Global Environment Policy
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At Temenos, we recognize the importance of protecting the environment, preserving the biodiversity 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.

The CSR and Ethics Committee, an executive level Committee chaired by the CEO, designs the CSR/ESG, sustainability and climate strategy, related policies, advises on risk management, sets objectives, and reports progress against targets. The Global Environment Manager oversees implementation and ensures compliance. All employees are responsible for engagement and participation, and mandatory training and awareness programs facilitate their understanding of environmental issues and their roles.

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 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 Employees about environmental sustainability through training opportunities in environmental matters.

• 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 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 due diligence process for mergers and acquisitions, in order to minimize potential harm to the environment.

• To ensure that our Clients, Suppliers, Partners and Contractors are committed to following the policy, in order to protect the environment, preserve the biodiversity and minimize their impact on climate change.

• To conduct audits and self-assessments of compliance with this Policy and report annually to the CSR and Ethics Committee and the Board of Directors.
### Amendment History

<table>
<thead>
<tr>
<th>Version No.</th>
<th>Release Date</th>
<th>Author</th>
<th>Approved By</th>
<th>Change description/comments</th>
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<tbody>
<tr>
<td>V 1.0</td>
<td>November 2016</td>
<td>Kalliopi Chioti</td>
<td>Audit Committee</td>
<td>Initial draft</td>
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<tr>
<td>V 2.0</td>
<td>June 2018</td>
<td>Kalliopi Chioti</td>
<td>Audit Committee</td>
<td>Changes made with respect to commitments</td>
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<tr>
<td>V 2.1</td>
<td>November 2018</td>
<td>Kalliopi Chioti</td>
<td>Audit Committee</td>
<td>Aligned with ISO 14001:2015 requirements. Updated Temenos Logo</td>
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<tr>
<td>V 2.2</td>
<td>March 2019</td>
<td>Kalliopi Chioti</td>
<td></td>
<td>Inclusion of grievance mechanism email and minor changes in the policy</td>
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<td>V 2.3</td>
<td>May 2020</td>
<td>Athina Chatzi</td>
<td></td>
<td>Minor changes in the Policy</td>
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<tr>
<td>V 2.4</td>
<td>May 2021</td>
<td>Athina Chatzi</td>
<td></td>
<td>Addition of date signed and CEO signature</td>
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<tr>
<td>V 2.5</td>
<td>March 2022</td>
<td>Athina Chatzi</td>
<td></td>
<td>Annual Update: minor changes to reflect inclusion of biodiversity</td>
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<tr>
<td>v 2.6</td>
<td>March 2023</td>
<td>Athina Chatzi</td>
<td></td>
<td>Annual update: change of CEO and inclusion of commitment on mergers, acquisitions and product offering.</td>
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</tbody>
</table>

### Linked Policies

1. Sustainable Event Planning Policy

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Signed on behalf of the Board of Directors by:

March 10, 2023

Andreas Andreades  
Chief Executive Officer, Temenos AG