes implementing energy-efficient practices, purchasing RECs, working with suppliers to reduce their emissions, and providing services and solutions that can help clients with their decarbonization efforts. For more information on our services and solutions, please refer to the “About Univeris” section on page 4. Our commitments, management, and performance related to GHG emissions within our operations, including our supply chain, are detailed in the following sections.

### Science Based Targets

In 2021, we adopted a comprehensive set of near-term and longer-term targets. Our near-term targets to be achieved by 2030 include a 42 percent reduction in our Scope 1 and 2 emissions from a 2020<sup>2</sup> baseline, as well as a 48 percent reduction in the intensity of our Scope 3 emissions per unit revenue earned based on a 2021<sup>3</sup> baseline. Our longer-term goal is to achieve net-zero emissions by 2040.

In early 2023, we committed to the SBTi and will be working towards submitting our emissions reduction targets for verification. We aim to have our targets validated by the SBTi in the near future. Additionally, we have also adopted carbon neutrality targets as follows:

### Carbon Neutrality

●	●	●
<b>2022</b> Achieve carbon neutrality across our global direct operations	<b>2025</b> Achieve 100 percent renewable electricity in our global direct operations	<b>2028</b> Achieve carbon neutrality throughout our global value chain

<sup>2</sup> Year 2020 has been selected as the baseline year for our Scope 1 and 2 reduction targets based on the availability of reliable and accurate historical data.

<sup>3</sup> Year 2021 has been selected as the baseline year for our Scope 3 reduction target based on the availability of reliable and accurate historical data.

## Emissions by Scope

In 2022, our total Scope 1<sup>4</sup> and 2<sup>5,6</sup> emissions<sup>7</sup> amounted to 495 metric tons of CO<sub>2</sub> equivalent using a location-based approach, and 88 metric tons of CO<sub>2</sub> equivalent using a market-based approach. The difference between the two can be attributed to 813 Megawatt-hours of RECs purchased for our office energy consumption. We have consistently reduced our Scope 2 location-based emissions, achieving nearly a 10 percent reduction in 2021 and over an 8 percent reduction in 2022, through our commitment to renewable energy and energy efficiency measures. Out of the 85 percent overall Scope 1 and Scope 2 market-based emissions reduction achieved in 2022 against our 2020 baseline, 14 percent of our Scope 2 emissions reduction was achieved through facility consolidation in 2020, with a further 71 percent reduction using RECs in 2021 and 2022.

Our market-based Scope 2 emissions constitute less than 1 percent of our overall GHG emissions, and our Scope 3 emissions account for an estimated 11,845 metric tons of CO<sub>2</sub> equivalent representing approximately 99 percent of our overall GHG total emissions. The Verification Statement for our GHG emissions data can be found in Appendix 5 on page 33.

Our Scope 3 emissions increased by 3,529 metric tons (42 percent) of CO<sub>2</sub> equivalent from the 2021 baseline, with 2,149 metric tons (26 percent) of the increase attributable to our purchased goods and services and 1,135 metric tons (14 percent) attributable to business travel. The remaining 245 metric tons (2 percent) are attributable to a few other categories. This was a result of increased business activities as we are expanding our operations. Understanding the sources of our emissions enables us to focus our efforts on the areas that have the greatest impact.

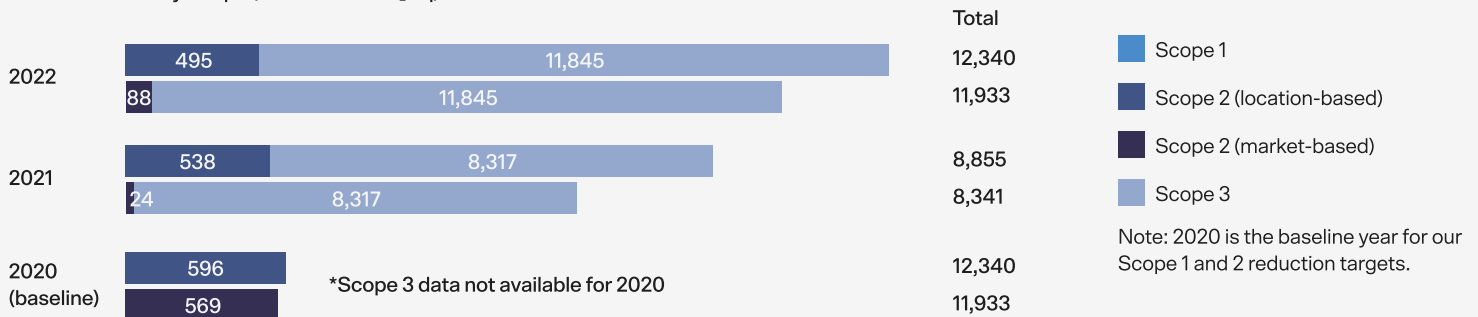
To reduce our overall carbon footprint, we are in the process of implementing the following abatement plans:

- Adopt green procurement practices to give preference to more sustainable products and services.
- Moving towards suppliers with lower carbon intensity to provide us with more energy-efficient products and services.
- Switching to low-carbon energy sources to reduce our emissions from energy consumption.

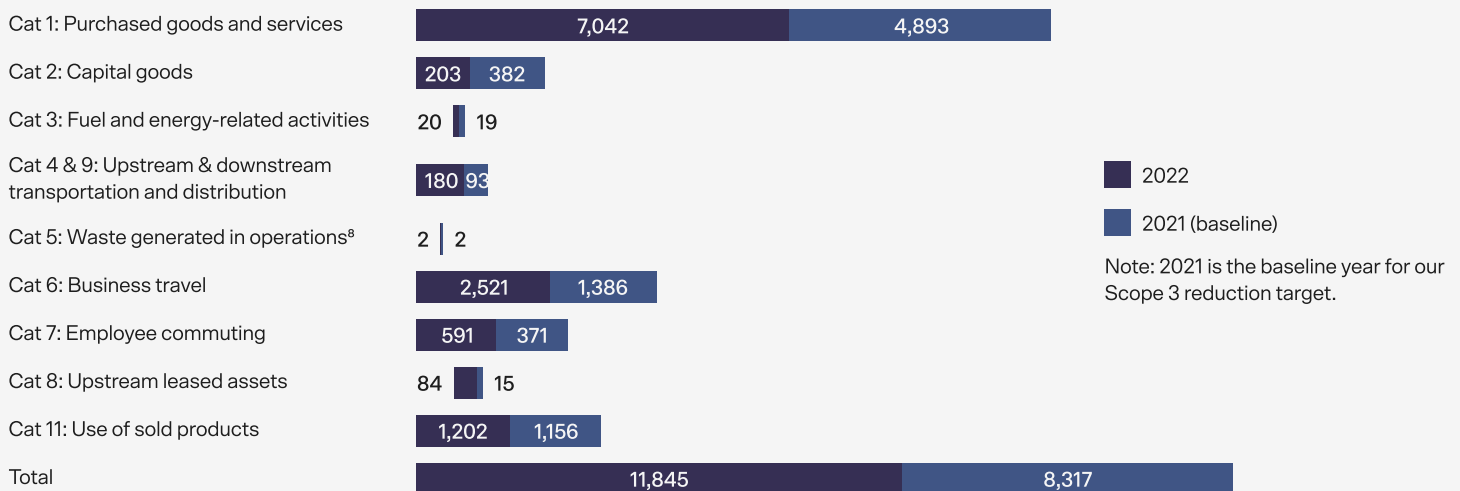
By implementing these abatement plans, we aim to make steady progress towards carbon emissions reduction.

To achieve our carbon neutrality commitment for 2022, we have completely offset our remaining Scope 1 and 2 (market-based) emissions using carbon credits. We are committed to achieving carbon neutrality by 2028 across our entire value chain and will purchase carbon credits to offset any emissions we are unable to eliminate.

## GHG Emissions by Scope (metric tons CO<sub>2</sub> eq)



## Scope 3 GHG Emissions (metric tons CO<sub>2</sub> eq)



<sup>4</sup> Scope 1 emissions from stationary combustion and fugitive emissions, including refrigerants, have been excluded in our reporting because we do not purchase any fuels or refrigerants for direct use in our offices. As a result, we have no access to the necessary information for the reporting of associated emissions for these categories. Additionally, we have no biogenic CO<sub>2</sub> emissions. All relevant gases will be included in our emissions calculation where applicable.

<sup>5</sup> Emissions for Scope 2 and 3 are calculated based on CO<sub>2</sub>e and are determined by our activity levels or financial spend. Therefore, we do not have access to specific information on the types of gases included in these emissions calculations. Nonetheless, all relevant gases are included in the calculation whenever possible.

<sup>6</sup> The Scope 2 location-based emissions include indirect emissions from the consumption of purchased electricity and landlord-provided heating and cooling (including fuels, where data is available). For locations where the landlord does not provide such data, emissions from electricity use are estimated based on the average building intensity of similar building types. Energy used for heating and cooling are excluded from the reporting in instances where such usage information is not provided by the landlord. Location-based emissions represent the emissions from the grids where energy consumption occurs and market-based emissions represent the emissions associated with the consumption of electricity through purchasing decisions, factoring in the attributes of power purchasing agreements and RECs to offset the emissions associated with purchased electricity.

<sup>7</sup> Detailed accounting methods including consolidation approach, standards, methodologies, assumptions and calculation tools used are given in our performance reporting policies under Appendix 6 on page 34.

<sup>8</sup> The estimated waste generation was calculated using the average waste produced per capita according to the World Bank Group's data, the number of employees, and the number of workdays in 2022. CO<sub>2</sub> emissions were calculated based on the DEFRA incineration emissions factor for all office locations.



# Energy Management

Energy consumed by Univeris mainly arises from office operations. In 2022, our energy consumption<sup>9</sup> increased by 16 percent compared to the previous year, reaching a total of 1,209 Megawatt-hours. This rise is primarily attributable to the growth of our company, reflected in a 25 percent increase in our workforce headcount<sup>10</sup> and an 8 percent increase in our office floor area. However, there is a 7 percent reduction in energy intensity per employee from 2021 to 2022. As our operations continue to expand, higher energy consumption is anticipated both within and outside of our organization. While energy use outside of our organization is not directly tracked due to the unavailability of data, we assess the impact of our energy use beyond our office operations by tracking our Scope 3 GHG emissions, and work towards reducing it. The increase in energy consumption contributes to climate change, air pollution, and other associated impacts, both within and outside of our organization.

