

Environmental, Social and Governance Policy



Introduction

In Impero, we are invested in the continuous development of our society, and in creating trust and transparency between people, companies, and institutions. This policy sets out Impero's commitment to operating our business in a socially responsible and sustainable manner. Our Environmental, Social, and Governance (ESG) policy outlines our commitment to these principles and provides a framework for our actions and decision-making.

Purpose

The purpose of the policy is to assist the wider Impero team in incorporating ESG principles into our business strategy to achieve long-term success and create value for our stakeholders through:

- Setting strategies with respect to ESG matters, as well as create, execute, and monitor initiatives and policies based on such strategies.
- Creating overall alignment on communications with employees, management, and other stakeholders for ESG matters.
- Develop a stronger understanding and incorporation of ESG management and reporting in the future.

Scope

The policy applies to all employees, functions, and units within the Impero organization, including subsidiaries.

Principles

We view our ESG activities as a continued journey of improvement where we can strengthen our contributions and improve our efforts, as well as strengthen our internal ESG management by creating an even stronger link between strategy, objectives, and activities to ensure Impero's sustainable longevity in the future.

As part of our ESG initiative, Impero and our business partners must as a minimum comply with national laws and regulations.

As an organization, Impero aims to be:

- A climate conscious software company,
- A diverse and unified working place,
- An honest, transparent, trusted, and accountable software company.

We believe these three focuses will enable us to secure both sustainability and profitability to the benefit of our wider group of stakeholders.

In our ESG Policy, we focus on these areas within our sphere of influence.

Environmental

Although Impero's operations are not conventionally resource intensive, we recognize the importance of preserving the natural environment and minimizing our impact on it. To this end, we commit to focus on:

1. Designing and supporting policies, programs, and actions that allow us to reduce consumption, minimize waste and promote recycling and responsible disposal of materials when possible.
2. Promoting energy efficiency in our operations and encourage our employees to adopt sustainable practices.
3. Considering environmental and climate factors in vendor selection
4. Use environmentally friendly products and services whenever possible.

We have a strong ambition to keep energy consumption as low as possible when operating IT systems, and we continuously monitor and update our daily operations to utilize modern power saving infrastructures, both in terms of overall energy consumption and sources of energy.

Social

Impero strives to be a positive influence and a responsible player in society. We want our organization to represent an inclusive, diverse, and unified working place and Impero supports and respects the protection of internationally proclaimed labor rights.

We are committed to promoting social responsibility and fairness in all of our activities. To this end, we will:

1. Maintain a diverse and inclusive workforce and work to eliminate discrimination in all forms.
2. Respect the human rights of our employees, customers, and suppliers.
3. Focus our efforts on creating and promoting an organizational culture where we trust, respect, and value each other as peers and team members.
4. Promote employee health and safety and provide a safe and healthy work environment.

Governance

Transparency is a vital part of the way we do business, and we want to be an honest, trusted, and accountable software company. Impero's primary business is based on creating a greater level of transparency and trust in society and contributes to the implementation of sustainable business practices through the Impero platform. We adhere to the UN SGD no. 16 "Peace, justice and strong institutions". To support this, we will:

1. Adhere to high ethical standards and comply with all applicable laws and regulations.
2. Maintain transparency in our operations and communicate regularly with our stakeholders.
3. Implement measures to ensure effective oversight and accountability measures are in place.
4. Foster a culture of integrity and accountability throughout our organization.

Monitoring and control

This Policy has been adopted by Impero's Board of Directors on 20 April 2023 and adherence to the principles will be monitored at regular intervals. The Executive Management will continue to review and update the ESG policy to

ensure that it remains relevant and effective and that we meet our obligations to our customers, partners, employees, and stakeholders while promoting transparency and accountability in all our activities.