



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

CEO STATEMENT

In BEC, we are part of something bigger. We are a fintech company with branches in Denmark and Poland. We make sure that 20-30% of the Danish bank customers can transfer money, invest online, use credit cards – everything it takes to run a bank. We also provide technology for core institutions in Denmark's financial infrastructure.

Building on our cooperative ownership, corporate social responsibility is at the core of BEC's work to deliver safe and efficient technology to the Danish financial sector and Danish society. Furthermore, we support community initiatives that are related to our core business, such as the Women in Tech initiative and AspIT for people with autism spectrum disorders.

BEC has acceded to the United Nations Global Compact and abides by its 10 principles, as described in BEC's CSR policy. BEC is encouraging our main subcontractors to join the United Nations Global Compact as well.

BEC furthermore supports the United Nations Sustainable Development Goals (SDGs). In particular:

- **SDG #1** regarding access to technology and financial services to end poverty;
- **SDG #4** regarding quality in education;
- **SDG #5** regarding gender equality in the tech sector;
- **SDG #16** combating financial crime and supporting effective, accountable, and transparent institutions.

This is BEC's seventh separate reporting on corporate social responsibility. The report elaborates on BEC's corporate social responsibility activities in our annual report for 2020. It is at the same time BEC's statutory statements on social responsibility and the gender composition of the management.

BEC, March 2021

Jesper Nielsen
CEO





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**I love that my daily
work in fintech
benefits many people
and industries.**

Margrethe Blomsø
Software developer, graduate

BUSINESS MODEL AND SOCIETAL IMPACT

BEC is a Danish full-service IT house with over 1,300 employees in Denmark and Poland. BEC has over 50 years of experience developing and operating IT for banks and other actors in Denmark's financial sector.

BEC is a key player in Denmark's financial infrastructure and thus Denmark's financial stability. 22 percent of Danes and 29 percent of Danish companies (measured by NemKonti) have their main bank connection via one of the banks operating on BEC's IT platforms. Also, BEC operates IT systems for core institutions such as Danmarks Nationalbank, the Danish Financial Supervisory Authority and Finansiell Stabilitet.

BEC's most significant impact on society is to support a safe, stable, and resilient financial infrastructure, which contributes to good banking services and prosperity for customers in Danish banks and thus Danish society.

It is fundamental to BEC's and our customers' businesses to support that everybody in Denmark has equal rights to economic resources, appropriate new technology and financial services (United Nations Sustainable Development Goal #1).

It is also fundamental to our business to ensure the necessary IT systems so that the Danish financial sector can live up to Danish and European regulation on, for example, anti-money laundering, investor protection, personal data protection and financial stability. (United Nations Sustainable Development Goal #16 and more).





BEC's main risks of adverse effects on society are thus that BEC's IT systems are compromised in terms of accessibility, integrity or confidentiality. BEC has comprehensive systems, processes, and audits to address these risks.

In addition, BEC wishes to act responsibly and engage in socially responsible initiatives that are naturally related to BEC's business and communities.

BEC's corporate social responsibility report is structured according to four overall focus areas:

1. Society – BEC's impact on our society
2. Workplace – a good working life for everyone
3. Marketplace – BEC's collaborative relationships
4. Environment – environmentally friendly technology and operation of BEC

BEC's CEO has the overall responsibility for BEC's corporate social responsibility. BEC's executive team constitutes BEC's corporate social responsibility steering committee which works continuously to integrate corporate social responsibility into the business. The steering committee is responsible for developing the overall corporate social responsibility policy and strategy, while the day-to-day work is handled by a corporate social responsibility manager with reference to the steering group.

BEC's commitment to support, respect and protect human rights is documented in BEC's code of conduct and BEC's CSR policy.



#1 SOCIETY

BEC'S IMPACT ON OUR SOCIETY

SAFE, STABLE, RESILIENT FINANCIAL INFRASTRUCTURE

Safe, stable and resilient IT systems for BEC's customers – banks and other actors in the financial sector – are fundamental for the citizens of modern digital society. A reliable financial infrastructure ensures the fundamental human right to own property alone and in association with others.

At the same time, the many possibilities of digitalization entail risks of misuse, data leakage and data loss, which can compromise the right to privacy, which is also a fundamental human right.


Stable IT operations and high IT security (including protecting personal data and other confidential information) are fundamental to BEC's customers, society and BEC. Protection of the human rights to own property and to privacy is thus at the heart of BEC's work and is a key element in how we respect and adhere to human rights.

BEC is strongly committed to the right to privacy and the protection of personal data. BEC has established and implemented a personal data policy, sub-policies, business procedures, guidelines etc. for the protection

of personal data. BEC has personal data responsibilities both as a data processor (handling personal data on behalf of banks and other BEC customers) and as a data controller (namely handling employee data). BEC's data protection officer (DPO) oversees and advises on matters concerning personal data protection.

BEC is investing heavily in IT development to ensure even better personal data protection and to ensure that any breaches are handled swiftly and efficiently. Read more in BEC's annual report about BEC's investments in GDPR compliance.

As described in the CSR report and annual report for 2019, in August 2019 BEC discovered that address-protected customers in BEC banks in certain cases inadvertently had had their addresses passed on in data that could be accessed by the recipients of the payments. Within a few days, BEC implemented the necessary system corrections as a data processor, and the data controlling banks informed the affected customers and the Danish Data Protection Agency. BEC and the banks have expressed our deep apologies to the affected customers. In March 2020, the Danish Data Protection Agency expressed serious criticism of BEC in the matter without imposing a fine.



