



Improving Our Environment and Community

Vervantis Inc.

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VERVANTIS ENVIRONMENTAL POLICY STATEMENT

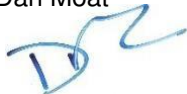
The central role of our business is to manage vital energy resources for large and medium-sized organizations across the globe in a cost-effective and sustainable manner. When it comes to the environment, this is what we do and this is who we are:

We are committed to the following principles:

- Protecting our environment by developing advanced strategies to reduce energy consumption.
- Demonstrating to our clients how data analytics can greatly reduce their energy consumption and associated costs.
- Quantifying our energy, water, waste and vehicle emissions
- Promoting conservation through our own:
 - waste reduction
 - water conservation
 - reusing and recycling materials
 - reducing vehicle emissions
 - managing energy usage responsibly
- Integrating safety and environmental awareness into our day-to-day operations.
- Training our employees to take personal responsibility for actions that impact on the environment.
- Complying with all applicable environmental laws and federal and state regulations.
- Taking ownership and promoting a positive environmental awareness in the local community.
- Selecting environmentally responsible suppliers.
- Communicating environmental awareness to our customers.
- Committing to continuous improvement of our environmental policy.

Through a combination of these elements, a sustainable culture and continuous education, we strive to minimize our impact on the environment today and every day.

Dan Moat



President

Vervantis Inc.

BUSINESS PROFILE

Vervantis is an independent US corporation headquartered in Phoenix, AZ. providing specialist consulting and administrative services in the area of energy management, utility bill processing and sustainability reporting.

We help organizations to reduce utility cost and optimize energy consumption to operate efficiently and economically.

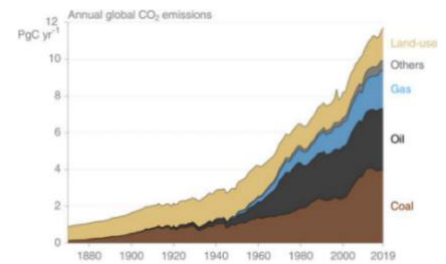
Environmental Mission Statement

Vervantis is committed to a sustainable future and to improving the social, economic, and environmental wellbeing of our company, customers and employees. Our mission is to introduce and promote environmental practices into the daily lives of our staff and customers and engage with local community programs to support our social awareness.

For more information, please visit: www.vervantis.com

CARBON FOOTPRINT REDUCTION

The carbon footprint is currently 61 percent of humanity's overall ecological footprint¹ and is its most rapidly growing component. Reducing humanity's carbon footprint is, therefore, the best step we can take to end overshoot of carbon reduction commitments and live within the means of our planet. At Vervantis, we are fully committed to reducing our carbon footprint with the use of Renewable Energy; Energy Efficient Devices; Energy Saving Practices; Energy-Efficient Transport and Responsible Resourcing.



IPPC's Climate Change 2021:
The Physical Science Basis.p1333

WHAT ARE WE DOING?

Use of Renewable Energy

Our office accommodation, within a LEED certified building has electricity as the primary source of heating, lighting and air-conditioning. In May 2019 Vervantis made an ongoing commitment to purchasing all its modest electricity needs from certificated renewable sources, and has done so.

As a technology driven business processing terabytes of data, Vervantis utilize Amazon Web Services (AWS) for the storage and processing of all production energy and sustainability data, eliminating the need for on-site servers. AWS is working hard toward its commitment of 100 per cent renewable energy powered operations by 2025. By 2020 it reached 65% and by 2021 85%.²

Non-production data is housed with third party provider Egnyte. Using their cloud-based infrastructure Vervantis has become 32% more energy efficient than using local servers on premises.

Energy Efficient Devices and Energy Saving Practices

We purchase pre-owned (or new) ENERGY STAR® rated devices for our office and encourage staff to conserve power and use equipment's power saving / power down modes when not in use.

We maintain an awareness of the latest innovations and best practices in our energy advice to customers and use them for our office where applicable.

We gain greater insight into patterns of energy use for customers by applying our data gathering and analysis skills innovatively.

Use of Energy-Efficient Transport

All our services are desk-based, using the latest virtual tools where possible, with travel to clients arranged as required.

To minimize our carbon footprint, we travel to clients using ride-share services wherever possible. For longer journeys, we fly direct whenever an option, as most carbon and pollutants from flights are produced during takeoff and landing. Airlines with carbon offset programs are always given preference in our procurement processes.

At Vervantis energy-efficient transport is recommended to all employees, and all staff are encouraged to cycle, walk or take public transport to work through a reward scheme.

