

Environmental Policy

Effective April 2025

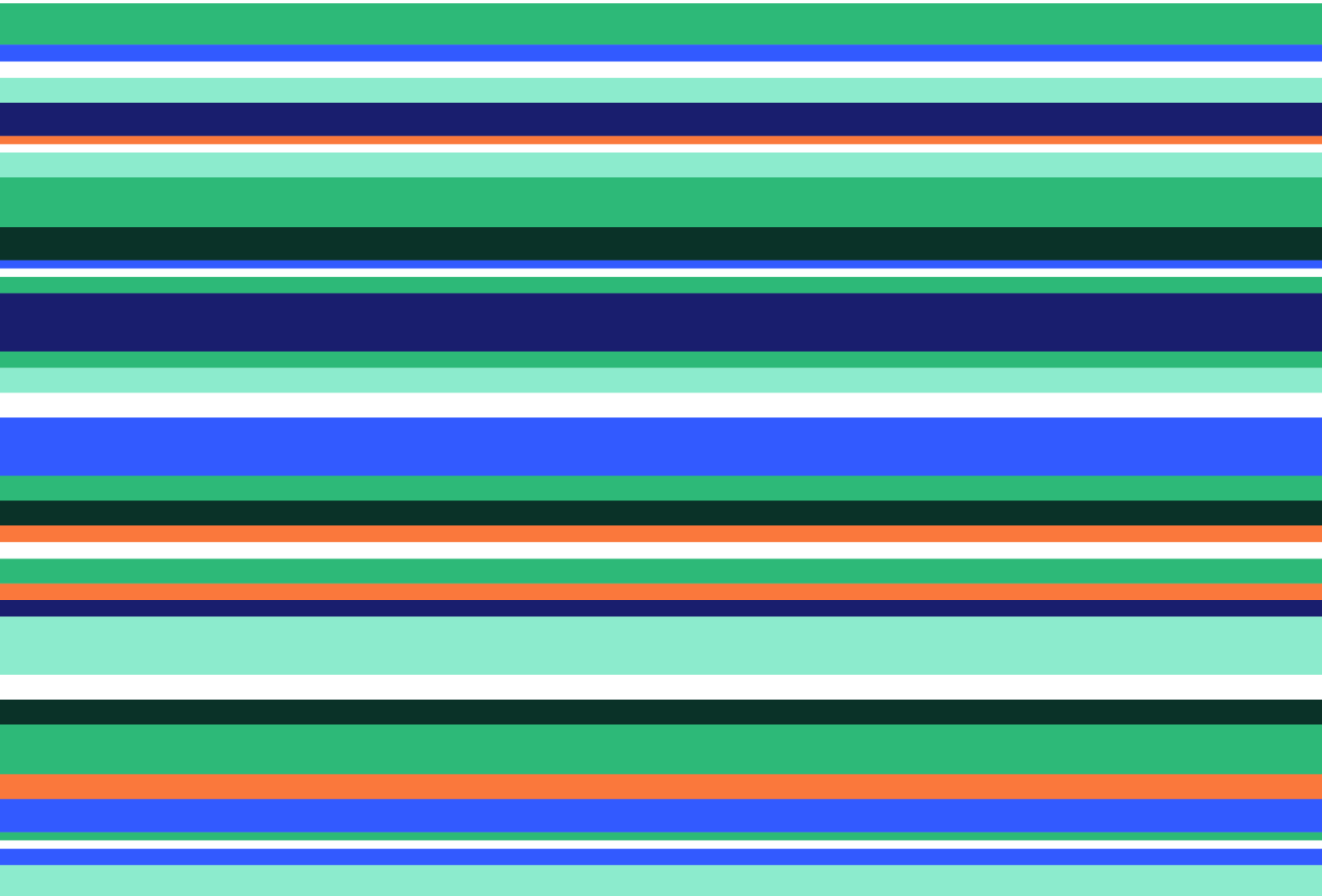


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This document is intended to provide policy, procedure, standards or guidance in respect to SUSE. This document is reviewed at least annually to ensure validity.

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1. Purpose

SUSE recognizes its responsibility as a global citizen to protect the environment. As a company operating in locations around the world, we are committed to reducing our environmental impact and making the world a better place for everyone.

We understand the importance of the environment; accordingly, it is one of our core ESG pillars, whereby SUSE aims to be net zero through carbon reduction and offsetting strategies. We strive to improve our environmental performance and data in every way possible in this effort.

The United Nations [Sustainable Development Goals](#) is a governing framework that guides our environmental agenda. Within this framework, we focus on our energy consumption and Greenhouse Gas (GHG) emissions, amongst other efforts to combat climate change and its impacts (SDG 13: Climate Action). Additionally, SUSE conducted a double materiality assessment in 2024 to identify environmental topics material to our business and stakeholders.

This policy exists to ensure we operate our business in an environmentally responsible and sustainable manner. This policy demonstrates our awareness of our environmental impact and risks and establishes a commitment to environmental responsibility and accountability. It reaffirms our duty to communicate key environmental objectives, policies and procedures to our stakeholders.

