HOUSE OF HR
HUMAN RESOURCEFULNESS

Group Environmental Policy v1.2

A. Purpose

As a responsible company, we recognize the urgent environmental challenges posed by climate change, biodiversity loss, and the overconsumption of natural resources. Integrating environmentally friendly practices into the core of our operations is a strategic necessity for maintaining competitiveness, reducing risk, securing customer trust, and contributing positively to the planet. We thus are committed to **operate in a way that minimizes our environmental impact and contributes to a sustainable future**.

As such, "**We care for our environment**" is one of the three pillars of our ESG strategy, and we are committed to reduce our Greenhouse gas (GHG) emissions, as testified by the **Science-Based Target (SBT)** that we set for ourselves. This Environmental Policy reaffirms our commitment to sustainability, embedding responsible practices across our business and value chain. Together with our Happy Rebels and other stakeholders, we strive to minimize our environmental footprint and contribute to a more sustainable world.

This policy presents our **commitments** on integrating environmental matters into our strategic decision-making and day-to-day operations. Its purpose is to ensure all HOHR employees and all independent third parties who work on HOHR behalf globally (such as consultants, agents, suppliers, and others who do business with HOHR) understand and comply with applicable laws and HOHR policy regarding climate change adaptation and mitigation, biodiversity protection and reduction of natural resources consumption. Compliance with this policy, local legislation and international environmental laws is mandatory.

We proactively monitor and comply with evolving **environmental laws** and best practices, mitigating risks and ensuring responsible operations. This policy must be compliant with international laws and standards and local legislation on environment. It will be revised in case that any of them is changed. Among others, HOHR adheres to the following international standards:

- **2015 Paris Agreement**: HOHR is committed to participate in global efforts to keep "the increase in the global average temperature to well below 2°C above pre-industrial levels"[1] (as testified by our SBT target).
- **UN Global Compact**: HOHR is committed to responsible business practices, supporting among other principles environmental protection.
- **Sustainable Development Goals** (SDGs): HOHR is committed to contribute to global sustainability goals for the United Nations, including on climate action.

B. Scope

This policy applies to **all individuals working at all levels and grades**, including management, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, and any other person providing services to HOHR.

[1] Source: United Nations Climate Change, The Paris Agreement - https://unfccc.int/process-and-meetings/the-paris-agreement

It applies to **all legal entities** that are part of HOHR, meaning all PowerHouses and Boutiques. Newly acquired or created legal entities are also expected to apply this policy as soon as possible after joining the Group.

C. Roles and Responsibilities

All HOHR **employees and associates** are responsible for adhering to the principles and values set out in this policy. Everybody must familiarize themselves with this policy and participate in foreseen training/info sessions. Appropriate resources should be dedicated to the training and building of awareness to develop the knowledge and understanding of the relevant environmental matters by HOHR.

The **leadership** of HOHR maintains a top-down commitment to care for our environment. The management is abiding the policies, principles and responsibilities stated in this policy and sets the tone at the top by taking environmental considerations into account in their decision-making, when relevant, and sponsoring environmental initiatives internally. Compensation of the top management of HOHR is linked to environmental performance, to reinforce HOHR's commitment to a sustainable development.

The **ESG rebels** are coordinating the implementation of group initiatives and local sustainability actions within their own PowerHouses and Boutiques. They are facilitators between the Group ESG department and the PowerHouses and Boutiques. They initiate and follow-up on local programmes and initiatives, which may include environmental actions. They are also reporting annually to the Group local environmental performance, through the annual ESG reporting. As such, they participate in integrating the principles of this policy into the daily operations of the Group.

D. Principles

D.1. Reducing Our Environmental Footprint

We understand that our business activities, as any other human activity, have a negative impact on our **direct and indirect environment**. Acknowledging that, we are committed to reduce our GreenHouse gas (GHG) emissions, our consumption of natural resources (such as materials and water), and produce less waste.

- Reducing our Carbon Footprint

As House of HR continues to grow, so do our GHG emissions. We are keen to ensure our emissions reduction targets are scientifically validated and in line with global climate objectives. As such, we align our carbon reduction strategies with the **SBTi framework** to ensure scientifically grounded and measurable reduction targets. We developed our target and carbon footprint reduction plan, and the Science-Based Target initiative (SBTi) validated our target in 2025. As proud a SBTi-compliant company, we will report on our progress annually.

Our **targets** are:

- We aim to reduce **Scope 1 and 2 emissions by 50.4% by 2032** from a 2022 base year.
- We aim to reduce **Scope 3 emissions by 58.2% per unit value added** by 2032 from a 2022 base year.

We have built a Group-wide pragmatic yet ambitious **carbon footprint reduction plan,** together with all PowerHouses. Our carbon footprint reduction plan accommodates organic growth and includes emissions reduction strategies, consolidated for the Group and our PowerHouses. Our key actions to optimize our carbon footprint tackle our **Fleet** (for instance by replacing the fleet with electric vehicles), our **Offices** and Housing (for instance by sourcing 100% renewable energy), and our **Suppliers** (for instance by engaging with the top suppliers of the company).

As regulation in each country is a huge driver for the type and speed of actions PowerHouses are taking, and as each business activity has its own opportunities and constraints, PowerHouses and Boutiques are **tailoring their actions to their local context**. We are committed to investigate which additional actions can be taken in the upcoming years, as **innovation** is a key driver for a more sustainable future.

