

ENVIRONMENTAL POLICY

Version 1.1

Logicalis International Limited

August 2026

Introduction

Logicalis International Limited (herein known as Logicalis) is a global technology service provider. We deliver next-generation digital solutions that provide our clients with real-time visibility and actionable insights across the performance of their digital ecosystem. As Architects of Change, we want to make the world a better place, and our role as a global technology service provider provides both an opportunity and a responsibility to take the lead in contributing solutions for a sustainable future.

At Logicalis, we recognize that environmental responsibility is integral to long-term business resilience, customer trust and responsible value creation in the global IT sector. Our dedication to making a positive impact on the world around us is not just a vision; it's a core principle that underpins every aspect of our operations.

Purpose

The purpose of the Logicalis Environmental Policy is to establish the underlying principles and a clear and comprehensive framework for Logicalis' commitment to environmental sustainability that applies across the group. This policy fosters Logicalis' shared understanding and responsibility towards the environment.

Scope

This policy applies to all subsidiaries of Logicalis (also referred to as operations in this policy) and their employees, in relation to key environmental impacts arising from:

- Data centre and office-based operations
- IT hardware sales, deployment and lifecycle services
- Supply chain and logistics activities within Logicalis' influence

It provides a common framework under which all subsidiaries should operate, while recognising that each subsidiary may maintain its own local environmental policy, adapted to local legal, regulatory and operational requirements.

Policy Principles

Logicalis' approach to environmental management is guided by the following principles:

- **Legal compliance:** All subsidiaries must comply with applicable environmental laws and regulations in the jurisdictions in which they operate.
- **Shared accountability:** Leaders and employees at subsidiaries are responsible for managing their environmental impacts in line with local risks and regulations, while central functions support in planning and delivering our overall environmental objectives.
- **Proportionality:** Environmental actions should be proportionate to the scale, nature and risk of each operation.
- **Continuous improvement:** Assess on an ongoing basis and seek progressive improvement in environmental performance over time.
- **Responsibility across the value chain:** Recognise environmental impacts associated with products, services and suppliers.
- **Practicality and credibility:** Commitments will be realistic, evidence-based and capable of implementation.
- **Climate resilience:** Consideration is given to climate-related risks and opportunities in operational planning, investment decisions and business continuity activities.

Environmental Focus Areas

Within this framework, our operations should consider the following priority areas, where relevant locally:

Energy and Carbon

- Efficient use of energy in offices and data centres
- Encouragement of lower-carbon travel and remote collaboration where feasible
- Support for local initiatives to measure and reduce carbon emissions, where appropriate

IT Equipment and E-waste

- Responsible sourcing and lifecycle management of IT hardware
- Promotion of repair, refurbishment, reuse and recycling programmes
- Compliance with applicable e-waste, WEEE and hazardous materials regulations

Resource Use and Waste

- Reduction of general waste and increased recycling where possible
- Responsible use of paper, water and consumables
- Avoidance of unnecessary packaging

Supply Chain

- Consideration of environmental factors in supplier selection and engagement
- Encouragement of suppliers to meet relevant environmental and ethical standards
- Collaboration with strategic vendors on sustainability-related initiatives

Sustainable Technology and Digital Solutions

- Promote the design, deployment and operation of energy-efficient technology solutions and cloud services.
- Encourage the responsible use of artificial intelligence and emerging technologies, taking into account their environmental impact.
- Support customers in reducing their environmental footprint through sustainable digital transformation initiatives.

Policy Commitments

Logicalis is committed to improving its environmental performance, reducing environmental impacts across its operations and value chain, and supporting progress against its approved sustainability targets.

As part of this commitment, Logicalis encourages employees to adopt environmentally responsible behaviours, including sustainable travel practices, efficient use of resources and participation in local environmental initiatives.

To deliver on our environmental ambitions, we are committed to the following:

1. **Net Zero Emissions:** Logicalis has set science-based net zero targets approved by the Science-Based Targets Initiative (SBTi) and we are actively working towards achieving these targets.
2. **Carbon Neutrality:** Logicalis achieved Scope 1 and 2 carbon-neutral status globally in 2025. We aim to maintain this status and reduce our use of carbon offsets going forward by continuing to implement carbon reduction strategies and energy efficiency measures.

3. **Switch to Renewable Electricity:** We will invest in and transition to renewable energy solutions, reducing our reliance on fossil fuels and contributing to a cleaner and more sustainable energy landscape.
4. **E-Waste:** We are committed to reducing the amount of e-waste sent to landfill and to working with clients where possible to help them reuse and recycle their e-waste. We will actively promote e-waste reduction, reuse practices and recycling initiatives throughout our organization.
5. **Supplier Engagement:** Logicalis will actively engage and support our suppliers to enhance environmental performance throughout the supply chain.
6. **Employee Awareness and Training:** Logicalis maintains mandatory ESG training for all employees to ensure awareness of Logicalis' environmental commitments and encourage active participation in environmental initiatives.
7. **Transparency and Communication:** Logicalis will regularly assess and report on environmental performance, setting clear goals and targets for improvement and communicating our progress to stakeholders.

These commitments underscore Logicalis' dedication to creating a sustainable future, reducing our environmental impact, and leading by example within our industry. This policy is a demonstration of our responsibility as an organization to contribute to a cleaner, healthier planet.

Responsibility and Accountability

The group Responsible Business team is responsible for setting overall environmental strategy and developing initiatives to deliver on our policy commitments, which are generally implemented by subsidiary operational teams. The group team provides oversight, coordination and support for subsidiaries, whilst also undertaking monitoring, measuring and reporting across all focus areas, and is ultimately accountable for delivery of our environmental goals.

Monitoring and Measurement

At Logicalis, we understand the importance of actively monitoring and measuring the effectiveness of this policy and progress towards our sustainability goals. To achieve this, we employ the following strategies:

- **Key Performance Indicators:** KPIs aligned with our environmental commitments to track progress (subject to change as our business evolves). These currently include:
 - Scope 1, 2 and 3 greenhouse gas emissions
 - Renewable electricity usage
 - Business travel emissions
 - E-waste diverted from landfill
 - Supplier sustainability performance
 - Employee ESG training completion rates
- **Data Analysis:** Environmental data collection and analysis to track progress against targets and goals and inform decision-making
- **Stakeholder Engagement:** Logicalis will actively engage stakeholders for feedback and insights into our environmental initiatives
- **Regular Reporting:** We maintain transparency through regular environmental performance reporting

Commitment from Logicalis' Leadership

The leadership at Logicalis is resolute in their dedication to sustainability, understanding that achieving environmental sustainability demands unwavering commitment. With their guidance, resource allocation, and advocacy of responsible practices, our leaders champion the commitments outlined in this policy, motivating all of us to take substantial steps towards a more sustainable future.

Review

This Environmental Policy will undergo periodic review and updates to remain relevant and effective. This policy is not to be considered in isolation but should be read and applied in conjunction with existing policies that apply to a particular country or region, as well as other existing relevant Responsible Business Policies within Logicalis.

Document Control

Document Owner

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