## Energy Reduction Strategy

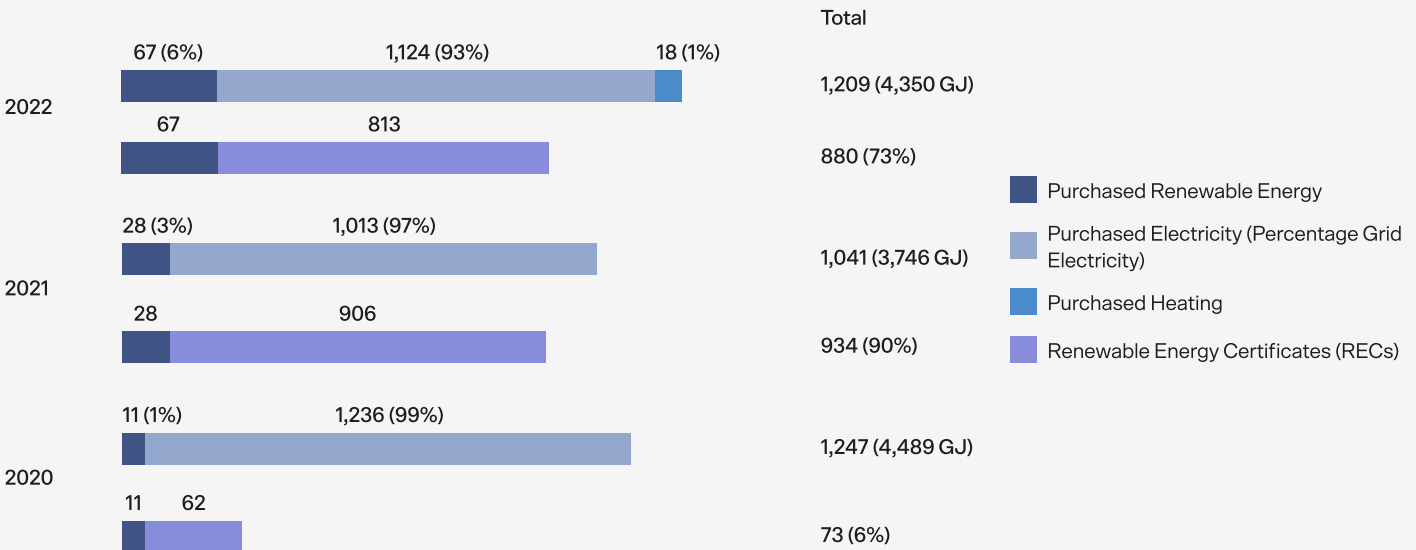
Our energy strategy targets reducing our office energy consumption. We are in the process of developing our Sustainable Procurement Policy to guide our supplier selection, giving preference to leasing office space housed within LEED, BREEAM and Green Mark certified buildings or equivalent, purchasing or leasing ENERGY STAR or EPEAT certified equipment, and purchasing electricity from renewable sources. In October 2022, we relocated one of our offices in Shanghai, China to the One East building, a sustainable LEED Platinum certified facility. This strategic move is expected to achieve significant energy savings, with an estimated reduction of 175 Megawatt-hours, equivalent to a 15 percent decrease in our overall energy consumption. Currently about 54 percent of Univeris' employees are based in environmentally certified office buildings. Going forward, we will also require the implementation of engineering practices such as sensor-controlled lighting and air conditioning, where possible, to further reduce our energy usage.

Besides managing our energy use within our office operations, we also control our energy consumption beyond our organization by managing Scope 3 GHG emissions. For example, all our Univeris-owned production environment and internal IT data reside in the Microsoft Azure cloud, which had a reported Power Usage Effectiveness (PUE) ranging from 1.18 to 1.405 and a global average of below 1.2 in 2021, surpassing the industry average PUE of around 1.5. Refer to page 12 for more information on our Scope 3 GHG management.

## Transition to Renewable Energy

We have taken measures to mitigate the impact of our increasing electricity consumption by purchasing RECs, which have reduced our Scope 2 market-based emissions, and we have also set a goal to fully transition to 100 percent renewable energy by 2025.

## Energy Consumption (Megawatt-hours unless otherwise stated)



## Energy Intensity

	2021	2022
Energy Intensity GJ/Employee	4.35	4.04

<sup>9</sup> Our energy consumption figures are reported based on the amount of electricity purchased by our company, and any data on electricity and energy usage for heating and cooling provided by the landlord. In cases where such data are not available, the emissions will be estimated based on average building energy intensity of similar building types. Energy used for heating and cooling will be excluded from our reporting in instances where such usage information is not provided by the landlord.

<sup>10</sup> Based on year-end headcount.

# Responsible Resource Use

As a software company, Univers does not utilize raw materials directly. However, resources are used indirectly by our supply chain in the upstream manufacturing of our hardware products, which are provided for the use of our software services. Our range of hardware products in 2022 includes Edge devices such as the Edge Logger and Edge lift Sensor Gateways. The production of our electronic hardware products and their packaging can pose significant environmental and health risks both upstream and downstream, including the depletion of non-renewable resources and the contamination of renewable materials caused by the release of hazardous substances. We recognize the importance of responsible resource use as a proactive approach to address the environmental and health risks associated with our supply of electronic products.

## Product Sustainability

In 2022, the total weight of materials in the form of final products<sup>11</sup> amounted to 10.7 metric tons, consisting entirely of non-renewable materials. To address the depletion of non-renewable resources, we ensure that all our products are manufactured in compliance with the minimum recovery targets set by the WEEE Directive, promoting the recovery, reuse, and recycling of materials used in our products. The specific recovery targets for our products and corresponding results achieved are given in the table shown.

### WEEE Directive Minimum Recovery Targets<sup>12</sup>

	WEEE Directive Minimum Target	Edge Logger DTU	Edge Logger HPU	Edge Lift Sensor Gateway
Recycling %	55	94.61	95.2	79.7
Recovery %	75	94.61	95.5	95.3

To minimize the use of non-renewable resources and promote a circular economy, we are further improving the design of our products for longevity, durability and reparability.

To ensure effective management of resources, we are in the process of requiring our suppliers to implement proper Environmental Management Systems certified to the ISO 14001 Standard in the facilities where our products are manufactured. Currently, most of the facilities are certified to this standard, and we will continue to work closely with our suppliers to ensure that all facilities meet this requirement in the future.

## Limited Use of Hazardous Substances

All our products conform to the European Union's (EU) "Conformité Européene (CE)" and Restriction on Hazardous Substances (RoHS) standards, which restrict the use of hazardous substances. This ensures the safety of our users and reduces the environmental impact of our products by minimizing the risk of these substances contaminating the environment and resources.

## Product Packaging

In 2022, we estimated<sup>13</sup> that 70 kilograms of non-renewable materials were used for the packaging of our products. Going forward, we recognize the importance of reducing our environmental impact and will be taking steps to monitor the total weight of non-renewable and renewable materials used in our products. Our strategy is to identify areas where we can reduce our reliance on non-renewable materials and promote the use of more sustainable alternatives as an essential step towards minimizing our environmental footprint and promoting a more sustainable future.

<sup>11</sup> The weight of materials is reported based on the weight of the final products as purchased and received by our company. We do not utilize the raw materials directly and do not have direct access to the detailed breakdowns of raw materials.

<sup>12</sup> As required under the 2023/19/EU WEEE Directive Annex V, the achievement of the targets is calculated based on the weight of the product expressed as a percentage, tested by third party laboratories.

<sup>13</sup> Estimated using the average packaging weight per unit and total shipping volumes.

# Waste and Pollution

The source of waste generated directly from our own activities was mainly from our office operations, which generated an estimated<sup>14</sup> 96 metric tons of non-hazardous municipal waste in 2022. While the amount of waste generated directly from our operations is relatively low, we acknowledge the potential impacts that can arise from our value chain, both upstream and downstream.

The hardware products used to provide our software services have the potential to impact the environment both upstream (during the production of the components), and downstream (through improper waste management practices at the end of their useful life). Electrical and electronic equipment contain substances that can cause environmental and public health issues if improperly handled. Additionally, there may be potential waste-related impacts arising from the packaging waste of our products.

Our approach to waste and pollution management focuses on preventive measures, which aim to minimize waste generation in the first place. As part of this approach, we implemented circularity measures and limited the use of harmful pollutants as mentioned in the previous section on Responsible Resource Use.



## Circular Economy

Univis recognizes the importance of sustainable product design and aims to work towards the following goals:

- Discontinue the use of potentially harmful substances in our products.
- Design our products for increased durability, repairability and recyclability.
- Provide clear information for the proper dismantling and end-of-life management of our products.
- Reduce the use of single-use plastic in our product packaging.

We are committed to continuously improving them in the future as part of our ongoing efforts to promote sustainability throughout our operations.



## Environmental Management System

We expect our supply chain partners and service providers to adhere to our Supplier Code of Conduct which will be released in 2023 and will require them to operate in an environmentally sustainable manner and comply with all relevant environmental laws and regulations. As mentioned in the previous section, we are in the process of mandating that our hardware manufacturing suppliers have a certified ISO 14001 management system in place to ensure proper waste management. The majority of our suppliers are already certified to this standard.



## Equipment Takeback

Since we have recently started offering our hardware products and all our equipment has yet to reach their individual end-of-life, we have not commenced our equipment takeback program.

As part of our compliance effort, we are aligning with all local regulatory requirements in the regions where we conduct business.

In 2022, we developed a WEEE roadmap, outlining the necessary steps to implement it, which include:

- ensuring proper product labeling,
- registering as a producer with the relevant authorities,
- reporting our sales data to relevant authorities,
- being responsible for our share of treatment and recycling costs where applicable.

While we have not yet completed the implementation of this roadmap across all regions, we are taking a phased approach to ensure successful execution.

<sup>14</sup> Estimated using the weight of waste based on the number of staff, the number of workdays, and the average waste produced per capita according to the World Bank Group's data. Further breakdown by composition is not available.