2. Scope

This policy applies to all SUSE employees, facilities and future assets directly acquired through any mergers or acquisitions.

3. Definitions

Term	Definition
Carbon Offsetting	A trade-off where companies get credit for funding external projects that reduce emissions. For example: A reforestation project.
Carbon Reduction	The process where an organization reduces its greenhouse gas (GHG) emissions through efficiencies. For example: Reducing internal travel or transitioning to renewable energy in offices.
Climate Action	Undertake initiatives to promote greater environmental responsibility, such as encouraging sustainable cities and communities and reducing greenhouse gas emissions. Climate Actions promotes the development and diffusion of environmentally friendly technologies, including efficient energy management.
Climate Change Mitigation	Activities that have a positive impact on greenhouse gas emissions and the transition to a sustainable economy, or climate-related risks and opportunities that have a material impact on the company.

Electronic waste	Also referred to as e-waste, e-scrap and end-of-life electronics, this term describes used electronics that are nearing the end of their useful life and are discarded, donated or given to a recycler.
Energy	Energy consumption or production when it has an impact on greenhouse gas emissions.
Greenhouse Gas Emissions (GHG)	<p>Gases that contribute to global warming by absorbing infrared radiation. GHG emissions are classified by scope:</p> <p>Scope 1 emissions are direct GHG emissions that occur from sources that are controlled or owned by an organization. For example, emissions associated with fuel combustion in boilers or vehicles.</p> <p>Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.</p> <p>Scope 3 emissions often represent the majority of an organization's total GHG emissions and are typically the result of activities from assets not owned or controlled by the organization. For example, expenditure on business travel, consulting services, food and entertainment, or the energy required by the use of sold products.</p>
Net Zero	Net zero refers to a state in which the greenhouse gases going into the atmosphere are balanced by removal out of the atmosphere.
Renewable Energy	Refers to energy derived from naturally replenishing sources that are continuously available and can be sustainably harvested over time. Unlike fossil fuels, which are finite and non-renewable, renewable energy sources are abundant and have minimal impact on the environment. Renewable energy sources are also sometimes referred to as "clean" or "green" energy sources because they produce little to no greenhouse gas emissions or air pollutants during energy generation. Some common examples of renewable energy sources include Solar, Wind, Hydropower, Biomass, Geothermal, and Tidal and Wave energy.
Resource Inflows	Refers to the products and materials a company uses within its operations and upstream in its value chain. It's material if it significantly impacts the environment and circular economy (impact materiality) or poses significant financial risks or opportunities for the company (financial materiality).
Resource Outflows	Resources that leave the organization's infrastructure," encompassing the products and materials intended for sale or further use, as well as the waste generated from the company's operations.
Science Based Targets initiative	The Science Based Targets initiative (SBTi) is a collaborative effort between several international organizations, including the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), World Resources Institute (WRI), and the World Wide Fund for Nature (WWF), in partnership with other organizations. The SBTi aims to mobilize companies to set ambitious greenhouse gas (GHG) emission reduction targets that are aligned with climate science and the goals of the Paris Agreement.

Water withdrawals and consumption

Water withdrawals and consumption are related to water scarcity, water quality, and the impact on ecosystems due to water usage, stress, or discharge.

4. Policy Statement

4.1 Our Commitments

- Consider the impact of our actions in everything we do.
- Operate the business in a manner that aims to reduce negative impacts on the environment, prevent pollution, and optimize natural resource use.
- Comply with all relevant and applicable environmental legislation, regulation, and sustainability commitments, as well as internal standards as a minimum level of performance.
- Monitor and manage potential impacts, risks and opportunities related to material ESG risks.
- Communicate our Environmental Policy, strategy and objectives to those with whom we work, including employees, suppliers, customers, partners and other relevant external stakeholders.
- Improve our employees' awareness of environmental issues through regular engagement, which can include employee resources groups, training, environmental education, social activities, internal communications, and other means.
- Incorporate environmental considerations into our procurement processes to encourage our business partners and suppliers to promote and achieve environmental compliance.
- Provide a framework for setting environmental objectives and targets.
- Monitor and review our environmental performance against key targets, objectives, policies, and practices to continuously improve our environmental performance.
- Review this policy to ensure compliance and relevance.
- Operationalize processes that minimize our environmental impacts, specifically those related to energy consumption and GHG emissions.
- Reduce our physical waste by offering recycling options in our offices where possible.
- Access climate change adaptation and transition risks as part of our corporate risk management framework.
- Taking action to meet our climate goals in an effort to reduce emissions and decarbonize our business.
- Reducing e-waste by donating end-of-life IT equipment when and where logistically possible.

