Based on our company values, atNorth have outlined the following goals to guide the company’s sustainability agenda for the next five years.

We will continually report against these targets and seek to align our measures with global standards including the United Nations Sustainable Development Goals (UN SDGs).

<table>
<thead>
<tr>
<th>Goals</th>
<th>Objectives</th>
<th>Targets</th>
<th>UN SDGs</th>
</tr>
</thead>
</table>
| Reduce our climate impact | - Measure and report greenhouse gas emissions to cover scope 1, 2 and 3  
- ISO14001: Environmental Management System certification for all sites  
- Compensate emissions from diesel back-up generators  
- Compensate CO2 emissions for employees’ work-related air travel | ongoing           | 🍃      |
| Maximize energy efficiency | - Obtain an average PUE level at 1.2 at all sites  
- Obtain certified status of ISO50001:2018 Energy Management Systems  
- Measure and report on renewable energy ratio used in our operations in compliance with ISO50134 | ongoing by 2024     | 🍃      |
| Circularity in our operations | - Ensure all facilities have effective recycling systems to meet our 100% recycling goal for IT equipment and 90% for other waste  
- Consider more sustainable alternatives for all materials used  
- CNDCP WUE targets of 0.4L/kWh  
- Assess every atNorth facility for heat reuse suitability. Where deemed suitable, integrate into the heat reuse scheme  
- Assess building and operational processes/materials to minimize the total lifecycle environmental impact of our facilities | ongoing by 2025     | 🍃      |
| Safe workplace and employee welfare | - Obtain certified status of ISO 45001: Management Systems of Occupational Health and Safety (OH&S)  
- Strive to improve diversity mix in all departments  
- Maintain Equal Pay Conformity within 1% differential  
- Promote health improving activities/opportunities for employees  
- Enhance training and development opportunities to increase skills and industry knowledge and provide a pathway for employee progression |DONE                | 🍃      |
| Empowering the community | - Offer internships to students in local communities  
- Strengthen our charitable donation policy with a focus on local communities  
- Include local companies in work opportunities within our facilities | ongoing annually   | 🍃      |
| Strong Risk Management framework | - Maintain ISO 27001 certification and integrate into all new facilities  
- Obtain ISO9001: Quality Management  
- Define sustainability risk factors and create appropriate action plan  
- Prepare for EU Corporate Sustainability Reporting Directive (CSRD) | ongoing annually   | 🍃      |
| High ethical standards and anticiromption procedures | - Procedures in place to ensure that the code of conduct is enforced. EU Taxonomy assessment for all sites  
- Improve the frequency and subject matter of supplier evaluations to ensure compatibility to our values | annually           | 🍃      |