## Water Management

Our business activities do not contribute directly to any significant water-related impacts as there is no direct water withdrawal or effluent discharge from our offices. The potable water used by employees in our offices is supplied by the office buildings in which we operate. Water withdrawals and effluent discharges made through the office buildings are sourced and treated by third-party water and utility providers based on office locations.

To ensure effective management of our environmental resources, we implemented ISO 14001 certified Environmental Management System (EMS) at locations where most of our production work is undertaken. We are also in the process of requiring all our hardware manufacturing suppliers to adopt an ISO 14001 certified EMS because we understand that there are potential negative impacts from our upstream hardware manufacturing suppliers.

## Biodiversity and Ecosystems

As a provider of end-to-end carbon management solutions, Univer's operations do not have significant direct impacts on biodiversity. Conversely, our business provides solutions that potentially reduce the impacts of climate change on biodiversity. To further support nature and biodiversity conservation, we fulfilled our commitment to achieve carbon neutrality in our operations in 2022 through the purchase of carbon credits and the use of renewable energy at some of our office locations.

We have assessed and verified that we do not have any operational or non-operational sites, which we own, lease, or occupy within 1 km of protected areas or regions of high biodiversity value, as defined by the International Union for Conservation of Nature (IUCN) Green List of protected areas.

We manage the potential impacts from our hardware manufacturing suppliers through our supplier management and procurement processes as mentioned in previous sections. Please also refer to the Supply Chain Management section on page 24 for more information.

<sup>14</sup> Estimated using the weight of waste based on the number of staff, the number of workdays, and the average waste produced per capita according to the World Bank Group's data. Further breakdown by composition is not available.

# Social

At Univers, we understand that our employees are the cornerstone of our success. Our commitment to providing a supportive work environment extends to offering fair and equal employment opportunities, as well as access to professional development and training programs. Our goal is to create a diverse and inclusive workplace where all employees feel valued, respected, and able to reach their full potential in a positive and productive work environment.

## Employment and Training

We recognize that our employment practices can have an impact on the broader community and environment, and we are committed to mitigating these impacts through responsible actions. To this end, we are continuously evaluating our employment policies and practices to ensure they align with our sustainability commitments. Additionally, we regularly assess the effectiveness of our training programs to ensure they are providing our employees with the skills and knowledge they need to thrive in their roles. Through these efforts, we strive to maintain a positive, productive, and diverse work environment for our employees.

### Our People

We had a global workforce strength of 1077<sup>15</sup> employees in 2022, with 307 being female. A total of 393 new hires joined us during the year, representing a new hire rate<sup>16</sup> of 41 percent. A total of 199 employees left us, resulting in an overall turnover rate of 21 percent. Univers also engaged the services of 491 non-employee workers that are classified under outsourced<sup>17</sup> hires. The year-end headcount represents a 10.6 percent variation from the average headcount. This variation may be attributed to factors such as seasonal hiring patterns, project timelines, changes in business needs, and employee turnover.

### Policies and Practices

Univers is committed to an inclusive workplace and will not tolerate discrimination or harassment of any kind. Our zero-tolerance policy applies to any conduct that has the purpose or effect of creating an intimidating, hostile or offensive work environment. This is also in line with our open-door philosophy where our employees are given equal opportunity to speak freely with their manager and our management about job-related ideas, recommendations, and concerns, without fear of reprisal.

In 2022, we took significant steps to reinforce our commitment to upholding human rights by drafting the Univers Code of Conduct. This comprehensive document outlines clear expectations for ethical behavior from all employees and anyone acting on behalf of our company. As part of our ongoing efforts to promote transparency and accountability, we have included a new avenue for employees and external parties to raise grievances in the latest version of our Code of Conduct, which was released in 2023. More information on the Code of Conduct is given in under the Governance section on page 21.

### Employee Satisfaction

One of the key channels for our employees to provide constructive feedback or suggestions is the 'Great Place to Work' survey which was launched for the Asia (excluding China) business region. 67 percent of our eligible workforce participated and we were certified with a score of 78 percent for our 2022 survey. More than 93 percent of our employees felt that they were treated fairly, regardless of their gender, age and sexual orientation and recognized that Univers is a safe place to work. Having a purposeful career is important to our employees, as 'Net Zero vision' is cited as one of the top factors of making Univers a great place to work.

Just as our employees take pride in knowing that their contributions can make a difference to the company and the world, it is equally important for the company to create a safe and fair work environment. Such an environment enables our employees to thrive and work together towards achieving our common vision together. One of our efforts to create an inclusive environment was to review our candidate job application form to omit<sup>18</sup> information on gender, age, race and religion fields. Omitting these fields helps with removing unconscious bias in hiring. Additionally, we also constantly ensure that our internal performance management processes are based on an individual's merit and potential to promote equal job opportunity for all new joiners and existing employees.

### Growth and Development

To support the growth and development of our employees, we provide an average of 4.5 hours of training (e-learning) per employee per year.

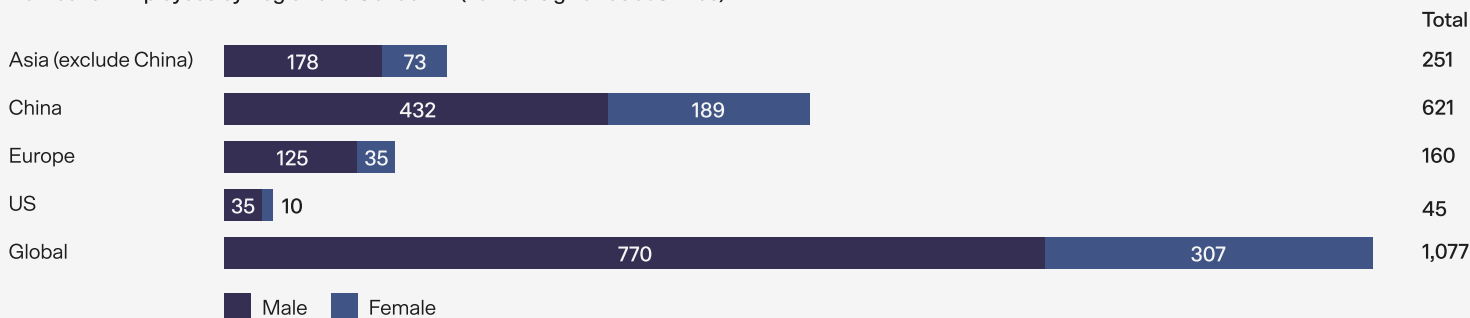
<sup>15</sup> All employee numbers are reported based on year-end headcount as of 31 December 2022 collected via regional HR functions, and include permanent, temporary, full-time, and part-time employees, unless otherwise stated. Interns and outsourced hires are not included in our employee headcount, and we do not hire any non-guaranteed hours employees. Breakdowns are given by gender and region only as age-wise breakdown is not available. Data from the following subsidiaries are excluded from our global workforce reporting due to unavailability of data: Univers (Germany) GmbH, Univers Retail Operations GmbH, Watt & Volt Elektro GmbH, Elektrotech-nik Breitbach GmbH, Daun Elektro & Gebäudetechnik GmbH, Uwe Schmidt Elektrotechnik Gas-Wasser-Sanitär GmbH & Co. KG, Uwe Schmidt Verwaltungsgesellschaft mbH, Uwe Schmidt Beteiligungsgesellschaft mbH, HP Elektrotechnik GmbH.

<sup>16</sup> Annual averages of 699 male and 270 female employees are used for computing the new hire and turnover rates to take into account the changes in the workforce throughout the year and provide a better representation of our hiring patterns.

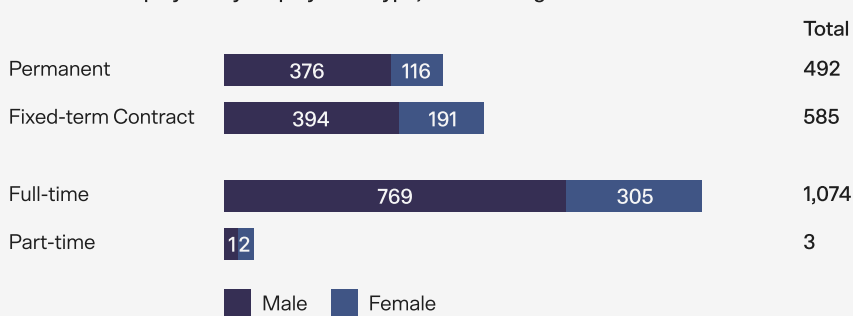
<sup>17</sup> Outsourced hires refer to short-term contract workers hired through local contractors to support Univers' projects or operational needs.

<sup>18</sup> Except for in China, where gender information is collected in our job hiring process, all other personal information such as age, race, and religion are left as optional.

