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Global Environment Policy



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Global Environment Policy

At Temenos, we understand the critical importance of environmental protection, preserving biodiversity, conserving nature, and minimizing our impact on climate change. As an IT company we rely heavily on people rather than natural resources. To serve our clients, we use computing resources and business travel. We are aware of the environmental impacts our business can have, and we support a precautionary approach to environmental challenges on our own initiative and an environmentally responsible way of conducting our business operations.

Roles and Responsibilities

- **CEO: a**pproves the Global Environmental Policy.
- **Head of Sustainability: i**nteracts with stakeholders and oversees the Environmental Policy, Programs, compliance and reporting.
- **Global Sustainability Manager: i**mplements the Policy and ensures compliance, develops the overall environmental strategy, ensuring alignment with global standards, and leading the rollout of internal and external audits.
- **Global EMS Manager:** monitor action plans, implement operational controls, and report environmental performance (energy, water, waste, and GHG emissions) vs annual targets.
- **Local EMS Teams: s**upport the EMS Manager by enforcing site-level controls, tracking performance data, ensuring compliance, and coordinating staff on environmental initiatives and audits.
- **Employees and Contractors:** engage and participate in environmental initiatives, acknowledge the policy, and report any environmental concerns.

The Global Environment Policy is part of the Temenos Code of Conduct and the Temenos Supplier Code of Conduct. Every Employee, Contractor or Supplier working for and with Temenos is expected to follow this Policy and to report any environmental concern to Temenos or anonymousreporting@temenos.com

Our Commitments

- To ensure protection of the environment including prevention of pollution, by reducing the footprint of our activities through optimized utilization of natural resources, as well as responsible use of energy by assessing, monitoring, managing and reporting on the environmental impact of our operations.
- To respect the principles of sustainable development, aiming at actively minimizing the environmental impact of our operations and external events, while striving for continual improvement by putting in place policies, management systems and targets to reduce our energy and carbon footprint, improve our performance and invest in offset projects for the carbon that cannot be directly avoided or reduced.
- To fulfill our compliance obligations, through periodic assessments, considering the applicable environmental regulations and other requirements at our office locations globally, and to follow international guidelines for disposal of electronic waste. Where environmental legislation is not clear or enforced, to ensure that all necessary environmental practices are in place.
- To communicate this Policy to all our stakeholders and facilitate its implementation and compliance.
- To raise awareness among our Internal and External Stakeholders (employees, contractors, partners, suppliers and clients) about the Global Environmental Policy and our environmental impacts through training opportunities and targeted campaigns/initiatives.
- To encourage our Employees to integrate sustainable practices in their work that complement this Policy and help achieve our environmental objectives (reducing waste wherever possible, i.e. by reusing or recycling, using environment friendly transportation means such as walking or carpooling, reducing business travel through the use of technology, conserving energy and water consumption).
- To ensure that our Clients, Suppliers, Partners and Contractors are committed to following the policy, in order to protect the environment, preserve the biodiversity, conserve nature and minimize their impact on climate change.
- To integrate environmental sustainability into our product offering, in order to help our Clients transform into smart, inclusive and sustainable organizations and enable them to reduce their environmental impact. To support innovation and research in environmentally friendly technology, processes, and products with the goal of minimizing our impact on the environment and contributing to a more sustainable future.
- To be an environmentally responsible neighbor and support environmental sustainable projects in the communities where we operate including initiatives to protect nature and preserve biodiversity and local ecosystems.
- To participate in global efforts to improve environmental protection and understanding and align with the United Nation’s global agenda for sustainable development, recognizing access to water and other natural resources as an unequivocal Human Right.
- To assess environmental impacts and related risks in our operations and in the due diligence process for suppliers, mergers, and acquisitions, ensuring proactive measures are in place to minimize potential harm to the environment.
- To conduct audits and self-assessments of compliance with this Policy and report annually to the Board of Directors.

This policy supports the Paris Agreement, the Kunming-Montreal Global Biodiversity Framework and the Sustainable Development Goal 6 (SDG 6): Clean Water and Sanitation.

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Amendment History

Version No.	Release Date	Author	Approved By	Change description/comments
V 1.0	November 2016	Director of Sustainability	Audit Committee	Initial draft
V 2.0	June 2018	Director of Sustainability	Audit Committee	Changes made with respect to commitments
V 2.1	November 2018	Director of Sustainability	Audit Committee	Aligned with ISO 14001:2015 requirements. Updated Temenos Logo
V 2.2	March 2019	Director of Sustainability		Inclusion of grievance mechanism email and minor changes in the policy
V 2.3	May 2020	Director of Sustainability		Minor changes in the Policy
V 2.4	May 2021	Head of Sustainability		Addition of date signed and CEO signature
V 2.5	March 2022	Head of Sustainability		Annual update: minor changes to reflect inclusion of biodiversity
V 2.6	March 2023	Head of Sustainability		Annual update: change of CEO and inclusion of commitment on mergers, acquisitions and product offering.
V 2.7	May 2024	Head of Sustainability		Annual update: change of CEO, revision of roles and responsibilities, and inclusion of commitment to conserving nature.
V 2.8	September 2025	Head of Sustainability		Annual update: new Interim CEO and revision of roles / responsibilities.
V 2.9	January 2026	Head of Sustainability		New CEO

Linked Policies

1. Sustainable Event Planning Policy

Signed on behalf of the Board of Directors by:

January 12, 2026



Takis Spiliopoulos

Chief Executive Officer

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