

# Environmental policy

# 2025

- ▪ ▪ "A company's performance is no longer just evaluated by achieving financial objectives. Integrating a responsible and thorough approach to sustainability into the business operations has become an essential element in ensuring long-term financial stability.
- ▪ ▪ Esker continuously assesses its contributions and implementation milestones of these strategies in order to establish a secure and flourishing future. These policies are based on a dedication to continually innovate and engage in open exchanges with our partners (research chairs, schools, vendors etc.), so that we can anticipate market needs as accurately as possible.

By enabling paperless business processes, Esker is committed to contributing to reducing paper usage and participating in the fight against deforestation. Limiting the company's carbon footprint is also integrated into all internal operations, from reducing energy consumption to the recycling of waste generated by Esker's mail production facilities.

The environmental impact and regulatory analyses for our Lyon offices, which includes the ISO 14001 certification, have enabled us to gain a better understanding of Esker's environmental performance. This has also inspired us to establish an ambitious sustainable development model."

## **Esker's environmental policy is focused on two main areas:**

### **1. Controlling and reducing our environmental impact**

- Optimizing energy use in offices and mail production facilities
- Decreasing the environmental impact of work-related travel
- Raising awareness for and involving employees in Esker's sustainability objectives
- Collaborating with vendors and subcontractors who also engage in sustainability practices
- Building sustainability into the product development process right from the beginning
- Supporting organizations and businesses that put environmental protection at the forefront

### **2. Compliance with environmental regulations**

- Reducing and recycling waste
- Tracking hazardous and non-hazardous waste
- Ensuring the proper handling of waste materials through specialized providers
- Strict monitoring of our environmental regulatory obligations

I am committed to implementing these policy measures that support environmental protection, including the continuous reduction of Esker's carbon footprint and compliance with all corresponding laws and regulations.

March 10, 2025

**Jean-Michel Bérard**  
**Founder & CEO**