

temenos

Sustainable Event Planning Policy





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Sustainable Event Planning Commitment

At Temenos, responsible operation is embedded in our culture and in how we conduct our business. This policy supports Temenos' mission to operate responsibly and embed sustainability across all aspects of its activities.

Recognizing the unique challenges associated with the temporary nature of events, we are committed to ensuring that our event planning and delivery meet the same high sustainability standards as our core operations. Sustainability is integrated into all stages of our event lifecycle, reinforcing our commitment to responsible business practices.

This policy provides a framework for setting, monitoring, and reviewing short-, medium-, and long-term sustainable development objectives for our events.

We are committed to responsible event planning by:

- designing and delivering external corporate and regional events that embed sustainability by default
- partnering only with event vendors that demonstrate measurable compliance with sustainable event best practices
- measuring and reducing event-related environmental impacts, with a strong focus on Scope 3 emissions, and selectively offsetting emissions where appropriate
- meeting all applicable sustainability requirements and ensuring compliance with relevant regulations and international best practices meeting applicable requirements
- aligning event strategies with recognized global sustainability frameworks.
- continuously improving our event sustainability management system
- assessing and transparently reporting on performance, lessons learned, and event impact and legacy
- considering the needs and expectations of relevant interested parties

Sustainable Development Principles

Our sustainable event planning commitment is based on four core principles:

- **Environmental responsibility:** promoting sustainable practices that minimize environmental impact.
- **Social responsibility:** Upholding human and fair labor rights, inclusiveness, community respect, and health and safety.
- **Economic responsibility:** Supporting local economies through collaboration, responsible sourcing and procurement, integrity, transparency, and good governance.
- **Sustainable partnerships:** Working with suppliers and event vendors that share our values and actively implement and communicate sustainable practices across their value chains.

Event planning teams and relevant stakeholders are expected to take these principles into consideration when carrying out their duties.

Temenos Events

Across our regional and global events, we embed sustainability into planning and execution wherever possible. Our primary objective is to deliver our major global events as ISO 20121-certified sustainable events, while minimizing environmental impacts related to waste, water, energy, and air quality. We ensure responsible social and environmental practices across our supply chain, enhance positive social and economic impacts, optimize planning and processes, and maximize the overall value of sustainable events.

Our main objectives include:

- minimizing environmental impacts across all events
- enhancing positive social and economic contributions
- ensuring responsible and sustainable supply chain practices
- increasing awareness and engagement among employees and stakeholders
- achieving and maintaining ISO 20121 certification for key corporate events

As part of the continual improvement of our event sustainability management system, our commitments are delivered by:

systematically implementing the requirements of ISO 20121 for our largest annual corporate events

setting and periodically reviewing short-, medium-, and long-term sustainable development objectives for our events.

increasing awareness and engagement among employees and relevant interested parties through active participation

Long-term vision

Our long-term vision is to ensure that Temenos' major corporate events are consistently planned and delivered in line with recognized sustainable development principles and ISO 20121, contributing to positive environmental, social and economic outcomes over a 3–10 year horizon.

Review and Update

Responsibility for maintaining this Temenos policy lies with the Head of Sustainability. The policy is approved by the Corporate Affairs Director and is reviewed and updated annually, based on the evaluation process and stakeholder feedback.

The Sustainable Event Planning Policy is linked to the Global Environment Policy. The Global Environment Policy is part of the Temenos Code of Conduct and the Temenos Suppliers' Code of Conduct. Every Employee, Contractor or Supplier working for and with Temenos is expected to follow Temenos Global Environment Policy and to report any environmental concern to Temenos through

anonymousreporting@temenos.com

Amendment History

Version No.	Release Date	Author	Approved By	Change Description/Comments
V 1.0	December 2019	Chief ESG Officer	CSR and Ethics Committee	
V 1.1	April 2020	Chief ESG Officer		Minor changes in the Policy
V 1.2	April 2021	Chief ESG Officer		No changes
V 1.3	April 2022	Chief ESG Officer		Annual update: minor changes (addition of date signed and CEO signature) and formatting due to logo/branding change.
V 1.4	April 2023	Chief ESG Officer		Annual update and New Executive Chairman and acting CEO).
V 1.5	January 2024	Chief ESG Officer		Annual review – Minor changes
V 1.6	January 2025	Chief ESG Officer		Minor changes include adding the new CEO's details and the acknowledgment date of the updated policy, along with new prioritized issues and sustainable principles.
V 1.7	January 2026	Head of Sustainability	Director of Corporate Affairs	Annual update and new CEO
V 2.0	April 2026	Head of Sustainability	Director of Corporate Affairs	Revision due to transition to ISO20121:2014

Linked Policies

[Global Environment Policy](#)

Signed on behalf of the Board of Directors by
April 15, 2026

Takis Spiliopoulos
Chief Executive Officer, Temenos AG

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