boost·ai

Sustainability policy



2025

42 - Sustainability Policy

Version:	1.1
File name:	42 - Sustainability Policy
Policy owner:	Senior Program Manager, Marketing
Policy approver:	Head of HR
Classification:	Public
Scope:	This policy applies to Boost AI AS and all its subsidiaries (hereinafter “boost.ai”).

1. Purpose

This policy identifies boost.ai’s collective commitment and key general principles relating to sustainability and environmental, social and governance (ESG) aspects. It is applicable to Boost AI AS and all its subsidiaries (hereinafter “boost.ai”).

ESG aligns with areas beneficial for both the organization and individuals. Our mission is to contribute to economic and technological progress in a sustainable manner.

Boost.ai strives to be a positive contributor to responsible and sustainable business conduct. We support the goals of the Paris Agreement, and we strive to ensure that boost.ai improves the ability of the organization and its customers to adapt to and mitigate the impact of climate change. We also want to contribute to reducing greenhouse gas emissions on a global level.

2. Definitions and abbreviations

Term	Definition
ESG	ESG stands for Environment, Social and Governance and is defined as the tools we use - the actions that we take - to track our progress in pursuing the ultimate goal which is sustainability.
Sustainability	Sustainability can be defined as using resources in a way that ensures they are not depleted over time. This concerns environmental, social, and economic resources – taking care of the planet and its inhabitants so that future generations can live good lives.
Sustainable development	Sustainable development is defined as development that meets today’s needs without destroying the opportunities for future generations to meet theirs.

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Social responsibility	Social responsibility is defined as incorporating social and environmental considerations into the day-to-day operations, in addition to complying with existing laws and regulations in the country in which it operates.

3. Roles and responsibilities

Board of Directors

The Board supports boost.ai's sustainability policy by providing strategic oversight and guidance, incorporating ESG into the decision-making process and promoting a company culture that prioritizes ESG values.

Chief Executive Officer (CEO)

The CEO is ultimately responsible for the day-to-day operations, and for achieving goals in accordance with the sustainability policy.

ESG Committee

Boost.ai has implemented an ESG Committee aimed to promote the principles and objectives established in this policy. The Committee consists of staff members from different departments across the organization.

The Committee oversees and integrates the ESG initiatives company-wide through the following areas of responsibility:

- Strategy development and implementation
- Monitoring and reporting
- Stakeholder engagement and communication
- Continuous improvement

All staff

It is the responsibility of all boost.ai staff to uphold the sustainability policy by means of the following:

- Adherence to ESG guidelines - including ethical conduct
- Active participation in ESG initiatives
- Provide constructive feedback
- Continuous training and awareness

All boost.ai staff members should thoroughly understand how they affect boost.ai's sustainability activities in their respective business roles, as well as how each employee is key to achieving the organization's sustainability goals.

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4. Sustainability principles

Our general sustainability principles are:

- ✓ Boost Green - environmental sustainability
- ✓ Boost Social - social responsibility
- ✓ Boost Govern - business ethics and corporate governance

5. Boost Green - environmental sustainability

Boost.ai is committed to carrying out its operations in a way that minimizes its environmental impact and contributes to improving environmental sustainability. We aim to reduce our carbon footprint, limit the utilisation of natural resources, and support the global transition toward a low-carbon economy. This commitment is embedded in our company culture, operations, and relationships with customers, partners, and suppliers. The development of this will be reported in our annual sustainability report..

Greenhouse Gas Emissions

Boost.ai is committed to the Science Based Targets initiative (SBTi) for SMEs and has set reduction goals for greenhouse gas emissions:

- **Scope 1 & 2:** Reduce emissions by 59% between 2024–2034. This means a yearly linear emission decrease of 6%. We will do a yearly assessment of our progress which will be published in our sustainability report.
- **Scope 3:** Work toward a measurable reduction in indirect emissions. This includes the recycling and reuse of office equipment to increase the lifespan of electronics and reduce e-waste - and working with our landlords to improve sustainability practices as applicable to waste management. Scope 3 progress will also be published in our sustainability report.

