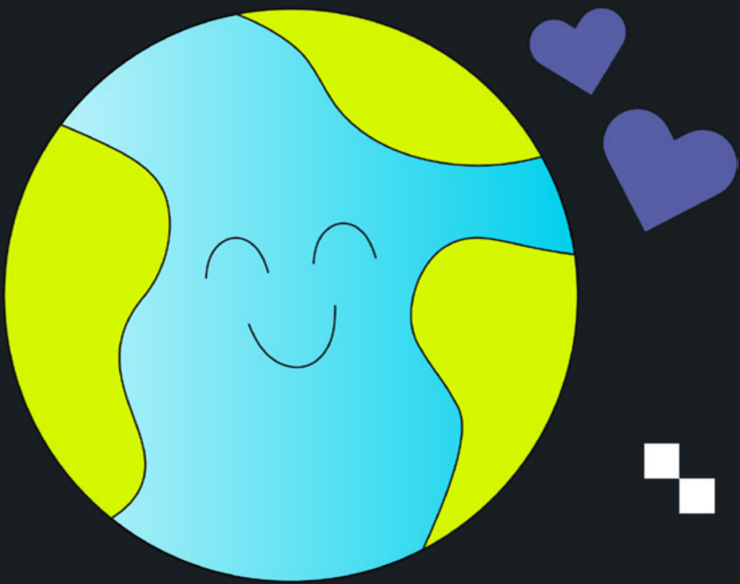
Environmental, Social and Governance at Upsun

An update on our commitments, focus areas and actions, as of September 2026



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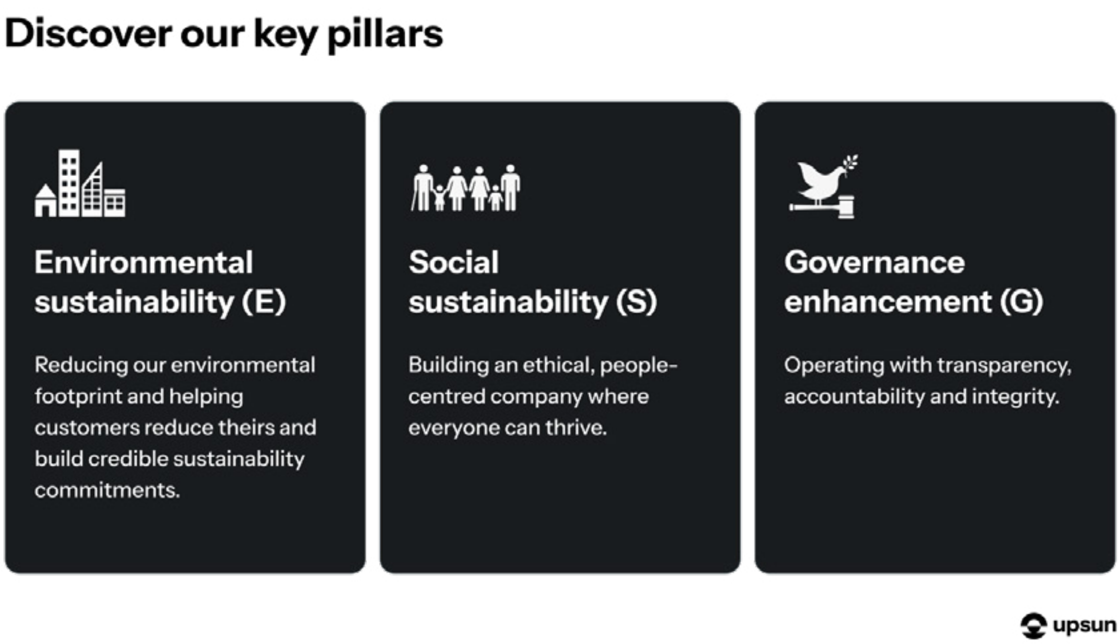
Upsun's ESG strategy and focus areas:

Our Environmental, Social and Governance (ESG) strategy is a mechanism that helps every Upsun's employees, customers and key partners put our values into practice: we make a positive impact, and we care for each other. It is built policy by policy, across our different teams, into how we run the company and how we engage with our stakeholders.

Over the last 4 years, we have integrated these considerations into our core product, ways of working, customer relationships and decision-making - and we monitor and report on our performance transparently. In practice, this means:



Upsun's 2026 environmental push:

This year brought two concrete shifts in how Upsun manages its most material environmental topics: a new climate strategy centred on cloud emissions and a new sustainable procurement policy putting responsible IT materials and tooling purchasing on a formal footing.

Discover our new environmental targets:

-27%
Reducing our environmental footprint
and helping customers reduce theirs and build credible sustainability commitments.
*reduction of the ratio tCO2e / M€ ARR

60%
Greener-region expansion target
(share of customer projects hosted in greener regions by 2031).

50%
Have at least half of our EOL laptops
either recycled or donated in 2026 and continuously improve this rate by 2031.

100%
Of strategic tooling providers
assessed from a sustainability perspective during the selection process by the end of 2026.

upsun

Upsun's sustainability reporting efforts:

Upsun has been a signatory of the United Nations Global Compact (UNGC) since 2024, aligning with its ten principles, and holds Certified B Corp and EcoVadis certifications - see our Trust Center page for details. These commitments sit at the heart of our ESG strategy, keeping our actions anchored to the highest sustainability standards in the world.

In that same spirit, 2026 marks the first time we have mapped our key sustainability topics to the UN Sustainable Development Goals (SDGs).

Each topic below is mapped to the corresponding SDG(s) it contributes to, and how we track our progress:

Material topic (DMA)	Related SDG(s)	Progress indicator
Climate change mitigation and energy in the value chain	7 Affordable and clean energy; 13 Climate action	22% of projects hosted in greener regions in 2025 (+6% versus 2024).
Electronic waste	12 Responsible consumption and production	IT fleet lifecycle extension: +1 year in 2026 (from 3 to 4 years).
Responsible purchasing and supplier due diligence	12 Responsible consumption and production; 8 Decent work and economic growth	100% of new suppliers assessed from a sustainability perspective; anti-corruption risk assessed for top 80% of purchasing spend (both new in 2026).

Gender equality and equal pay	5 GENDER EQUALITY	81/100 Egapro index results in 2025.
Training and development	8 DECENT WORK AND ECONOMIC GROWTH	16 hours of average training per employee in 2025.

This mapping reflects the material topics prioritised through our double materiality assessment, not the full set of 17 SDGs - it will evolve as Upsun's DMA and ESG strategy mature.

For the fuller picture, we have also published our first EU Voluntary Sustainability Reporting Standard for SMEs (VSME) report, available here.