Number of Employees by Region and Gender<sup>15, 19</sup> (numbers given as at 31 Dec)



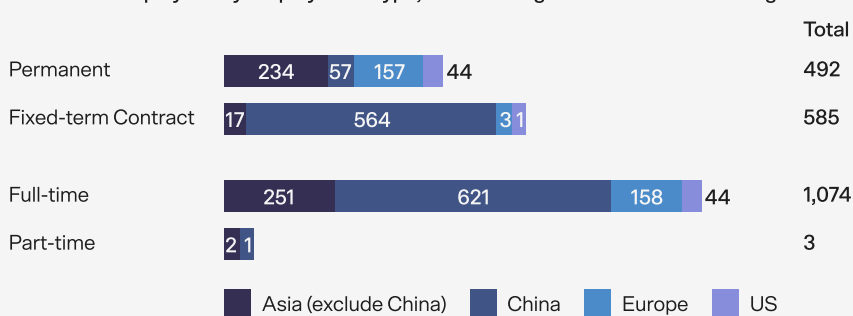
Number of Employees by Employment Type, Work Arrangement and Gender<sup>15, 19, 20</sup>



Total number of outsourced hires by region

Business Region	Number of Outsourced Hires
Asia (exclude China)	61
China	362
Europe	67
US	1
Global	491

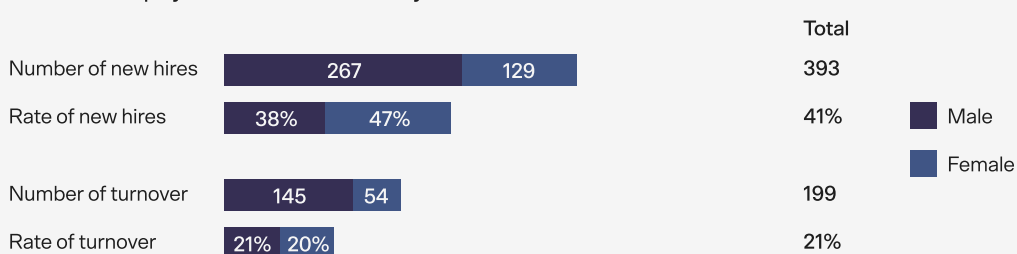
Number of Employees by Employment Type, Work Arrangement and Business Region<sup>15, 19, 20</sup>



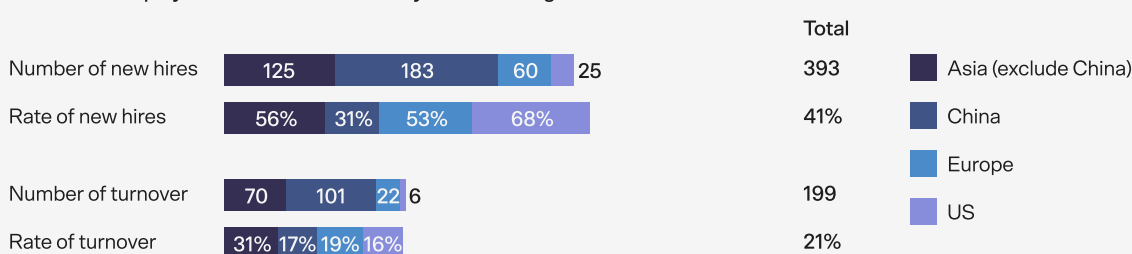
Average Training Hours by Gender and Total<sup>22</sup>

	Male	Female	Total
Average Training Hours per Employee	4.5	4.5	4.5

Number of Employees Hires and Turnover by Gender<sup>21</sup>



Number of Employees Hires and Turnover by Business Region<sup>21</sup>



<sup>18</sup> Employee data for India is included under the Europe business region for headcount reporting.

<sup>20</sup> Fixed-term contract employee falls within the definition of a temporary employee under GRI Disclosure 2-7.

<sup>21</sup> Average headcount is used for computing the new hire and turnover rates to take into account the changes in the workforce throughout the year and provide a more representative picture of our hiring pattern.

<sup>22</sup> Training hours reported in this document are based on eLearning enrolment and completion statistics from Thomson Reuters and KnowBe4, for permanent and fixed-term contract employees only.

# Diversity and Inclusion

We understand the importance of promoting diversity and inclusion within our workplace, as it fosters a culture of innovation, creativity, and better business outcomes. Our commitment to diversity and inclusion is demonstrated through our policies and practices that aim to foster a positive and inclusive work environment. All employment decisions are made based on merit, expertise, and abilities, regardless of any differences in race, age, gender, or cultural background. Through ongoing education and training, we aim to increase awareness of diversity and inclusion, and promote equal employment and advancement opportunities for all employees. With a workforce comprising over 20 nationalities, we strive to create a vibrant and diverse working environment.

## Women

In terms of gender diversity, Univers has a relatively balanced gender split at non-managerial positions, with 36 percent female representation. The gender disparity increases as we move up the organizational hierarchy, with female representation falling to 21 percent for managerial positions, 13 percent for Director and above positions, and zero percent for the Board of Directors.

Recognizing the importance of diversity, we continuously explore ways to improve gender representation across all levels of the organization. We understand that promoting gender diversity in leadership positions is crucial in creating an inclusive workplace culture that values diversity. Our approach includes addressing systemic inequalities through inclusive practices that promote diversity and ensure equal opportunities for all employees. For instance, we celebrated and featured our female colleagues for their efforts and contribution in our common mission to work with our customers towards net zero for a sustainable future during International Women's Day 2022.

## Bias-Free

We constantly review and monitor our progress to ensure that our workplace remains inclusive and free from discrimination, such as reviewing our candidate application form to ensure that no questions with implicit bias, such as those related to age and gender, are included. We also constantly remind our hiring managers to be mindful of questions that may harbor implicit biases during the interview process and to take steps to ensure that all candidates are evaluated fairly and objectively.

To address potential impacts, we have implemented various initiatives and programs aimed at promoting diversity and inclusivity, such as training and development opportunities, flexible working arrangements, and a supportive work environment. We strive to eliminate bias from all communications to candidates globally by investing in technology, systems, and processes to promote diverse hiring and to build a strong pipeline of talent.

In 2022, we reported zero cases of discrimination or related incidents within our organization. We believe that a diverse and inclusive workforce is key to our success, and we are committed to continuously improving in this area.

# Employee Health, Safety and Well-being

Univers places the health and safety of our employees at the forefront of our priorities. We are committed to providing a safe and healthy work environment that minimizes potential impacts on our employees' health and well-being. To achieve this, we have implemented an Occupational Health and Safety Management System (OHSMS) across all our global locations. We have appointed Health and Safety Officers in each office to oversee the implementation of our Environmental Health and Safety (EHS) Policy and work closely with the local HR team. In 2022, there were no recordable work-related injuries and ill health reported.

Additionally, we have obtained ISO certifications in Quality (ISO 9001), Environmental (ISO 14001), and Occupational Health and Safety (ISO 45001) for the locations where we undertake most of our production work, covering<sup>23</sup> 69 percent of our total employee headcount. We require our suppliers to meet similar Occupational Health and Safety standards, as outlined in the Supply Chain Management section on page 24.

## Corporate Measures

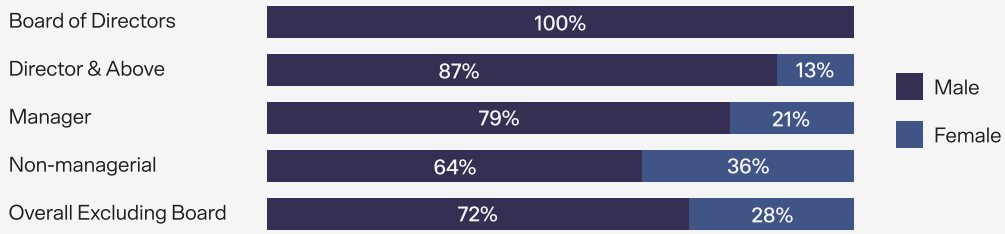
We continually assess the potential impacts on our employees and take appropriate actions to mitigate any risks, such as adhering to advisories on mask wearing, social distancing and capacity requirements. Our goal is to ensure that our employees have a safe and healthy work environment, and we are dedicated to promoting this culture throughout our organization.

To enable our employees to thrive and adapt in a hybrid working environment, we invested in enabling technology, systems, and digital tools to promote collaboration, productivity, and connectivity among our workforces. In Singapore, a series of social, welfare and sports programs were organized to provide physical as well as mental well-being support for our employees:

- Corporate health screening for employees to ensure periodic health check-up at affordable rates
- Monthly engagement activities, and quarterly early release from work to advocate for a healthy work-life balance in support of Singapore's national 'Made For Families' initiative.
- CSR activity with local charity Willing Hearts: 40 volunteers spent time preparing, packing, and delivering lunch boxes to underprivileged families
- Festive care packages given out to our employees during Mid-Autumn and Christmas period
- Five volunteer-led sports clubs such as Basketball, Cycling and Badminton launched in September 2022
- 'Bring Your Kids to Work' Day: Hosted 20 children in the office to learn about what their parents' (our employees) work environment and job are all about.
- Enhanced medical insurance coverage for employees, which includes mental well-being benefits such as outpatient and hospital confinement mental care.

<sup>23</sup> Coverage of non-employee workers are not included in our reporting due to the unavailability of information.

### Gender Diversity of Governance Bodies and Employees in Percentage





# Governance

At Univers, we take our governance practices seriously and are committed to operating with integrity, transparency, and accountability. Our governance framework encompasses anti-corruption, data privacy and cybersecurity, supply chain management, and quality management. These key areas are essential to maintaining the trust of our stakeholders, together with our ISO 9001 certified quality management system, ensuring that we are doing business responsibly and sustainably.

## Anti-Corruption

Univers is committed to conducting business responsibly, with integrity and in full compliance with applicable laws and regulations. As part of continual improvement, we regularly review corruption risks as part of our anti-corruption program, and we make changes to our organization's programs, policies, procedures, and training to reflect emerging trends, best practices and stakeholders' interests. Ultimately, we aim to ensure that our anti-corruption program is aligned with Univers' business and risk profile.

A high-level anti-corruption risk assessment has been undertaken. Measures implemented in our anti-corruption program have been improved upon and are based on the most common corruption risks areas faced by entities in our industry, such as we rely on international suppliers and distributors, sometimes in countries where the risk of corruption is perceived as high, and we engage with third parties that present higher anti-corruption risk (e.g., government officials and state owned enterprises). More detailed anti-corruption risk assessments of our operations for corruption risks will be completed in the course of 2023 with a view to further improving the robustness of our anti-corruption program. Univers classifies corruption risk as a strategic risk and has adopted various measures to manage anti-corruption risks, including:

### Code Of Conduct and Related Compliance Policies

Univers' Code of Conduct issued in 2023 serves as a vital set of regulations and guidelines on ethical business practices that our employees are required to follow. This essential framework is reinforced by a comprehensive suite of supporting policies, documented processes, and guidelines. These policies include the Anti-Bribery and Corruption Policy ("ABC Policy"), Procurement Policy, Delegation of Authority Policy, Anti-Money Laundering Policy, Speak Up Policy and Conflict of Interest and Insider Trading Policy. The ABC Policy (which covers gifts and hospitality) issued in 2022 includes examples of how to address specific areas of corruption risks particular to our business and country-specific thresholds and rules relating to gifts and hospitality.

Univers' Code of Conduct and related policies are communicated to 100 percent of our employees globally (including all its top-level management and directors)<sup>24</sup>, without exception. Additionally, the Code of Conduct is available in different language versions in our Legal and Compliance portal to ensure that they are easily accessible and understood. Our zero tolerance to corruption and to illegal and/or unethical conduct is clearly and unequivocally set out in our Code of Conduct and related policies.