- Reducing natural resources consumption

As a services provider, we consume limited **natural resources** to conduct our activities. The main goods purchased are electronic hardware (such as laptops) and office supplies (for instance paper). We are however committed to reduce as much as possible our natural resources consumption, for instance by extending the lifecycle of our hardware, and by digitalizing our operations.

While we are using little **water** in our operations, we are also committed to consuming it responsibly across our offices.

Lastly, we are committed to reduce **waste** produced in our operations as much as possible, to decrease indirect pollutions due to waste management. This means that we are committed to reuse, reduce and recycle our waste, which also helps limiting our natural resources consumption.

D.2. Continuously improving

Continuously improving is core to House of HR's culture. For environmental matters, this means that we are committed **to report and monitor our performance regularly**, to verify if we are on track, and to take corrective action if not. It also means that we are always on the **look-out for new, innovative solutions** to reduce our environmental footprint, and that we strive to bring along with us our **upstream and downstream value chain**.

- Monitoring and reporting

To steer our environmental efforts, **KPIs and targets** are set within the Group ESG Strategy. To measure the attainment of our targets, all PowerHouses and Boutiques are expected to participate to the **Group annual sustainability reporting**, which includes qualitative information and quantitative data regarding environmental performance. Within each Powerhouse, assigned ESG Rebels are the drivers and decentralized sponsors of our GHG reporting.

A large part of our environmental reporting effort is put on our **Carbon Footprint**. With a detailed calculation across Scope 1, 2 and 3, our Carbon Footprint provides a precise, year-on-year picture of our environmental impact. By measuring and disclosing all the greenhouse gas emissions where we have (or can have) an impact, our reporting approach offers transparency and enables stakeholders to assess our organization's environmental impact.

We are reporting our CO_2 emissions in line with the **Greenhouse Gas (GHG) Protocol**, on all 15 categories of the GHG Protocol, covering Scope 1, 2, and 3 emissions. To ensure accuracy, we conduct a thorough assessment at the PowerHouse level and consolidate the results at the Group level. This process is supported by a third-party expert who helped establish our carbon footprint assessment framework in 2023. Our reporting period runs from 1 January to 31 December. We are also constantly refining our reporting framework, incorporating more accurate data, and adjusting historical figures from the previous year's report for consistency and comparison purposes. The results and methodology of our Carbon Footprint are reviewed annually by an **external auditor**.

We are committed to continuously enhance the completeness and accuracy of our Group's environmental data. Our environmental performance is made public to our stakeholders in our annual report, as we believe in **transparency & accountability**, including for environmental matters.

- Value chain engagement

House of HR has a responsibility to care for and protect the environment in which we operate. We are fully committed to improving our environmental performance, and as such are engaging with our **direct suppliers** to improve our Carbon Footprint. We will also collaborate, when relevant, with our other business partners and members of our **wider community**.

E. Raising your voice

E.1. Raising alerts

We encourage our stakeholders to report awareness if a major breach of this policy happened or is going on so that appropriate action can be taken.

The channel that should be used to report concerns is **SPOT**. It can be used, if desired, in an anonymous way. This Internet application can be accessed via talktospot.com/hohr of via the QR code:

House of HR ensures that persons covered by the scope of this policy will not be victimized or penalized for reporting alleged unreasonable behaviour. Any person who is found to have victimized a person will be subject to the consequences of breaching this policy.

E.2. Expressing ideas for improvement

We encourage all our stakeholders to express their **ideas for improvement** to contribute to HOHR environmental effort.

The different channels that can be used to report ideas and areas of improvement are:

1) **ESG Rebels:** Should be contacted for any idea or area of improvement regarding the Boutiques or PowerHouses concerned.
2) **Group ESG Department**: Should be contacted for any idea or area of improvement at Group level.

E.3. Asking for additional guidance

In case of doubt or questions, please contact the Chief Risk and Sustainability Officer to review the matter.

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F. Versions

This policy is updated regularly to ensure its relevance over time. Below is the list of updates made to the policy.

Version	Date	Update
1.1.	May, 2025	Initial policy
1.2.	February, 2026	'Versions' section updated

This policy has been approved by the ESG Committee, on behalf of the Board of directors.

The ultimate responsibility for the policy's dissemination and update rests with the **ESG department**. The ESG department is responsible for ensuring this policy is aligned with stakeholders' expectations. It is also responsible for implementing appropriate systems to ensure the principles set out in this policy are communicated and effectively respected across the Group. This environmental policy will be reviewed annually and revised as needed.

G. Appendix: Definitions

Carbon Footprint: Measure of the amount of greenhouse gases released into the atmosphere as a result of the activities of the company.

Environmental Footprint: Effect (positive or negative) that the company has on the environment, for instance on water, climate change, or biodiversity.

GreenHouse Gas (GHG) emissions: The main gases responsible for the greenhouse effect linked to human activities, are carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O) and the fluorinated gases (HFC, PFC, SF6 and NF3). For the purpose of the carbon footprint, the Greenhouse gases measured are the six gases monitored in the Kyoto protocol: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF6).

Science Based Target initiative (SBTi): UK charity, partnering with the CDP, the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). They develop standards and guidance to set GHG reduction aligned with global goals of the Paris agreement and validate corporate targets to ensure that they are aligned with their methodology. The validated targets are called Science-Based Targets.