



Version 3

Environmental and Climate Change Policy

Global

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Introduction

The Hansen Technologies Group consists of Hansen Technologies Limited (ACN 090 996 455) (ASX: HSN), and all other related entities of Hansen Technologies (**Hansen** or **we**). At Hansen, we support and adopt a precautionary approach to environmental challenges; and are actively seeking to undertake initiatives that promote greater environmental responsibility that drive economic value for our stakeholders. We recognise our obligations to take all practicable steps to ensure that its operations and business activities are conducted responsibly and in a way that minimises the negative impacts on the environment.

Purpose

The purpose of this Policy is to outline Hansen's commitment to managing our operations and activities in a manner that complies with minimum environmental standards and describes how we will continue to improve our environmental performance and mitigate the effects of climate change.

Hansen is committed to establishing, implementing, maintaining and continually improving an Environmental Management System (EMS) that is prepared with reference to the requirements of ISO 14001. While Hansen is not currently certified to ISO 14001, the EMS has been intentionally structured considering key components of ISO 14001 and to support continual improvement over time.

The EMS provides a structured framework for identifying, managing and reducing Hansen's environmental impacts, ensuring compliance with applicable environmental obligations, and supporting continual improvement in environmental performance across our global operations.

Through this Policy and the EMS we aim to ensure Hansen positively and proactively contributes to the environment, our customers, and communities in which we operate.

Scope

This Policy applies globally to Hansen and related entities and our employees, contractors, suppliers, and any other relevant business partners.

In implementing this Policy and the EMS, Hansen considers the internal and external factors that influence our environmental performance, as well as the needs and expectations of relevant stakeholders, including customers, employees, suppliers, regulators, investors and the communities in which we operate. These considerations inform the scope, priorities, objectives and controls of Hansen's environmental management approach.

Objectives

Aligned to the “Environment” pillar of our Sustainability Strategy, Hansen’s key environmental objectives are:

Renewable Energy Development & Transition

Hansen is committed to supporting our energy and utility customers in the transition to renewable energy. We are committed to:

- Continuing to develop digital solutions for our customers that provide insights for the development of their new business models.

Greenhouse Gas Emissions

Hansen recognises the importance of continuously improving the management of energy and greenhouse gas emissions across our operations, solutions, and supply chains, through:

- Having established greenhouse gas emissions data across Hansen’s global operations (covering FY24-FY26), Hansen registered a commitment with the Science Based Targets initiative (SBTi) in June 2026. Under the SBTi process, Hansen has up to 24 months from this commitment to develop and submit emissions reduction targets for validation.
- Continuing work to validate emissions baselines, improve Scope 3 data quality and coverage, assess decarbonisation pathways, and evaluate target options appropriate to Hansen’s business model, covering scope 1, scope 2 and scope 3 emissions.
- Exploring practical opportunities to reduce greenhouse gas emissions associated with data centres and cloud/ service providers.
- Aiming to locate our offices in energy efficient premises that are centrally located and encourage the use of public transport and cycling or walking to work where practical.
- Exploring energy efficiency improvements and supporting the use of renewable energy where feasible.
- Exploring greenhouse gas emissions reduction possibilities from work- related travel, including flights, taxis, and employee commutes.

Climate Risk & Resilience

Hansen understands the importance of actively working towards reducing our climate change impacts and improving climate resilience across our business. We are committed to identifying and mitigating climate-related physical and transition risks and opportunities to drive climate resilience, through:

- Undertaking climate resilience assessments across our business to identify and implement climate change mitigation and adaptation measures.
- Understanding the climate-related impacts of owned and outsourced data centres.
- Continuing to improve our service reliability and adapt to the extreme weather events.

Natural Resource Management (incl. Nature and Biodiversity)

Hansen is committed to using resources efficiently in our operations and across our value chain and minimising the negative impacts on the environment. This includes contributing to the protection and preservation of nature and biodiversity. We aim to do this by:

- Incorporating where practical environmental considerations into purchasing guidelines and actively encourage the purchasing of sustainability products.
- Minimise waste and manage waste and e-waste responsibly in accordance with the Waste and E-Waste Management Policy including alignment with recognised international frameworks such as the Basel Convention, the R2 Standard, and WEEE/RoHS principles.
- Incorporating environmental considerations into all new buildings and renovations of existing structures, aiming to maximise energy and water efficiency and the use of sustainable energy sources while minimising environmental impact through choice of building materials.
- Preserving and enhancing flora and fauna on Hansen's properties and in our local communities, with a particular emphasis on native vegetation through our Acts of Impact initiatives and other programs.

Life-Cycle Perspective

Hansen applies a life-cycle perspective when identifying and managing environmental aspects, considering environmental impacts associated with upstream and downstream activities where Hansen can exercise influence.

This includes, where relevant, procurement decisions, supplier and partner relationships, outsourced services (including data centres and cloud service providers), business travel, and the delivery and use of Hansen's digital solutions.