### Training

Comprehensive and mandatory annual online training is available to all our employees (including directors and top management), contract workers and interns, and covers key areas such as anti-corruption. Online training is available in several different languages and is supplemented by in-person training in the local language.

The training completion rates are monitored and regularly reported to the top management and directors. As of 31 December 2022, the completion rate for anti-corruption was 97.1 percent for all employees (including top management and directors)<sup>25</sup> across all our entities worldwide. The training requires each employee to pass a test and attest to having read and understood the most current versions of the relevant policies addressed in the training. Crucially, the completion of such training is strongly supported by top management through communication and incentivization. Completion of compliance training is an essential component of every employee's Key Performance Indicators.

<sup>24</sup> Anti-corruption policy will be communicated to our suppliers and contractors as part of the Supplier Code of Conduct (to be launched in 2023).

<sup>25</sup> The completion rate for the trainings by the employees of HP Elektrotechnik GmbH, Watt & Volt Elektro GmbH, Elektrotechnik Breitbach GmbH, Daun Elektro & Gebäudetechnik GmbH and Uwe Schmidt Beteiligungsgesellschaft mbH are not tracked as they are considered as low risk.

### Online Tools

The use of online tools such as our electronic Gifts and Hospitality Register assists us in reviewing gifts and hospitality approval requests which exceed the thresholds set out in our ABC Policy and in keeping track of such reviews and supporting documents. The reviews of gifts and hospitality are conducted by various departments across the organization including the Legal and Compliance department. Unvers also uses World-Check to assist us with our third-party due diligence and related assessments.

### Reporting Channels

Multiple reporting channels are available to foster a culture of open communication in Unvers. Our employees are encouraged to utilize internal channels consisting primarily of our line managers, followed by the HR and Legal and Compliance departments and an independently managed whistleblowing platform called SpeakUp (launched in early 2023), together with the SpeakUp Policy available to 100 percent of our employees, contract staff and third parties.

This platform provides a secure and confidential way for individuals to ask questions and report concerns. It can be accessed in 68 languages at any time via phone, internet, or a mobile phone application. Extensive communication via emails and posters displayed in communal areas of our offices encourage employees to speak up and remind them about our zero tolerance to retaliation for speaking up in good faith.

Reports through our reporting channels are handled in accordance with our investigation protocol which mandates, among other things, principles such as confidentiality, expeditiousness, fairness, and good faith. Findings of the investigations carried out are subject to regular reports to top management.

### Legal and Compliance Department

To enhance our Legal and Compliance department, we have appointed a Regulatory and Compliance Counsel who focuses on ensuring ethical business conduct and legal compliance, specifically addressing anti-corruption measures. Additionally, the Legal and Compliance department continues to support employees who wish to seek advice on ethical and lawful behavior and matters relating to organizational integrity, such as escalations through their line managers and via the SpeakUp platform.

Unvers continues to work towards embedding a culture of compliance with applicable laws and of acting with integrity in all our business activities as a global corporate citizen. These are the underlying drivers of our regular reviews and improvements of our anti-corruption program. In the coming year and as part of our ongoing efforts to improve our anti-corruption program, we will be taking additional measures focused on enhancing our management of third-party corruption risks and encouraging ethical conduct.

## Cybersecurity and Data Privacy

Unvers recognizes the importance of managing cybersecurity risks and safeguarding personal data to defend against any potential cyber-attacks. We are also exposed to potential risks of data breaches brought about by third-party vendors with inadequate security and privacy measures. To comply with relevant regulations and protect the rights of individuals whose data we process, we strictly abide by all cybersecurity and data protection rules and have implemented robust safeguards and processes.

## Cybersecurity

At Unvers, we take cybersecurity seriously and have implemented a comprehensive program to protect our company, employees, and customers against cyber threats. We have established industry best practices, policies, processes, and standards to address vulnerabilities at various levels of our organization. Our cybersecurity program is designed to detect, respond, and mitigate cyber threats using various security scanning tools, threat intelligence tools, and incident response playbooks.

### Third-Party Risk Management

As we recognize that our supply chain and business partners impact our risk posture for cybersecurity and data privacy, we conduct due diligence addressing this issue via our Third-Party Risk Management (TPRM) program, which is based on ISO/IEC 27005. We also use industry-leading tools and services to evaluate the security posture of all third-party vendors before onboarding. Unvers is certified in ISO/IEC 27001 ISMS, which provides an excellent framework for the implementation of an integrated Enterprise Risk Management system. We maintain an Enterprise Risk Register to track various risks and refer to the NIST SP 800-53 for guidelines on how to architect and implement information security systems.

Our cybersecurity team leads and guides our functional departments towards maturing individual Risk Management programs. Unvers also has a Center of Excellence for Cybersecurity in Singapore, which includes features such as continuous monitoring, incident response, and threat intelligence. We use advanced solutions to identify our third-party digital assets' risks.

### Cybersecurity Framework

Our Cybersecurity Risk Management program follows the NIST Cybersecurity Framework (CSF), which we use to regularly assess the maturity of cybersecurity measures within Univers. The CSF maturity assessment includes all EnOS products, IT, and security functions. The EnOS Platform and Edge are built with industrial-grade cybersecurity operations and governance frameworks to provide end-to-end trust and meet the demanding edge-to-cloud security needs of industry.

### Compliance Framework

Using a unified policy and compliance framework to control operations enables Univers to cover major industry-specific regulatory requirements such as Singapore Instructional Manual 8 (IM8), Application Infrastructure Architecture Standard (AIAS), Personal Data Protection Act (PDPA) and EU GDPR. We plan to achieve System and Organization Controls (SOC) 2 Type 2 certification in the near future.

### Security Controls

The most immediate and evident threats we face are phishing emails specifically targeting employees. We use different security controls to block phishing emails, employ strict policies and developed an awareness program uniformly practiced by all employees. Additionally, we conduct regular security awareness training for all employees and test them using quizzes and phishing campaigns to ensure they can help detect and stop the spread of malicious content through emails. We have tried and tested playbooks, workflows, and processes for every incident that may occur, which will help us to handle any security threat or incident within a very short time.

## Data Protection

Univers is committed to protecting the privacy and security of our customers' personal data from unauthorized collection, retention, use, disclosure, modification, or destruction. We have implemented strict policies, technological and administrative controls to ensure that all personal data is handled in accordance with applicable data protection laws and regulations. We have also implemented safeguards to help protect the fundamental rights of everyone whose data is processed by Univers, whether they are customers, suppliers, partners, prospects, employees, or applicants.

### Engaging Our People

We have designated a Global Data Protection Officer to oversee our data privacy compliance efforts and to serve as a point of contact globally for any questions or concerns related to data privacy. We also provide regular training for all our employees on data privacy and security, such as mandatory data privacy training that emphasizes topics like data privacy principles, data subject rights, and responding to and preventing data breaches. This training is designed to ensure that all employees understand their responsibilities in protecting personal data and comply with the latest regulatory updates and best practices.

### Purpose Limitation and Data Minimization

We practice purpose limitation and data minimization principles by collecting and processing the minimum amount of personal data required for the purpose to provide our services. We ensure that our data processing practices are transparent, ethical, and compliant with laws and regulations. We also inform our customers about their rights under the EU GDPR and other applicable data protection laws and regulations, as well as how to exercise those rights. In the event of a data breach resulting in a high risk to an individual's rights and freedoms, we will promptly notify the relevant authorities and affected individuals in accordance with applicable laws and regulations no later than 72 hours after becoming aware of it.

### Policy Review

We recognize that failure to protect personal data can result in significant financial penalties, reputational damage, legal action, and loss of business. Hence, we review and update our data privacy policies on annual basis, passed the surveillance audits to demonstrate ongoing adhering to ISO/IEC 27001 and ISO/IEC 27701 standards to minimize such impacts.

### Certified Frameworks

We have implemented an ISMS and PIMS to ensure the transparency, accuracy, security, portability, and accountability of the personal data we process. Our ISMS is certified to the ISO/IEC 27001 standard which provides a framework for establishing, implementing, maintaining, and continually improving information security management. Our ISO/IEC 27701 certified PIMS is designed to ensure privacy compliance and protection of personal data by implementing appropriate technical and organizational measures. All the personal data will be protected in storage and in transit and we only retain contract information containing personal data for the minimum period necessary and permitted under the applicable laws. All our offices<sup>26</sup> are covered under ISO/IEC 27001 and ISO/IEC 27701 standard.

To uphold a high standard of privacy and data protection, we also provide accessible feedback channels for customers. These channels are prominently indicated within our privacy policy and on our customer-facing websites. Customers can raise any privacy concerns, complaints, or issues related to their personal data customer subject rights directly to our Global Data Protection Office. We offer multiple ways to reach our Global Data Protection Office, including email at [privacy@univers.com](mailto:privacy@univers.com) and postal service to our mailing address. We take all customer feedback seriously and investigate it thoroughly to ensure timely and effective resolution.

In 2022, we had zero incidents of data breaches or losses<sup>27</sup>, resulting in zero substantiated complaints related to customer privacy. We also incurred no monetary losses from legal proceedings related to user privacy.

Through ongoing monitoring, measurement, analysis and evaluation of global regulations, ISO/IEC 27001, and ISO/IEC 27701 standard, we ensure that our data protection and privacy strategy align with our business goals. Our data and privacy strategies consist of four pillars: data protection and privacy policy; data protection and privacy training; data protection certification; and the data protection operations. Our strategy also involves identifying relevant stakeholders, helping these stakeholders adopt necessary measures, and ensuring the secure handling of personal data. All these elements are designed to ensure that we comply with applicable data protection laws and regulations.

<sup>26</sup> With the exception of Beijing, Malaysia and all other independently branded subsidiaries. Univers AS has its own independently certified ISMS conforming to the ISO/IEC 27001 requirements.

<sup>27</sup> Including all breaches, leaks, thefts, or losses of customer data.

# Supply Chain Management

Univiers has a diverse supply base that encompasses Original Equipment Manufacturers (OEMs), project-based procurement, and general procurement. Our OEMs operate predominantly in China and manufacture our hardware products, while project-based procurement involves the sourcing of goods and services for specific projects around the world, tailored to meet our clients' requirements. General procurement includes all local and international suppliers that provide materials, products, and services to support our operations but are not specific to any products or project delivery.

