

ENVIRONMENTAL POLICY

Readly International AB (publ)

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Table of Contents

Environmental policy	3
INTRODUCTION	3
ENVIRONMENTAL IMPACT	3
RESPONSIBILITIES	4
ENVIRONMENTAL PLAN	4
FOLLOW UP PROCEDURES	5

Environmental policy

1 Introduction

- 1.1 *Introduction* - This information policy (the "**Policy**") applies to Readly International AB ("**Readly**" or "**Company**") and its subsidiaries, the "**Group**" as applicable. When using "**Readly**" in this policy, this should be read as any company in the Group or the Group as a whole.
- 1.2 *Purpose* - The purpose of the Policy is to work actively with environmental considerations in all parts of its business. We always aim to have as low an environmental impact as possible and at the same time make it easier for customers, publishers and partners to do the same. This environmental policy forms the basis for the company's environmental work.
- 1.3 *Responsibility for Approval* - The board of directors of Readly International AB ("**Board of Directors**") is responsible for adopting, evaluating and reviewing this Policy. This Policy should be adopted annually, or if any amendments are required.
- 1.4 *Policy Owner* - The Chief People Officer of Readly ("**CPO**") is the person responsible for the content of this Policy (the "**Policy Owner**"). This Policy is reviewed on an annual basis in order to ensure compliance with internal and external requirements. It can also be reviewed due to change in Readly business objectives or change of regulatory requirements.
- 1.5 *Monitoring* - The CPO is responsible for communicating the content of this Policy and ensuring Readly's adherence to this Policy.
- 1.6 Readly and all employees always comply with prevailing national environmental legislation and internationally accepted principles such as the UN Global Compact's 7th, 8th and 9th principles - the precautionary principle, environmental initiatives and encouragement.
- 1.7 This document complements the Readly Code of Conduct (the "**Code**") and its underlying policy documents. All terms in this Policy have the same meaning as in the Code.
- 1.8 In cases where national legislation and this Policy are in conflict with each other, the legislation shall prevail, except in cases where the Policy sets higher requirements, then the Policy shall prevail.

2 Environmental impact

- 2.1 The work of preventing and limiting the environmental impact we have is mainly about how we conduct our business linked to offices and travel, but also waste and data centers.
- 2.2 As a large part of our environmental impact takes place outside our direct control, an ongoing dialogue with our suppliers is of great importance.
- 2.3 Our environmental impact also includes how we enable our users, publishing partners and commercial partners to minimise their environmental impact through the use of Readly's service.

3 Responsibilities

- 3.1 Readly's CPO is ultimately responsible for the environmental work.
- 3.2 The Senior Leadership Team at Readly acts as a steering group that is responsible for setting environmental goals and following up the results.
- 3.3 Readly's Sustainability Committee, composed of employees from various teams at the company, prepares proposals for how Readly can work to achieve set environmental goals, in accordance with the guidelines, policies and strategy that the company has set up. The committee also follows up initiatives and reports the results to the Senior Leadership Team.
- 3.4 All employees are responsible for reading and understanding the content of this policy and for contributing to the environmental policy's goals being translated into action.

4 Environmental plan

- 4.1 Readly's environmental plan includes goals in five areas with KPIs to measure our performance.
 - 4.1.1 Travel
 - 4.1.2 Renewable energy
 - 4.1.3 Energy usage at Readly's offices
 - 4.1.4 Energy usage at data centers and by servers
 - 4.1.5 Waste management

Area	Goal	Action
Travel	Business travel emission intensity per FTE shall not exceed 2019 pre-pandemic levels	All employees are encouraged to use digital meeting tools when possible, and when travelling is required, prioritise means of transportation with the least environmental impact such as travel by train.
Renewable energy	Start measuring the share of renewable energy sources.	Ready shall strive to select renewable electricity whenever possible
Energy usage at Ready's offices	Energy consumption per FTE and year should not increase	When purchasing new office equipment we choose energy-efficient devices that automatically power down during extended inactivity. We educate and encourage employees to be energy-conscious and to offer ideas about how energy can be saved.
Energy usage at data centres and by servers	Energy use for servers and data centres should not increase disproportionately to Ready's growing user base. (AWS currently chooses not to share emission data)	Suppliers of IT systems and cloud services must be as energy efficient as possible and included in the criteria for procurement.
Waste management	Implement and improve Ready's waste management system to minimise the amount of waste at the greatest extent possible. The reuse/recycling alternatives shall cover as many materials and products as possible	Digital alternatives shall be prioritised whenever possible. Use of packaging and single-use products shall be minimised. Waste sorting is conducted at all offices. We strive to re-use as much as possible. Electronic waste is disposed of at designated environmental collection sites.

5 Follow up procedures

- 5.1 The compliance with the environmental plan is monitored by the Sustainability Committee. Overall goal fulfilment is followed up annually by the CPO. Further instructions regarding how to report concerns and consequences are found in Ready's Code of Conduct.