Environmental Objectives and Targets

Hansen establishes environmental objectives and targets that are consistent with this Policy, our Sustainability Strategy and applicable science-based frameworks where appropriate.

Environmental objectives are set at relevant functions and levels of the organisation, are measurable where practicable, monitored over time, and reviewed periodically to ensure ongoing relevance and effectiveness.

Action plans are developed to support the achievement of objectives, with responsibilities and resources aligned to business priorities.

Governance and Compliance

Hansen acknowledges that strong governance foundations are essential to mitigate environmental and climate-related risks. Hansen will demonstrate strong environmental management practices through:

- Ensuring compliance with all relevant environmental laws and regulatory requirements at local, national, and international levels.
- Continuing to identify material environmental risks and opportunities associated with Hansen's business activities.
- Developing frameworks and processes for setting and reviewing environmental and climate change objectives and targets, including science-based targets aligned with SBTi.
- Embedding environmental and climate change considerations into our decision-making processes.
- Transparently reporting on our environmental performance in our annual reports and Sustainability Databook, including relevant disclosures under the Global Reporting Initiative (GRI) Standards, and where appropriate, ensuring timely disclosure in line with recognised sustainability reporting standards and frameworks.

Collaboration and Stakeholder Engagement

Addressing climate change and mitigating environmental concerns requires a coordinated effort and collaboration with our stakeholders. To achieve this, Hansen is committed to:

- Encouraging environmentally responsible actions and behaviours among our suppliers and customers.
- Engaging with the communities in which we operate to identify and seek to address their environmental needs and concerns.
- Providing appropriate information, guidance and training to our employees, contractors, and suppliers about Hansen's environmental and climate change-related objectives and expectations.
- Integrate environmental considerations into decision-making across procurement, technology, property, finance and legal functions.

Compliance Obligations

- Hansen is committed to identifying, understanding and complying with applicable environmental laws, regulations and other requirements relevant to our operations and activities.
- Compliance with these obligations is evaluated at planned intervals as part of the EMS, and appropriate actions are taken where gaps or opportunities for improvement are identified.

Communication

This Policy is publicly available on the Hansen website. It is regularly internally communicated to all existing Hansen employees, contractors, suppliers, and any other relevant business partners. It will also be provided to all new Hansen personnel at the on-boarding or procurement stage.

Monitoring and Continuous Improvement

This Policy is managed by the Sustainability cross-functional working group which includes representatives from technology, procurement, finance, and legal teams. The cross-functional working group meets as required to review policy commitments and identify opportunities for efficiencies and improvements.

Regular review of this Policy and EMS will occur as required to ensure continuous improvement to reflect changing regulations, good industry practices, and technological advancements.

Implementation of this Policy and EMS is overseen by the Head of Investor Relations & Sustainability and the Corporate Communications Director.

Activities related to the physical administration of this Policy are undertaken by the Administration and IT Services leads in each of our offices globally.

Communication of the Policy is undertaken by the Communications Team.

Related Policies

Hansen's commitment to improve our environmental performance is supported by a range of policies, including the following:

- Code of Conduct
- Supplier Code of Conduct
- Waste and E-Waste Management Policy
- Human Rights Policy

Appendix 1: Environmental Management System (EMS) – Short Form

This section summarises how Hansen's EMS operates. It is designed as a practical overview, aligned to the Plan-Do-Check-Act (PDCA) continual improvement cycle and prepared considering the principles of ISO 14001. Hansen is not currently ISO 14001 certified; however, the EMS is designed to consider components of the standard and to provide a foundation for ongoing maturity and potential future alignment.

1.1 EMS Scope Statement

The Environmental Management System (EMS) applies to Hansen Technologies Group's global operations, including all offices, remote working arrangements, corporate activities, IT infrastructure, owned and outsourced data centre usage, procurement activities, supplier relationships, and business travel. The EMS covers environmental aspects associated with energy use, greenhouse gas emissions, waste and e-waste, resource consumption, supply chain impacts, and climate-related risks and resilience.

Product-related environmental impacts are addressed within the EMS through the development and delivery of Hansen's digital software solutions and associated service activities, applying a life-cycle perspective appropriate to the nature of Hansen's operations.

1.2 Plan-Do-Check-Act (PDCA) Cycle

PLAN — Scope, Context, Aspects, Compliance and Objectives

Hansen's EMS covers the key aspects of planning by identifying the context and stakeholders relevant to the environmental policy, while also assessing risks and opportunities relevant to the organisation. As part of this, Hansen is committed to:

- Defining our EMS scope and boundaries (see 1.1 EMS Scope Statement);
- Identifying key stakeholders and their needs and expectations relevant to environmental performance;
- Working with leadership to align business strategy with the Environmental and climate change policy;

- Identifying environmental risks and impacts and determining significance using the Significance Methodology (see 1.6 Environmental Aspect Significance Methodology (3-Factor));
- Identifying compliance obligations and ensuring compliance to relevant legal and other requirements; and
- Establishing environmental objectives, targets and plans to achieving them in accordance with SBTi.