We acknowledge that our business relationships have a material impact on economies and the environment, both local and global. As such, we aim to create a sustainable and resilient supply chain through specific goals, indicators, and actions.

## Procurement Practices

As a global technology company, Univiers' procurement practices can have substantial impact on the performance of our supply chain. We recognize the importance of managing our supply chain to uphold ethical standards, protect the environment, and promote fair labor and human rights practices. To achieve this, we have implemented a Code of Conduct and Procurement Policy to communicate our requirements clearly to our suppliers. Further information on our Code of Conduct is available in the Anti-Corruption Section on page 21.

Since it is our mission to deliver the best market value in a transparent, fair, and efficient procurement process, we incorporated clauses on sustainability, legal and security compliance into our Procurement Policy to enhance our supply chain and vendor selection procedures.

Our standard Purchasing Agreement for suppliers includes all aspects of commercial and technical requirements, covering different types of commodities. We are currently developing our Supplier Code of Conduct, which will be enforced in this standard Purchasing Agreement template. All our suppliers will be required to comply with our Code of Conduct, in the absence of their own comprehensive Code of Conduct.

As far as possible, we strive to procure resources locally to benefit local economies and minimize emissions arising from transport. In 2022, 95 percent of our total procurement budget was spent on local suppliers for significant locations of operations. Moving forward, we aim to maintain our local procurement spending.

## Environment and Health Safety

We are also working to minimize our potential negative impact on the environment and occupational health and safety in our supply chain by extending our requirements of having an EHSMS certified to the ISO 14001 and ISO 45001 to our key suppliers with higher environmental and health and safety risks. To achieve our emission reduction targets detailed in the Emissions section on page 11, we are also pivoting to suppliers with a lower carbon intensity.

## Supplier Assessment

We recognize that our ambition of a sustainable supply chain cannot be realized alone. As such, we developed a Supplier Assessment Questionnaire tool to better understand how our suppliers manage their social and environmental impact, allowing us to track their compliance with our sustainability requirements. We took a pragmatic and risk-based approach to engaging our supplier network, prioritizing key suppliers with the largest procurement spend. Since the deployment of our questionnaire in 2022, we screened suppliers that account for 11 percent of our procurement spend. Our target is to complete screening for at least 70 percent of our procurement spend by the end of 2023, with plans to include new suppliers in the vendor registration and selection process.

Our assessment revealed no significant gaps or adverse impacts in the practices and activities of the suppliers. Most suppliers have implemented at least one type of ISO management system, while our high-risk suppliers have the required certified EHSMS in place, except for one OEM supplier. To address this gap, we have engaged with the OEM supplier to ensure compliance with our EHSMS requirements. Additionally, we are continuously reviewing and improving our supplier assessment process to identify and mitigate potential risks in our supply chain.

### Supply Chain Risk Assessment Process



#### Identify

Assessing suppliers based on EHS risks and procurement spend



#### Manage

Managing risks by establishing a framework and selection criteria



#### Mitigate

Implementing appropriate risk mitigation measures to minimize their impact.

As part of our commitment to sustainability, we are seeking commitments from our suppliers to adhere to the Ten Principles of the UN Global Compact in all their operations and supply chain activities. This ensures that our suppliers share our sustainability goals and values and promote responsible business practices throughout our supply chain.

#### SpeakUp Platform

To ensure greater transparency and accountability within our supply chain, we planned to establish an independently managed whistleblowing platform called SpeakUp<sup>28</sup> in 2023 for both internal and external reporters to report any genuine concerns regarding fraud, abuse, and other misconduct in the workplace or when conducting business, all while cultivating a positive work environment. This allows us to continuously monitor and improve our practices and mitigate any negative impacts on the economy, environment, and people, including impacts on their human rights. For more details, please refer to the Anti-corruption segment on page 21.

<sup>28</sup> As of the report's publication date in September 2023, these measures have been duly implemented.

# Appendices

## Appendix 1: Sustainability Reporting Indices

Statement of Use	Univers (formerly dba Envision Digital International) has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	pp. 3–4
	2-2 Entities included in the organization's sustainability reporting	p. 4
	2-3 Reporting period, frequency and contact point	p. 3
	2-4 Restatements of information	p. 3
	2-5 External assurance	p. 3, pp. 29–30
	2-7 Employees	p. 18
	2-8 Workers who are not employees	p. 18
	2-9 Governance structure and composition	p. 9–10
	2-22 Statement on sustainable development strategy	p. 3, 5
	2-26 Mechanisms for seeking advice and raising concerns	p. 22
	2-27 Compliance with laws and regulations	pp. 21–22
	2-28 Membership associations	p. 7
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 8
	3-2 List of material topics	p. 8
<b>Environment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 11
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 12
	305-2 Energy indirect (Scope 2) GHG emissions	p. 12
	305-3 Other indirect (Scope 3) GHG emissions	pp. 12–13
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 13
	302-3 Energy intensity	p. 13
	302-4 Reduction of energy consumption	p. 13
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 14
GRI 301: Materials 2016	301-1 Materials used by weight or volume	p. 14
	301-2 Recycled input materials used	p. 14
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 15
	306-2 Management of significant waste-related impacts	p. 15
	306-3 Waste generated	p. 15
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 16
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 16
	303-2 Management of water discharge-related impacts	p. 16
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 16
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 16
	304-2 Significant impacts of activities, products, and services on biodiversity	p. 16
<b>Social</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 17
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 18
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 18
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 19
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 19–20
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 19
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 19
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 19
	403-8 Workers covered by an occupational health and safety management system	p. 19
	403-9 Work-related injuries	p. 19
	403-10 Work-related ill health	p. 19
<b>Governance</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 21
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	pp. 21–22
	205-2 Communication and training about anti-corruption policies and procedures	pp. 21–22
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 22–23
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 23
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 24–25
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p. 24

## SASB Index

Topic	Accounting Metric	Code	Location
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	p. 13
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	p. 20
Data Privacy & Freedom of Expression	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	p. 23
Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	p. 23

## NASDAQ Index

ESG Metric	Metric	Location
<b>Environmental</b>		
E1: GHG Emissions	E1.1) Total amount, in CO <sub>2</sub> equivalents, for Scope 1	p. 12
	E1.2) Total amount, in CO <sub>2</sub> equivalents, for Scope 2	p. 12
	E1.3) Total amount, in CO <sub>2</sub> equivalents, for Scope 3	p. 12
E3: Energy Usage	E3.1) Total amount of energy directly consumed	p. 13
	E3.2) Total amount of energy indirectly consumed	p. 13
E4: Energy Intensity	Total direct energy usage per output scaling factor	p. 13
E5: Energy Mix	Percentage: Energy usage by generation type	p. 13
E8: Climate Oversight / Board	Board of Directors oversight and/or management of climate-related risks	p. 9
E9: Climate Oversight / Mgmt	Senior Management Team oversight and/or management of climate-related risks	p. 9
<b>Environmental</b>		
S3: Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	p. 18
	S3.2) Percentage: Year-over-year change for part-time employees	p. 18
S4: Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	p. 20
	S4.2) Percentage: Entry- and mid-level positions held by men and women	p. 20
	S4.3) Percentage: Senior- and executive-level positions held by men and women	p. 20
S6: Non-Discrimination	Sexual harassment and/or non-discrimination policy	p. 19
S7: Injury Rate	Percentage: Frequency of injury events relative to total workforce time	p. 19
<b>Governance</b>		
G1: Board Diversity	G1.1) Percentage: Total board seats occupied by women (as compared to men)	p. 20
	G1.2) Percentage: Committee chairs occupied by women (as compared to men)	pp. 21–22
G5: Supplier Code of Conduct	G5.1) Vendors or suppliers required to follow a Code of Conduct	p. 24
	G5.2) Percentage of suppliers who have formally certified their compliance with the Code	p. 27
G6: Ethics & Anti-corruption	G6.1) Ethics and/or Anti-Corruption policy	pp. 21–22
	G6.2) Percentage of workforce in compliance with the policy	pp. 23–24
G7: Data Privacy	G7.1) Data Privacy policy	p. 23
	G7.2) Steps taken to comply with GDPR rules	p. 23
G8: ESG Reporting	G8.1) Sustainability report	p. 3
G10: External Assurance	External assurance for sustainability disclosures	p. 3, pp. 29–30



# Appendix 2: Independent Limited Assurance Report

## Independent Limited Assurance Statement



### TO: THE STAKEHOLDERS OF ENVISION DIGITAL INTERNATIONAL

#### INTRODUCTION AND OBJECTIVES OF WORK

Bureau Veritas Quality Assurance Pte Ltd, Singapore (Bureau Veritas) has been engaged by Envision Digital International to provide limited assurance on its Sustainability Report 2022 (the Report). This Assurance Statement applies to the related information included within the scope of work described below. The aim of this process is to provide assurance to Envision Digital International's stakeholders over the accuracy, reliability and objectivity of the reported information and that it covers the issues material to the business and its stakeholders.

#### SCOPE OF WORK

The scope of our work was limited to assurance over performance data and information included within the Envision Digital International Sustainability Report 2022 (the Report) for the period 1st January 2022 — 31st December 2022, (the 'Selected Information') as listed below:

- General Indicators for 2022
- Performance data for 2022 has been assured for the following GRI indicators.
  - 301 Materials (301-1 / 301-2)
  - 302 Energy (302-1 / 302-3 / 302-4)
  - 303 Water & Effluents (303-1 / 303-2)
  - 304 Biodiversity (304-1 / 304-2)
  - 305-1 Greenhouse gas (GHG) emissions - Scope 1;
  - 305-2 Greenhouse gas (GHG) emissions - Scope 2;
  - 305-3 Greenhouse gas (GHG) emissions - Scope 3;
  - 306 Waste (306-1 / 306-2)
  - 401-1 New employee hires and employee turnover
  - 403 Occupational health and safety (403-1 / 403-8 / 403-9 / 403-10)
  - 404-1 Average hours of training per year per employee
  - 405-1 Diversity and Equal Opportunity
  - 406-1 Non-discrimination
  - 418-1 Customer Privacy
  - 204- 1 Proportion of spending on local suppliers
  - 205 Anti-Corruption (205-1 / 205-2)
- Verification of sustainability report performed in compliance with the requirements specified in 'Reporting with reference to the GRI Standards'.

