

Environmental Policy

Spyrosoft Group

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Table of contents

Overview 2

Purpose 2

Scope 2

Policy 2

Governance 3



Spyrosoft Group

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Overview

Spyrosoft is committed to conducting its business in a responsible and sustainable manner. As a software engineering organization operating across multiple locations, we recognize the importance of managing our environmental impact in a proportionate and transparent way, aligned with our business model and stakeholder expectations.

Purpose

The goal of this policy is to outline Spyrosoft overall commitment to environmental responsibility.

Scope

This policy applies to Spyrosoft Group entities and covers activities related to:

- Office-based operations;
- Business travel;
- Use and lifecycle of IT and office equipment;
- Supplier and service provider interactions, where applicable.

Policy

As a software engineering organization, Spyrosoft's primary environmental impacts relate to energy consumption in offices, business travel, and the lifecycle of IT and office equipment.

Within this context, Spyrosoft applies the following principles:

Resource Efficiency: We seek to minimize unnecessary consumption of energy, materials, and other resources in our operations where feasible. This includes encouraging responsible use of office equipment, reducing paper usage, and supporting efficient working practices.



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Eco-friendly Office: We encourage employees to minimize energy and water consumption in the office. This includes turning off lights and equipment when not in use, reducing paper usage, and properly disposing of electronic waste.

Sustainable Procurement: We will consider the environmental impact of products and services we purchase, giving preference to environmentally friendly and sustainable options where feasible.

Carbon Footprint Awareness: Spyrosoft monitors greenhouse gas (GHG) emissions and selected environmental indicators using available operational data, such as office energy consumption and business travel information. This monitoring supports internal awareness and identification of improvement opportunities. Any formal targets or reduction commitments are established only through corporate ESG governance processes.

ESG Reporting and Transparency: Spyrosoft publishes an annual Sustainability Report, which includes environmental and climate-related disclosures relevant to our operations. Environmental information disclosed as part of ESG reporting is based on internally collected data and is reviewed periodically to ensure accuracy and consistency. These disclosures support transparency and stakeholder communication and do not constitute binding operational commitments.

Education and Engagement: We encourage environmental awareness among employees and welcome suggestions that may contribute to improved environmental practices within the organization.

Governance

The Spyrosoft CEO is the Policy Owner, and the Spyrosoft Management Board provides executive oversight.

The Compliance Team is responsible for the operational maintenance, coordination, and administration of this Policy.



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This Policy is reviewed periodically to ensure it remains appropriate to Spyrosoft's business model, ESG reporting practices, and applicable legal or stakeholder expectations.



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