Operational Environmental Controls

Hansen implements appropriate operational controls to manage environmental aspects associated with its activities, products and services, including where operations are outsourced or undertaken by third-party service providers.

These controls are designed to prevent or reduce adverse environmental impacts and to support the achievement of environmental objectives.

DO — Operational Control, Procurement, Competence and Emergency Preparedness

Hansen is committed to our operations having environmental consideration embedded throughout the full process to prevent or reduce adverse environmental impacts and to support the achievement of environmental objectives. The process by which we will aim to achieve this is by:

- Maintaining appropriate operational controls to manage Hansen's material environmental aspects, including outsourced data centre selection and management, office energy use, waste and e-waste management and procurement requirements;
- Integrating environmental factors into procurement and supplier expectations including recycler certification and e-waste handling requirements (see Supplier Code of Conduct and Waste and E-Waste Management Policy);
- Providing information, guidance and training to employees, contractors and suppliers, considering their roles and respective impacts;
- Maintaining environmental emergency preparedness and response arrangements relevant to our operations and periodically reviewing these arrangements to ensure they remain effective and appropriate to identified risks; and
- Implementing appropriate operational controls to manage environmental aspects associated with its activities, products and services, including where operations are outsourced or undertaken by third-party service providers.

CHECK — Monitoring, Measurement, Compliance Evaluation and Audit

To help ensure Hansen is on track to achieve our environmental goals and stakeholder expectations, Hansen will aim to:

- Evaluate compliance with applicable obligations at planned intervals and retain evidence of evaluation;
- Conduct internal EMS audits to verify conformity and effectiveness, and report results to management;
- Monitor, measure and report key aspects of environmental performance to assess progress against objectives, policy commitments and targets; and
- Evaluate the performance and effectiveness of the EMS, including environmental objectives, compliance status, risks and opportunities, audit outcomes and improvement actions, to support informed decision-making and continual improvement.

ACT — Nonconformity, Corrective Action and Continual Improvement

Hansen is committed to focusing on continual improvement of its environmental performance by committing to:

- Record, investigate and address environmental incidents and nonconformities or deviations from policy commitments;
- Taking corrective actions to address underlying causes and to prevent recurrence, supporting continual improvement of environmental performance and the EMS; and
- Continually improve the EMS using performance trends, audit results, stakeholder feedback, and changes in risks/opportunities, regulations and technology.

1.3 — Governance, Roles and Responsibilities

Hansen maintains governance arrangements to support effective environmental management, including climate-related risk management and reporting.

Role	Responsibilities
Board and Executive Management	Provides oversight, strategic direction and resourcing for environmental and climate-related initiatives and the EMS.
Head of Investor Relations & Sustainability (Policy Owner)	Accountable for policy maintenance, EMS governance and reporting; coordinates Sustainability working group inputs as required.
Sustainability Cross-Functional Working Group	Coordinates implementation, monitors progress, and identifies efficiencies and improvements (technology, procurement, finance, legal and other representatives).
Technology / IT / Facilities / Administration Leads	Implement operational controls at office and IT-service levels; support data collection and local compliance obligations.
Procurement	Embed environmental expectations into supplier engagement and purchasing decisions.
Communications Team	Ensure policy communication internally and public availability externally.

1.4 — Collaboration and Stakeholder Engagement

Hansen recognises that addressing environmental and climate-related challenges requires collaboration with stakeholders. Hansen will endeavour to:

- Encourage environmentally responsible actions and behaviours among suppliers and customers;
- Engage with the communities in which we operate to identify and respond to environmental needs and concerns where feasible; and
- Provide appropriate information, guidance and training to employees, contractors and suppliers regarding environmental objectives and expectations.

1.5 — Communication

This Policy is publicly available on the Hansen website and is communicated internally to employees and relevant external parties. It is provided to new personnel at onboarding and to suppliers/partners during procurement as appropriate.

1.6 — Environmental Aspect Significance Methodology (3-Factor)

Hansen is beginning to develop a methodology for scoring and assessing our risks, based on severity, likelihood and control effectiveness to enable effective management of the most severe risks and will monitor and track these risks internally and communicate these to Management and the Board at appropriate intervals.

Policy Review Log

Version	Date of review:	Description of changes made:	Approved by:
1	March 2024	Original Version	Chief Financial Officer & Global General Counsel
2	March 2026	Updated considering ISO 14001 and include Environmental Management System (EMS) – Short Form	Chief Financial Officer & Global General Counsel
3	October 2026	Updated GHG Emissions objective to reflect established baseline data and Hansen's SBTi commitment (registered June 2026); added GRI reporting reference; extended waste/e-waste objective to reference Basel Convention, R2 and WEEE/RoHS; added cross-references to the Waste and E-Waste Management Policy and Human Rights Policy.	Chief Financial Officer & Global General Counsel