Awin Global Sustainability Policy

Scope

This policy applies to all Awin offices and legal entities globally, including:

- Awin AB
- Awin AG
- Awin AG Schweizerische Zweigniederlassung
- Awin B.V.
- Awin Global Affiliate Network SL
- Awin Inc.
- Awin Ltd
- Awin Romania srl
- Awin SAS
- Awin sp. z o.o.
- Awin srl.
- Awin Veiculacao de Publicidade na Internet
- Commission Factory Pty Ltd.
- Commission Factory SDB. BHD.

Commitment to Sustainability

Awin recognises that its sustainability impacts, risks and opportunities extend across its own operations and value chain. As a digital services business, Awin focuses on environmental performance, employee wellbeing and development, responsible supplier engagement, ethical business conduct, data privacy and information security, and trust within the affiliate marketing marketplace. This policy sets out the environmental and operational commitments that support Awin's sustainability strategy and reporting.

- Responsibility: We take responsibility for our impacts, assign ownership and hold ourselves accountable for results.
- Sustainability in decision-making: We consider relevant environmental and sustainability impacts, risks and opportunities in business decisions.
- Clear communication: We communicate openly about our approach, performance, progress and challenges, based on available and supportable information.

Compliance

- We will comply with applicable environmental laws, regulations and other requirements and will seek opportunities to strengthen our practices beyond minimum requirements where appropriate.

Standards and Certifications

- Awin has obtained third-party ISO 14001 certification for its Environmental Management System, covering the entities and sites within the certification scope. We are committed to maintaining this certification through regular internal audits, management reviews and external surveillance audits, continually improving the system and considering extending certification coverage where appropriate.
- We recognise ISO 26000 as a reference for integrating social responsibility and responsible business behaviour.

Resource Efficiency

- We will continually assess and improve resource efficiency, with measurable objectives and targets where appropriate. We aim to reduce energy and material use, improve waste prevention and diversion, and better understand water and other resource impacts linked to our offices, technology infrastructure and value chain.

Climate Change and Carbon Footprint Reduction

Awin uses FY2025 as the baseline year for its climate targets. We will:

- Measure and monitor Scope 1, Scope 2 and relevant Scope 3 greenhouse gas emissions in accordance with the Greenhouse Gas Protocol, using the operational control approach.
- Reduce combined Scope 1 and Scope 2 emissions by 50% from the FY2025 baseline by 2030.
- Reduce Scope 3 emissions by 25% from the FY2025 baseline by 2030.
- Work toward a mid-term ambition to reduce Scope 3 emissions by 42% from the FY2025 baseline by 2035, subject to annual review as data quality, supplier engagement and feasibility improve.
- Increase renewable electricity coverage, improve energy efficiency and support lower-emission commuting and business travel where practical.
- Renewable electricity performance will be monitored as an operational indicator rather than stated as a separate formal target unless approved through Awin governance processes.
- Review progress regularly and update the transition pathway as methodologies, data quality and delivery plans mature.

Sustainable Supply Chain

- We will collaborate with suppliers and business partners to encourage sustainable and responsible practices, including a target to engage 100% of new suppliers on ESG criteria from 2026.
- We will assess ESG risks in our supply chain and prioritise engagement according to risk, spend and category criticality.
- We will integrate appropriate due diligence, Code of Conduct expectations and sustainability criteria into onboarding, procurement decisions and supplier reviews.
- We will improve access to supplier-specific environmental data and evidence to strengthen the accuracy of our reporting and decision-making.

Waste, Resources and Circularity

- We will promote waste prevention, reuse, segregation, recycling and responsible disposal across Awin offices, recognising that local infrastructure and data availability vary by location.
- We will manage electronic equipment responsibly through reuse, refurbishment, employee purchase or donation programmes where appropriate, and certified recycling or disposal channels at end of life.
- Awin has set a target to divert 50% of generated waste from landfill by 2030.
- We will continue improving the completeness and accuracy of waste data and will develop a general-waste-per-employee reduction target when an appropriate baseline and methodology have been confirmed.

Pollution, Water, Marine Resources, Biodiversity and Ecosystems

- Pollution, water and marine resources, and biodiversity and ecosystems were assessed through Awin's Double Materiality Assessment and did not meet the threshold for detailed topical reporting. Where relevant, they remain subject to Awin's environmental management processes and local risk considerations.
- We will seek to avoid or reduce negative local environmental impacts and improve our understanding of indirect resource impacts, including water use associated with data centre and cloud-hosting services.

Employee Engagement and Education

- We will foster environmental awareness through education, training, communications and local initiatives, encouraging practical action in the workplace and across relevant business activities.
- Employees with Environmental Management System responsibilities will receive role-appropriate guidance on environmental management and ISO 14001 requirements.

Continuous Improvement

- We will review environmental objectives, targets, data quality, risks and improvement plans through regular operational reviews and the annual Environmental Management System management review.

Transparency and Reporting

- We will record and monitor environmental performance, explain relevant methodologies and limitations, and report progress and challenges transparently to stakeholders.
- Where estimates are necessary, we will use documented methodologies and seek to increase primary and supplier-specific data over time.

Community Engagement

- We will encourage employee participation in sustainability, volunteering and community initiatives that support environmental and social outcomes, while recognising that activities may vary by location.

Innovation for Sustainability

- We will explore technologies and practices that improve environmental performance across our operations and value chain, including more efficient digital infrastructure and credible, evidence-based approaches that support sustainability-aware marketplace decisions.

By adopting this policy, Awin commits to managing its environmental impacts responsibly, strengthening sustainability governance and supporting continual improvement across its operations and value chain.

Document Control

Document	Sustainability Policy
Document owner	Global Compliance and Corporate Services
Contact person(s)	Sustainability Manager; Sustainability@awin.com
Area of application	General overview, internal communication and B2B communication

Version	Date	Reason for and extent of changes	Author(s)
1.0	30.01.2024	New	Ronnaug Vinje
2.0	30.10.2024	Update to include scope, standards, e-waste and procurement considerations	Amanda Gardner
3.0	15.10.2025	Updated targets	Amanda Gardner
3.1	23.10.2025	Removed ShareASale.com entity from scope	Amanda Gardner

4.0	30.09.2026	Aligned scope, climate targets, renewable electricity wording and material-topic treatment with the Awin Sustainability Report 2025	Amanda Gardner