¹ <https://www.footprintnetwork.org/licenses/public-data-package-free/>

² https://sustainability.aboutamazon.com/about/report-builder?sc_channel=el&sc_campaign=awsenergysustainabilitypage&sc_geo=mult&sc_country=global&sc_outcome=acq

Responsible Sourcing

We purchase office equipment based on need and make an effort to consider each manufacturers carbon footprint and the availability of pre-used equipment. Bidders showing the lowest environmental impact, including their ENERGY STAR® rating will score more points in our evaluation process.

Office paper for printing and copying is WWF, FISC and Rain Forest Alliance certified. Other stationary materials used are being sourced, wherever possible, with similar accreditations.

WHAT WE INTEND TO DO

We have already started our journey on becoming a low-carbon and resource-efficient company, and improve by setting ourselves further short term and long-term targets.

Carbon Footprint Reduction Targets

Target Areas	Short Term Targets (end of Dec '2022)	Short Term Targets (end of Dec '2023)	Long Term Targets
Use of Energy Efficient Devices & Energy Saving Practices	Conduct a lighting study, and trial various high efficiency solutions on 25% of work areas	Check office equipment power supplies and cables, replace damaged ones with high efficiency ones.	Refine & roll out replacement high efficiency lighting to the whole office
	Introduce internal monthly Lunch & Learn best practice sessions	Continue with Lunch & Learn group best practice sessions and PiiQ individual learning	Install "Energy Monitors" in the office to give real-time updates on electricity usage.
	Install interval metering on office electric supply or other quantification methods (Q2 2022)	Review metering installed and see what (if any) opportunities for energy savings	
Use of Energy efficient transport	Introduce a staff car- sharing scheme	Maintain and enlarge the staff car-sharing scheme	Find ways to only use electric vehicles for ground transport
			Provide free electric vehicle charging for employees



WASTE MANAGEMENT – REDUCE, RECYCLE AND REUSE

We cannot stop waste production entirely, but everyone can make a significant contribution.

We have 4 separate bins, so please think, then bin wisely!

At Vervantis, we believe in four principles – *Redesign, Reduce, Recycle and Reuse*, which helps in reducing pollution and minimizes the need for landfill. It also helps in saving energy and natural resources.

WHAT ARE WE DOING?

Waste elimination through Redesign

At Vervantis, as the company grows, we think carefully about executing a consistent overall strategy. Subscriptions to newspapers and other market data are taken as digital feeds, not hard copy.

Waste Reduction

At Vervantis, we minimize the use of disposable cups. Coffee provided for staff is Fair Trade Certified with no disposable cups or single use plastics available for use. Bottled water is provided in a dispenser with disposable cups for visitor use only.

Printers' defaults are set to double sided with a "*Be nice, use it twice box*" for single sided paper no longer needed, and staff asked to reduce spacing and fonts to keep documents to one page.

Rest rooms utilize motion detection flush toilets and automated faucets and soap dispensers.

All light fixtures are motion based, requiring a physical push to turn on and motion to remain on.

Waste Recycling

The office has segregated waste handling bins for paper, glass and metals, organic waste and finally, landfill trash.

Waste Reuse

Old office equipment is donated to charitable organizations or taken to recycling centers for disposal.

WHAT WE INTEND TO DO

We will continually strive to reduce waste in every area of the workplace, starting with redesign and we continue to support a recycling-based society. By practicing waste prevention, reusing products, recycling, and environmentally conscious purchases, we can cut costs and increase our profits.

So we don't become complacent, an "every-year" objective is to do everything we can to keep our waste levels down, and by continuing to measure them.

Waste Management Targets

Target Areas	Short Term Targets (end of Dec '2022)	Short Term Targets (end of Dec '2023)	Long Term Targets
Waste Reduction	To provide reusable mugs for use by visitors at meetings. To encourage staff to bring a waste-free lunch using reusable food containers, napkins & bags.	Maintain momentum for reusable mugs and waste free lunches Check for local waste reduction initiatives for Vervantis to be part of	
Waste Recycling	To recycle our inorganic waste such as toner cartridge, paper, glass, plastics, and metal cans. To purchase products made from recycled materials.	Check for local waste recycling initiatives for Vervantis to be part of	To make compost out of our organic waste on our own/hire an agency
Waste Reuse	To choose only high/medium volume refillable items such as printer cartridges, glue etc. To donate unwanted office furniture and equipment to charities.	Continue 2022's objectives, with back-up vendors with compatible alternatives organized in case primary vendors have supply chain issues.	Find the highest quality refillable systems available that deliver multi-year durability and maintain high quality to effectively eliminate replacement of refillable systems.



WATER CONSERVATION

With growing population rates and such a small percentage (0.5 per cent) of all the water on Earth fit for consumption, it makes sense that we must preserve and conserve this precious resource.

At Vervantis, we are fully committed to reduce water usage.