6. Boost Social - social responsibility

Boost.ai supports and respects the protection of internationally recognised human rights, and aims to ensure that they do not contribute to violations of human rights.

We strive to ensure equality, diversity and inclusion throughout our organization. We do not tolerate any form of discrimination on the basis of among others gender expression, sexuality, disabilities, race and religious beliefs.

Boost.ai strives to provide a secure working environment that affords safety from harmful physical and mental influences. We aim to maintain our high standard of Employee Net Promoter Score (eNPS).

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Outreach and community are important and boost.ai aims to give back to the community.

7. Boost Govern - business ethics and corporate governance

The key to responsible and sustainable business practices is transparency and accountability.

Boost.ai has a strong commitment to corporate governance, which encompasses a comprehensive code of conduct and a set of ethical principles. Integrity, honesty and ethical behavior are essential to ensure appropriate relationships with our stakeholders (staff, customer, partners, suppliers, etc.). Boost.ai has zero tolerance for all forms of bribery, corruption and money laundering.

We strive to transparently engage and communicate with stakeholders and conduct sustainability and climate risk and materiality assessment. We aim to continuously address material risks and opportunities, changes in legal requirements and global norms.

Supply chain management

Our supply chain is an integral part of our business, with the potential to have a significant impact on the environment and society.

Boost.ai avoids suppliers that are not aligned with our commitments in this policy. We expect suppliers to uphold the same values and commitments we have in relation to sustainability and human rights.

We conduct due diligence, legal and information security and privacy assessments prior to engaging a supplier, and conduct regular supplier audits.

8. Whistleblowing

At boost.ai we strongly support a culture of speaking up for both the organization and staff members without any fear of retaliation against those who report actual or suspected breaches.

There will be no retaliation against anyone who reports a concern. All cases will be appropriately investigated and, where breaches are found, appropriate actions will be taken. We have a dedicated whistleblowing tool where staff members can report concerns confidentially and anonymously.

9. Boost.ai commitments

This policy commits boost.ai to:

- ✓ maintain board and senior management oversight of our sustainability goals and achievements.

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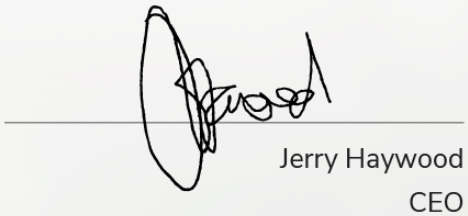
- ✓ include environmental risks into our organization-wide risk identification and mitigation processes, and report on the principal risks related to the environment to senior management.
- ✓ ensure compliance with relevant environmental, labor and human rights legislation.
- ✓ continuously improve our environmental performance in our operations, including setting internal targets and goals, supported by clearly defined metrics.
- ✓ engage staff members on environmental issues and encourage all staff members to contribute to organizational as well as community environmental and sustainability goals.
- ✓ monitor external and internal issues relating to sustainability and climate change and respond accordingly.

10. Leadership message

For boost.ai, sustainability is interpreted as the way we develop and deploy an AI platform that is environmentally sustainable, socially ethical and transparent - helping businesses and individuals to make more sustainable choices.



Jerry Haywood
CEO

11. Policy compliance

Boost.ai requires that all employees comply with the directives described within this policy. Any breach of this policy may result in disciplinary actions in accordance with our internal Disciplinary Actions. All employees are required to report any known breaches to this policy by submitting a ticket through our internal ticketing system.

12. Quality assurance

This document is subject to a review once per calendar year or in the event of major changes.

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13. Change history

Date	Version	Updated by	Description
04.01.2026	1.1	Head of AI Risk and Security	Removed approver and owner names and replaced updater and reviewer names with roles.
July 2025	1.0	Senior Program Manager	First version of policy

14. Review log

Date	Version	Updated by	Description
21.07.2025	1.0	Head of AI Risk and Security	Updated file metadata.

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