

Environmental Policy

Adopted by/date	The Board of Directors in PayEx Sverige AB, 2023-10-26 The Board of Directors in PayEx Norge A/S, 2023-11-09 The Board of Directors in PayEx Danmark, 2023-11-10 The Board of Directors in PayEx Suomi Oy, 2023-11-10
Applies for	PayEx Sverige AB including branches, PayEx Norge AS, PayEx Danmark A/S, PayEx Suomi Oy (hereinafter "PayEx").
Local Framework Owner	Chief Administrative Officer
Distribution	PayEx Regulation section on the intranet
Language version	English
Information class	Public
Basis	ISO 14001
Related steering documents	Sustainability Policy

1. Background

PayEx acknowledge that our success as a company is linked to meeting the environmental challenges of our time and to promote sustainable finance. Our stakeholders expect us to have knowledge about environmental impacts and risks, and we shall use this knowledge to help our customers mitigate risk as well as benefit from opportunities.

We are committed to support both the Paris Agreement on climate change and the UN Sustainable Development Goals (the SDGs). This twofold commitment will guide our work and impact towards 2030 and beyond.

PayEx enables sustainable development through sound and sustainable business management. Environmental responsibility is integrated in our business, our operations and our actions.

2. Purpose

This policy is one part of PayEx overall Sustainability policy framework and it is a supporting Policy to the Sustainability Policy. The purpose of this policy is to provide a basis for PayEx environmental work in all Line of Business areas, product areas and common units. It states the basic and common view within PayEx on matters of environmental impact and the management thereof.

3. Guiding principles

PayEx will contribute to a sustainable use of the Earth's finite resources, protection of nature and biodiversity and the reduction of greenhouse gas (GHG) emissions through all our business operations. We want to encourage the global transition to a low-carbon and climate-resilient economy and we shall work to minimize adverse environmental impact of our business, including scope 1, scope 2 and scope 3 GHG emissions.

This Policy is based on PayEx strategic direction, the environmental management system ISO 14001, as well as our climate commitment, the voluntary international commitments and external sustainability

related laws and regulations

4. Management

PayEx shall work to continuously improve the management of our environmental responsibility. This includes the work to continuously reduce the PayEx negative impacts and promote the positive ones. This means both impacts generated indirectly through financing, investments, payments and procurement, and those generated directly through PayEx own operations. PayEx governance structure and the ISO 14 001 environmental management system enables PayEx to perform this work in a structured way.

Environmental objectives: PayEx shall work with clear and measurable environmental objectives which shall be reported on, and in case of any deficiencies, handled and followed-up on. Improvements are made as part of a recurring monitoring process.

Compliance. PayEx shall base the environmental work on scientific findings, international agreements and business related frameworks. We shall comply with applicable sustainability related laws and regulations, international commitments and demands in the environmental area. Internal routines shall translate external requirements into direct corporate actions. Compliance reviews are made and for example, ISO 14001 shall be reviewed annually through internal and external audits.

Competence development: Swedbank recognizes that continuous development of knowledge, awareness and commitment amongst our employees are prerequisites for us to succeed in managing the environmental impact of our business operations

5. Business integration

PayEx shall consider environmental aspects in profitability and risk analyses, in business and product development, in provision of services, in business strategy, in credits and investments, and in communication with stakeholders.

The environmental basics through our own operations:

PayEx commitment starts by ensuring environmentally safe operations, and managing our own environmental footprint throughout our operations and suppliers.

PayEx strives to minimize the environmental impact from business travel, paper, heating, cooling, and electricity consumption in our premises, waste management and use of office equipment and supplies that causes emissions and pollution to the air, soil and water. We take measures to monitor, follow-up and transparently report on our performance.

PayEx also strives to integrate environmental considerations in our main business processes. We analyze the environmental impact from our investments, credits, payments and supply chain. We take these risks and opportunities into account and strive to evaluate how these would affect our profitability and reputation, if they were to materialize.

The environmental impact and contribution to society through our external stakeholders:

PayEx supports the green transition in society, and the financial sector has a crucial role in directing financing to activities that support the transition to a low-carbon economy and sustainable business models.

PayEx is aware that our customers and suppliers impact the environment through their decisions, activities, and business operations. We support them in understanding how their financial decisions , business model and operations affect the environment and advise on how to take action and minimize risks and benefit from opportunities in the transition.. Progress in the environmental area is achieved through mutual learning, collaborative innovation, sustainable offering and advisory and open exchange of information on environmental issues.

PayEx empowers individuals and companies to make sustainable choices that contribute to a sound and sustainable economy, and we are committed to continue developing our sustainability product and service offering.