4.2 Key Actions

Double Materiality Assessment

In 2024, SUSE conducted a Double Materiality Assessment (DMA). Material ESG topics are identified based on SUSE's potential to impact the environment, people, and society ("Impact Materiality") and their potential financial implications to SUSE ("Financial Materiality"). The materiality assessment considers the topic's likelihood, scale, scope, and irremediable character of actual or potential impacts. Materiality scores for financial considerations include the magnitude and probability of possible financial risks/opportunities. Based on the materiality scores, the assessee company is assigned a "materiality level" (high, medium, or low) and positive or negative valances. The evaluation process combines information on SUSE's products, our industry, where we operate geographically, and SUSE-specific workforce data and considered the views of all of SUSE's key stakeholder groups. 23 ESG

topics are material to SUSE. SUSE is lower as most companies have material issues between 20 and 50. Our Double Materiality [methodology is documented here](#).

Our investment in environmental programs, projects, and initiatives is guided by the findings of the double materiality assessment, along with other key inputs that shape our strategic direction.

ESG Risks, including Climate Risks

In 2025, we completed a climate risk assessment, which evaluated physical and transition climate-related risks to our business and six priority offices. To monitor and manage material ESG risks (including climate-related), we developed a risk tracker with ownership assigned to the ESG team and overseen by SUSE's audit committee. Furthermore, we created a sustainability and CSR regulatory tracker to monitor global requirements and prepare for compliance. We commit to review and update these risks annually or when necessary.

Climate Change Mitigation and Energy

We set emission targets aligned to net-zero standards and built the roadmap to achieving these by 2030. These targets have been validated by the Science Based Targets initiative (SBTi) in June 2023. SUSE commits to the following targets using 2021 as a baseline year:

- Reduce our absolute Scope 1 and Scope 2 GHG emissions 42% by 2030.
- Reduce our absolute Scope 3 GHG emissions from purchased goods and services and business travel categories by 25% by 2030.

To achieve our targets, our emissions reduction roadmap focuses on optimizing our office space, procuring renewable energy in our operations, reducing diesel consumption in our company fleet, reducing electronic waste, and engaging suppliers to improve the quantity and quality of value-chain-associated emissions data.

Waste and Water Consumption

We aim to reduce electronic waste by prolonging the life of the IT equipment where possible and donating end-of-life IT equipment, supporting a circular economy. SUSE has established a process to recycle end-of-life laptops, monitors, and other electronic devices once they reach end-of-life at SUSE. Additionally, in 2024, we introduced a new hardware retention process that allows employees to retain end-of-life laptops and mobile phones for personal use. This extends the IT equipment's life and minimizes the environmental impact associated with returning the equipment to SUSE.

While we anticipate water consumption to be nominal, we plan to collect initial data related to water consumption in 2025.

Sustainable Procurement

Sustainable Procurement guidelines in our [Supplier Code of Business Ethics](#) which holds our value-chain accountable to environmental standards, laws and regulations. Additionally, SUSE

technology optimizes hardware and software efficiency helping to create computing environments with a low carbon footprint for our customers. We understand the importance of aligning with business partners who share our responsibility to manage our environmental and social impact. In 2025, we plan to incorporate ESG considerations into SUSE’s due diligence of suppliers.

Community Engagement and Partnerships

Strong stakeholder participation and collaboration across sustainability and ESG initiatives allows us to achieve our goals. The GoGreen employee network plays an active role in helping us increase awareness by organizing events and creating a channel for environmental topics to be openly discussed and debated. The GoGreen network has a partnership with the World Wildlife Fund (WWF) to accelerate action that promotes their mission to build a future in which people live in harmony with nature.

4.3 Communications

The policy will be communicated to all stakeholders as follows:

Internal stakeholders: This policy will be communicated to employees via internal communication channels and published in our internal [Policy Hub](#).

External stakeholders: This policy will be published on our corporate [website](#).

5. Roles and Responsibilities

Role	Responsibility
Employees	All employees have a responsibility to act in an environmentally conscious and sustainable way, in adherence to this policy. Employees are expected to report any potential violations of this policy, as per section 6.
ESG	The ESG team reports to the Chief Strategy Officer (CSO). The CSO provides guidance and oversight of the ESG team. The ESG team is responsible for reviewing the Environmental policy annually and updating its terms as needed. The ESG team provides updates on key ESG activities, initiatives and deliverables to SUSE’s Management Board quarterly.
Global Real Estate	SUSE’s Global Real Estate (GRE) team works directly with property owners and building management to ensure policy compliance and make advancements to the environmental agenda.
Go Green Network	GoGreen is an inclusive network of employees who promote, collaborate and execute pro-environment ideas, in alignment with the UN Sustainable Development Goals (UN SDGs), and SUSE’s environmental objectives.

6. Reporting a Violation of this Policy

Employees should report any potential risk or problem that they have observed as soon as possible. To make a report, please email ESG@suse.com. If further action is needed, all details of the employee will remain anonymous.

7. Exceptions

There are no exceptions to this policy.

8. Related Documentation

Document	Link
Code of Business Ethics	COBE
SUSE ESG	https://www.suse.com/esg/
SUSE Legal	https://www.suse.com/company/legal/

9. Policy Review

This document will be reviewed at least annually, or when the need arises by the Policy Owner in conjunction with any relevant departments.