#### LIMITATIONS AND EXCLUSIONS

Our assurance process was subject to the following limitations as we have not been engaged to:

- Determine which, if any, recommendations should be implemented;
- Provide assurance on information outside the defined reporting boundary and period;
- Other information included in the Report other than scope defined above;
- Verify financial statements and economic performance for the reporting period mentioned in the scope of work; and
- Verify positional statements (expressions of opinion, belief, aim or future intention by Envision Digital International) and statements of future commitment

The following limitations should be noted:

Our work was limited to Envision Digital International head office activities where Envision Digital consolidates and reconciles data provided by its markets, countries of operation, suppliers and other third parties. The reliability of the reported data is dependent on the accuracy of data collection and monitoring arrangements at market/site level, not addressed as part of this assurance. This limited level assurance engagement relies on a risk based selected sample of the Selected Information and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

#### RESPONSIBILITIES

The preparation and presentation of the selected information in the Report, as defined in the scope of work, is the sole responsibility of the management of Envision Digital International. Bureau Veritas was not involved in the drafting of the Report. Our responsibilities were to:

- Obtain limited assurance about whether the selected information has been appropriately and accurately prepared;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the Directors of Envision Digital International

## ASSESSMENT STANDARD

We performed our work in accordance with International Standard on Assurance Engagements (ISAE3000), referring to Global Reporting Initiative (GRI Standard).

## SUMMARY OF WORK PERFORMED

Our procedures performed, which are set out in more detail below, included assessments of the risks of material misstatement of selected performance indicators and disclosures and underlying internal controls relevant to the information published in the sustainability report. Our procedures were designed to gather sufficient and appropriate evidence to determine that the selected performance information is not materially misstated.

To reach our conclusions we undertook the following activities:

- Assessing the data collection and consolidation processes used for gathering and reporting of the information listed in the assurance scope above;
- Conducting remote data verification of sampled six offices plus Envision Digital HQ, deploying a risk-based approach as mentioned in the point above –Singapore HQ, five office locations in China and Munich Office in Germany.
- Conducting interview with Envision Digital International personnel responsible for data collection, collation and reporting.
- Testing of the sample data and reviewing evidence provided through a risk based approach;
- Comparing the information presented in the report with corresponding evidence in the source materials to ensure the reported data is supported by underlying records;
- Assessing the disclosure and presentation of the selected information to ensure consistency with assured information.

## CONCLUSION

Based on the procedures we have performed and the evidence nothing has come to our attention that causes us to believe that the selected information presented in Envision Digital International's 2022 Sustainability Report is not fairly stated in all material respects.

## KEY OBSERVATIONS

Without affecting the conclusion presented above, we would like to draw the readers' attention to the following:

- Envision Digital International continued to embed principles of Corporate Responsibility into its standard business activities and day-to-day operations by further integrating these into senior management's objectives and other job descriptions/appraisals;
- Envision Digital International's efforts towards the management of GHG emissions have resulted in achieving Carbon Neutrality.
- Envision Digital has attempted to align the sustainability report to sectoral standards.
- Implementation of compliant ISMS System towards international standards i.e., ISO/IEC 27001 and EU's General Data Protection Regulation
- Envision Digital has revisited its Code of Conduct to include elements of human rights and implemented controls on human rights and an Effective grievance mechanism.

During the reporting period 2022, Envision Digital demonstrates significant efforts to become operationally carbon neutral through the purchase of RECs and verified carbon standard certified offsets for Scope 1 and 2 greenhouse gas emissions, as well as commitments to the Science-Based Targets Initiative (SBTi) with the goal of setting science-based targets in line with the Paris Agreement's goal of limiting global warming to 1.5 degrees Celsius.

These efforts help Envision Digital in achieving 8% reduction in annual location-based scope 2 emissions, and an 85% reduction in scope 1 and 2 market-based emissions compared to a 2020 baseline. On the other hand, it has been observed that scope 3 emissions have increased by 42% since 2021, which is indicative of business expansion and customer confidence.

## STATEMENT OF INDEPENDENCE, INTEGRITY AND COMPETENCE

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 185 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics that meets the requirements of the International Federation of Inspections Agencies (IFIA) across the business to ensure that its employees maintain integrity, objectivity, professional competence, due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Envision Digital International



### Bureau Veritas Quality Assurance Pte Ltd

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Date: 24.05.2023

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# Appendix 3: Countries of Operation

## List of Countries

Singapore (Global Headquarters)	China <sup>29</sup>	France
Germany	India	Italy <sup>29</sup>
Japan	Malaysia	Netherlands
Norway	Spain <sup>29</sup>	Thailand <sup>29</sup>
United Kingdom	United States of America	Vietnam <sup>29</sup>

<sup>29</sup> Although Univers operates in Hong Kong, Italy, Spain, Thailand and Vietnam, we do not have physical offices in these locations.

## Appendix 4: Stakeholder Engagement

At Univers, we actively engage with stakeholders to gather insights on their areas of interest, both to develop our products and services and to manage our sustainability topics. Stakeholder groups were prioritized for engagement to the extent that they impact or are impacted by us. By understanding the impact of our business on our stakeholders, we can better understand their expectations and cater to their needs.

To achieve effective engagement, we use a variety of methods to engage with our stakeholders, including surveys, interviews, meetings, and online platforms. Our stakeholder engagement process is designed to be flexible and adaptable, and we seek to engage with stakeholders at all levels of our operations.

Our stakeholder engagement efforts are prioritized based on the level of interest, influence, and potential impact of our company's activities on each group. We believe that stakeholder engagement is an ongoing process, and we are committed to continually improving our approach. Details of our stakeholder engagement efforts are provided in the table below.

Stakeholders	Channels for Engagement	Purpose
Employees	<ul style="list-style-type: none"> <li>Intranet and SharePoint</li> <li>Employee Survey</li> <li>SpeakUp Platform</li> </ul>	<ul style="list-style-type: none"> <li>Communicate sustainability-related policies and knowledge</li> <li>Assess employee satisfaction and address concerns, complaints or grievances</li> </ul>
Clients	<ul style="list-style-type: none"> <li>Company Website</li> <li>Client Surveys</li> <li>SpeakUp Platform</li> <li>Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>Communicate progress and inspire confidence in our corporate governance</li> <li>Assess satisfaction and gather feedback</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Supplier Onboarding</li> <li>Supplier Assessment Questionnaire</li> <li>SpeakUp Platform</li> <li>Supplier Code of Conduct (Development ongoing)</li> </ul>	<ul style="list-style-type: none"> <li>Communicate sustainability-related policies</li> <li>Address concerns, complaints or grievances</li> </ul>
Investors	<ul style="list-style-type: none"> <li>Company Website</li> <li>Annual General Meetings</li> <li>Sustainability Report</li> </ul>	<ul style="list-style-type: none"> <li>Communicate sustainability-related policies and progress</li> <li>Build shareholder trust and confidence</li> </ul>
Regulators (including government bodies)	<ul style="list-style-type: none"> <li>Regulatory Registrations and Reporting</li> </ul>	<ul style="list-style-type: none"> <li>Communicate regulatory compliance</li> <li>Keep abreast of new regulations and requirements</li> </ul>
Media	<ul style="list-style-type: none"> <li>Company Website and Press Releases</li> <li>Social Media</li> </ul>	<ul style="list-style-type: none"> <li>Raise awareness of our products, services, and sustainability progress</li> <li>Shape industry perspectives and contribute thought leadership</li> </ul>



# Appendix 6: Accounting Methods

## Accounting Methods for Environmental Performance Indicators

### GHG Emissions

Sustainability performance data has been consolidated based on the operational control approach and stated in accordance with the GHG Protocol. Exclusions are as mentioned under the reporting scope given on page 3 of this report and under the respective section of each topic. Univers will review its reporting boundary annually and continuously improve the completeness and accuracy of its sustainability performance reporting.

Univers' carbon footprint accounting and reporting includes Scope 1, 2 and 3 emissions, and the classification of direct and indirect emissions in these scopes are as defined by the GHG Protocol. Please refer to the table below for the sources of emissions included, reasons for exclusion, and the emission factors used.

#### Summary of Greenhouse Gas Accounting Methods

Emission Scope	Emission Source	Status/Omission	Methodology	Emissions Factors (EF)
Scope 1				
	Direct Emissions			
	Fuels consumption and fugitive emissions	Omitted due to no available data	Calculation based on nominal fill volume, refill volume leakage rates, where such information is available in the form of bills and invoices from direct purchases, and the corresponding emission factors.	Not applicable
Scope 2				
	Purchased electricity, heating, cooling, and steam (including EV charging)	Reported	Calculations based on electricity and heat or cooling energy consumption, where such information is available in the form of bills and invoices, and corresponding emission factors.  Where energy invoices or bills are unavailable, the electricity consumption will be estimated using landlord-provided energy consumption or building energy intensity of similar building types.	<b>Location-based emission factors:</b> IEA: Singapore, Norway, France, Germany, USA, Netherlands, India, Japan, Malaysia MEE: China DEFRA: UK  <b>Market-based emission factors:</b> IEA: Malaysia, Japan, India AIB: Norway, Netherlands, France, UK Green-e: USA
		Reported	Electric Vehicle (EV) charging was calculated using mileage data and emission factor from Lumenaza.	<b>Location-based emission factors:</b> IEA: Germany  <b>Market-based emission factors:</b> Lumenaza
Scope 3				
	Category 1: Purchased goods and services	Reported	Calculations are based on our expenses claims and procurement records, except for cloud usage where calculations are based on activity data and the provider-specific emissions factor. When possible, emission factors from specific suppliers were used.	<ul style="list-style-type: none"> <li>US EPA 2020</li> <li>Supplier specific emissions factors from Azure and AWS (cloud usage)</li> </ul>