Water Conservation Targets

Target Areas	Short Term Targets (Dec '2022 o)	Short Term Targets (end of Dec '2023)	Long Term Targets
Water Conservation	<p>To include water savings policies and procedures in staff inductions and our Employee Handbook.</p> <p>To understand from the office building owner what water and sewer flooding and water quality testing measures and in place.</p>	<p>Maintain momentum for water conservation whilst helping staff stay Covid-smart on hand washing</p> <p>Hold 1 Lunch and Learn on balancing water conservation with safety.</p>	<p>To influence the office building owner's choice on fittings, with preference for water-efficient taps, toilets and smart controls to use less water.</p>



COMMUNITY ENGAGEMENT

We are committed to work for the community.

At Vervantis, we encourage staff to support its community by paying staff to volunteer thirty-two hours each year. Local, national and international projects are selected by the staff to support.

In 2022 Vervantis made donations to Feed My Starving Children, a charity dedicated to the eradication of child hunger and contributed volunteer hours to help pack over 37,000 meals providing food and nourishment for 101 children for an entire year.



Vervantis also provide *pro bono* consulting and other skills-based volunteering every year, allowing its employees to put their skills and talent to use for non-profits and other causes. Additionally, the company has programs for fundraising for organizations and causes and encourages employees to serve on the boards of non-profit organizations.



Management

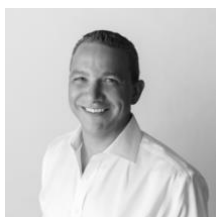


Mark Dickinson

Chairman

Mark is an experienced energy professional with over 20 years spent in the global energy wholesale, retail, and advisory space. Recognized as one of the industry's leading authorities on energy risk management, Mark obtained his MSc in finance from London Business School in 1998 and received the prestigious Accomplished Entrepreneur of the Year 2012 award from the London Business School Alumni.

Prior to Vervantis, in 2001, Mark founded Encore International where he built an energy services business specializing in energy price risk management for large energy consumers. He successfully sold Encore in 2010 to M&C Energy Group, where he took on the role of CEO of the entire group. He grew the business organically and through acquisitions, transforming it into a global platform that served over 1,000 of the world's largest energy consumers who represent over \$12bn in energy spend. He sold M&C to Schneider Electric in June of 2012.



Dan Moat

President

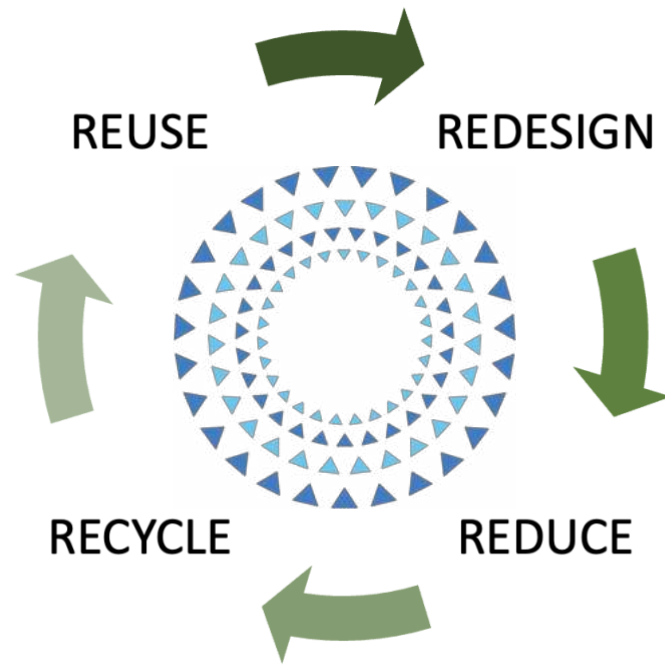
Dan has been helping companies realize their energy goals since the energy supply markets liberalized in the early nineties. In the early years, working for utility company TXU in Europe, Dan supported customers with natural gas and power requirements, before transferring to TXU's Trading Partnerships Division, which provided more sophisticated sourcing solutions to end users. After gaining extensive experience in commercial supply, distributed generation and upstream natural gas, Dan relocated to Milan, Italy to lead TXU's entrance to emerging European energy markets. Dan was co-owner of Encore International, a European energy services specialist providing energy price risk management to C&I energy consumers. Dan developed and grew this start-up into the largest independent advisor by volume in the UK and was successful in selling it to Schneider Electric in 2010.



John Warrick

VP Operations

John received a Bachelor of Business Administration from Brock University in 2003 and began his career as a currency trader on the FOREX. He moved to Phoenix in 2005 and completed an MBA from the W.P. Carey School of Business at Arizona State University. John specializes in Finance and Information Technology. He joined the energy sector in 2010 working first for Coleman Heinz, a medium sized energy procurement consulting firm, and then for Schneider Electric SE, a multinational Fortune 500 company.



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