Scope 3				
	Category 2: Capital goods	Reported	The purchase of IT hardware and equipment.	<ul style="list-style-type: none"> <li>US EPA 2020</li> </ul>
	Category 3: Fuel and energy-related activities	Reported	Calculations based on fuel and energy consumption data from Scope 2.	<ul style="list-style-type: none"> <li>DEFRA 2022</li> </ul>
	Category 4: Upstream transport and distribution	Reported	Calculations based on financial spend on courier, shipping, and freight.	<ul style="list-style-type: none"> <li>US EPA 2020</li> </ul>
	Category 5: Waste generated in operations	Reported	<p>Average per capita waste was taken from the World Bank Group (2018). Total waste per country per year was calculated by multiplying the average per capita waste with the number of employees and the approximate number of working days in 2022.</p> <p>Working days were approximated using data from MOM. Working days is equal to the number of weekdays in 2022 (MOM, 2022a) minus the number of weekday public holidays in Singapore (MOM 2022b) and minus 10 days of annual leave.</p> <p>Total waste per country was then multiplied by the emissions factor derived from DEFRA to get the carbon emissions.</p>	<ul style="list-style-type: none"> <li>DEFRA 2022</li> </ul>
	Category 6: Business travel	Reported	Air travel calculations were based on airline mileage data for flights with travel distance available and the corresponding short and long-haul emission factors. Some air travel had emissions provided by airlines, so no additional calculations were needed. For air travel with no mileage data, financial data was used with the corresponding emission factors.	<ul style="list-style-type: none"> <li>DEFRA 2022 (using mileage data)</li> <li>Airline provided emissions</li> <li>US EPA 2020 (when there is no mileage data)</li> </ul>
Reported		Land travel emissions were all calculated using financial data except for personal car travel. Calculations for personal car travel was based on mileage data and appropriate emission factors.	<ul style="list-style-type: none"> <li>US EPA, 2020</li> <li>DEFRA 2022 (personal car travel)</li> </ul>	
Reported		Hotel emissions were based on days of stay. The main emission factors used were from DEFRA. Greenview and data from the UNFCCC were used to supplement countries that were absent in the DEFRA dataset.	<ul style="list-style-type: none"> <li>DEFRA 2022</li> <li>Greenview</li> <li>UNFCCC GHG Emissions Calculator</li> </ul>	

Scope 3				
	Category 7: Employee commuting	Reported	<p>Employee commuting emissions were calculated by multiplying the number of employees in each country by the average employee commuting emissions based on country income level. Country income levels were assigned according to the World Bank data (2021).</p> <p>We calculated the average employee commuting emissions based on income level by multiplying the percentages of commutes based on vehicle type, the respective vehicle emissions from BEIS, the average travel distance per employee, and the number of working days per year. The percentage of commutes based on vehicle type per income level was derived from the RAC Foundation and Statistic Brain Research Institute. The average travel distance per day was according to Nation Master. The calculation for the number of working days can be found in Category 5: Waste generated in operations.</p>	<ul style="list-style-type: none"> <li>• BEIS (EF for each vehicle type)</li> </ul>
	Category 8: Upstream leased assets	Reported	It includes hardware and equipment rental and corresponding emission factors.	<ul style="list-style-type: none"> <li>• US EPA, 2020</li> </ul>
	Category 9: Downstream transport and distribution	Reported	Included in the calculation of upstream transport and distribution.	Refer to Category 4
	Category 10: Processing of sold products	Excluded	All products sold by Univers are end products and further processing would not be relevant.	
	Category 11: Use of sold products	Reported	The energy consumption of products sold by country was calculated by multiplying the number of products, their respective average operating power, the hours of product usage, and their respective useful lives (in years). Carbon emissions were then calculated by multiplying the energy consumption by the respective country emission factors.	<ul style="list-style-type: none"> <li>• IEA 2021, 2020</li> <li>• DEFRA 2022</li> <li>• MEE 2022</li> <li>• Average emissions factors from Azure and AWS (cloud usage)</li> </ul>
	Category 12: End-of-life treatment of sold products	Excluded	Negligible	
	Category 13: Downstream leased assets	Excluded	We do not have any downstream leased assets at present; hence this category is not relevant.	
	Category 14: Franchises	Excluded	We do not have any franchises; hence this category is not relevant.	
	Category 15: Investments	Excluded	Entities not included in Boundary are Joint Ventures and partially owned entities, due to our limited control over these entities, emissions from these entities are excluded.	



- IEA: International Energy Agency
- Intergovernmental Panel on Climate Change (IPCC). (2014). Climate Change 2014: Synthesis Report. Contribution of Working Groups I, II and III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change. Retrieved from <https://www.ipcc.ch/report/ar5/syr/>
- UK Department for Environment, Food & Rural Affairs (DEFRA). (2022). Greenhouse gas reporting: conversion factors 2022. Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy
- Center for Resource Solutions. (2022). 2022 Green-e® Residual Mix Emission Rates. Retrieved from <https://www.green-e.org/2022-residual-mix>
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**Reduction of GHG**

We report on the percent reduction of our Scope 1 and Scope 2 emissions compared to 2020 as the base year.

**Energy Intensity**

The energy intensity is the sum of our total energy consumed per employee.

**Reduction of Energy Consumption**

The reduction of energy consumption is calculated based on the intensity reduction of our energy consumption compared to a 2021 base year.

**Waste**

Waste is reported as the sum of all waste types generated based on the average per capita waste, the number of employees, and number of working days. Refer to “Category 5: Waste generated in operations” for details.

**Energy Consumption**

Our energy consumption figures are calculated based on the amount of electricity purchased by our company, and any data on electricity and energy usage for heating and cooling provided by the landlord. In cases where such data are not available, the emissions will be estimated based on average building energy intensity of similar building types. Energy used for heating and cooling will be excluded from our reporting in instances where such usage information is not provided by the landlord.

**Materials Used**

The amounts and types of materials used for the manufacturing of our hardware products are collected from our hardware manufacturing suppliers.

**Proximity to Areas of High Biodiversity Value**

The distances between our offices and the nearest protected areas or regions of high biodiversity value are determined based on the Green List of protected and conserved areas given by the International Union for Conservation of Nature (IUCN).

## Accounting Methods for Social Performance Indicators

**Number and Rate of New Employee Hires and Employee Turnover**

The year-end headcount is used to report the number of employees, excluding outsourced contractors and interns. The rates of new hires and turnover are calculated by dividing the number of new hires or number of employees who left the company by the average number of employees during the year.

**Training**

Training hours are reported based on the available e-learning records collected via online training providers. The percentage of employees trained is calculated by dividing the number of employees who completed the relevant e-learning assignments by the number of employees, disregarding employees who have left the organization.

**Employees Gender**

Gender of the employees is reported by headcount numbers as well as the percentage over the year-end headcount of employees with an employment contract with Unvers who are on payroll regardless of the type of contract at year end. Employees on unpaid leave (except parental leave), contractors and third-party workers are excluded from the calculation.

## Customer impact calculations

Customer Carbon Footprint Monitored and Administered	This is the consolidated footprint of carbon emissions equivalent that we monitor for our customers through our carbon management software applications such as Univers Carbon Management.	
Customer Carbon Abatement Achieved with the support of Univers Software	<p>This is the consolidated carbon emissions abatement that we monitor for our customers through applications such as ARK, Bazefield and renewables. These notably include:</p> <ol style="list-style-type: none"> <li>1. All the carbon emissions abatement that our customers achieve through the deployment and proper management of renewable energy generation assets for wind and solar, with the help of our renewable energy asset management software</li> <li>2. All the carbon emissions abatement initiatives that our customers model and administer in Univers Carbon Management as part of their company's carbon emissions management efforts</li> <li>3. All the carbon emissions abatement that our customers achieve through the reduction of energy consumption in their real estate thanks to the use of Univers Energy Resource Manager</li> <li>4. All the carbon emissions abatement that our customers achieve through the decarbonization of their company's mobility thanks to the use of Univers Electric Mobility</li> </ol>	<p>Annual calculation</p> <ol style="list-style-type: none"> <li>1. Monitored abatement from renewable energy assets: <ul style="list-style-type: none"> <li>• Total contracted capacity of renewables (by region) X average capacity factor (by region) X average grid emissions factor (by region)</li> </ul> </li> <li>2. Monitored abatement from carbon management in Univers carbon management software products: <ul style="list-style-type: none"> <li>• Sum of abatement of ALL abatement initiatives being administered in Univers carbon management software products</li> </ul> </li> <li>3. Monitored abatement from energy efficiency in buildings: <ul style="list-style-type: none"> <li>• Total building management energy savings (by country) X average grid emissions factor (by country)</li> </ul> </li> <li>4. Monitored abatement from decarbonized mobility: <ul style="list-style-type: none"> <li>• Total electric mobility (100% renewable) energy supply to EVs (kW) X energy efficiency (km/kW) X average emission factor/KM of ICE vehicle</li> </ul> </li> </ol>

## Source

### 3MtCO<sub>2</sub>e – Monitored CO<sub>2</sub> emissions footprint

This is the consolidated footprint of carbon emissions equivalent that we monitor for our customers through applications such as ARK and ERM.

### 415 MtCO<sub>2</sub>e – monitored CO<sub>2</sub> emissions abatement

This is the consolidated carbon emissions abatement that we monitor for our customers through applications such as ARK, Bazefield and renewables. These notably include:

5. All the carbon emissions abatement that our customers achieve through the deployment and proper management of renewable energy generation assets for wind and solar
6. All the carbon emissions abatement initiatives that our customers model and administer in ARK as part of their company's carbon emissions management efforts
7. All the carbon emissions abatement that our customers achieve through the reduction of energy consumption in their real estate thanks to the use of Univers Energy and Resource Manager
8. All the carbon emissions abatement that our customers achieve through the decarbonization of their company's mobility thanks to the use of Univers Charge

### Annual calculation

2. Monitored abatement from renewable energy assets
  - Total contracted capacity of renewables (by region) X average capacity factor (by region) X average grid emissions factor (by region)
3. Monitored abatement from carbon management in ARK
  - Sum of abatement of ALL abatement initiatives being administered in ARK
4. Monitored abatement from energy efficiency in buildings
  - Total Univers Energy and Resource Manager energy savings (by country) X average grid emissions factor (by country)
5. Monitored abatement from decarbonized mobility
  - Total Univers Charge (100% renewable) energy supply to EVs X energy efficiency (km/kW) X average emission factor/KM of ICE vehicle