Each month, BEC measures and reports the availability of its key systems to its customers. For each system, service goals have been defined, which thus constitute BEC's most important non-financial key performance indicators. Read more about the service goals in BEC's annual report.

BEC contributes its knowledge in the Financial Sector Forum for Operational Robustness (FSOR) established on the initiative of Danmarks Nationalbank and in the sector partnership Nordic Financial CERT. In addition, security specialists from BEC teach in the education for certified security manager (exam. ESL).

Read more in BEC's annual report about risks and processes for IT operations and IT security.

The new Danish national credit registry will provide Danmarks Nationalbank with a better basis for monitoring financial stability, support the supervision by the Danish Financial Supervisory Authority, and provide banks with deeper insight into their credit exposure. Following an extensive IT project, the BEC banks have initiated reporting to the credit registry in 2019 and 2020.

COMBATING FINANCIAL CRIME

The United Nations Sustainability Development Goal #16 includes reducing illicit financial and arms flows, combating organized crime and reducing corruption. Preventing banks from being misused for money laundering and terrorist financing is the main objective of one of BEC's most ambitious IT development investments in 2020 and the coming years.

In 2020, BEC entered into an agreement on a new, specialized cloud platform to combat money laundering and terrorist financing from SAS Institute, a global market leader in analysis software, including money laundering monitoring.

The solution will support and streamline the banks' comprehensive, ongoing screening of all customers and transactions. All functions are gathered in one digital løsning, where the banks can analyze, make decisions about, document and report on each suspicious activity.

THE DANES' DIGITAL COMPETENCIES

As banks become more digital, the demands on Danes' digital skills increase when they must handle banking via digital self-service solutions. BEC's support is ready to handle inquiries from the banks' customers via telephone and email when they need help and guidance for, among other things, mobile and online banking. The support helps these users navigate digital self-service solutions.

The support also strengthens users' digital competencies in cyber security, such as guidance regarding secure logon for online banking through Denmark's national secure logon solution or guidance regarding phishing emails and other signs that security may be compromised.

ECONOMIC GROWTH AND INNOVATION

BEC's core business supports the digitization of Denmark as a catalyst for growth and innovation. BEC's work to develop digital solutions provides better customer experiences and easier access for Danes to digital solutions – in line with UN Sustainable Development Goal #8 regarding access to financial services for all sizes of enterprises.

Not least during corona, BEC's digital solutions for employees and customers in Danish banks have been instrumental in allowing large parts of Danish society and economy to stay productive while working and collaborating from home.

BEC regularly participates in forums, individual dialogues, and collaborations with fintech companies that want to collaborate with BEC's customers via BEC's technologies to develop new, innovative fintech solutions for Danish citizens and companies. BEC is also a sponsor of Copenhagen Fintech, which aims to promote financial IT in Denmark.



In 2020, BEC continued to work for a smooth implementation of the PSD2 directive, supporting free competition and innovation in payment services.

BEC'S ROLE IN THE LOCAL COMMUNITIES

BEC has locations in Roskilde, Herning and Warsaw. BEC is the private company with the most jobs in Roskilde. As described in the following sections, our local communities also benefit from our education and career initiatives for women, students, people with autism spectrum disorders and young people with other physical or mental challenges.

In addition to employing many citizens, BEC wants to contribute to the local community in other ways. BEC is a member of COROlab, an interest organization that brings together large and small companies in Roskilde for co-creation, aiming to create growth, identify opportunities, enter new relationships, and innovate to solve challenges in society.

BEC's other local community activities have largely been on hold in 2020 due to the corona pandemic.



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**I get to be a part of
building the financial
infrastructure of
tomorrow.**

Andreas Povlsen
Development director





#2 WORKPLACE

A GOOD WORKING LIFE FOR EVERYONE

BEC is committed to protecting labor rights as expressed in the human rights and the United Nations Sustainable Development Goal #8. BEC strives to be an attractive and decent workplace that produces opportunities for learning, creates job satisfaction, supports our employees' freedom of organization and provides the right to collective bargaining.

BEC is a cooperative company that pays tribute to the strength of the collective. BEC is an organized company that is a member of the Danish Employers' Association for the Financial Sector, of which BEC's CEO is also a member of the board of directors. Through the Danish Employers' Association for the Financial Sector, BEC has entered into a collective agreement with the Financial Services Union in Denmark. BEC respects and supports our well-established union representatives, works council, work environment organization and an elected employee representative in the board of directors.

The primary risks related to workplace and working life in BEC have to do with physical and mental health. BEC mitigates these risks as described below.

A HEALTHY WORK ENVIRONMENT

BEC has a policy for health and well-being to promote employee health and well-being with the least possible amount of illness due to occupational conditions. The policy outlines BEC's standards and practices regarding long-term illness, stress, sexual harassment, bullying, abuse, senior life and supporting a healthy lifestyle. BEC conducts employee surveys regularly and has well-structured processes for following up on the results through action plans.

We aim to provide a conducive workplace for all in BEC aligned to the United Nations Sustainable Development Goal #8 regarding safe working environments. Acknowledging the fact that employees spend about one-third of their adult life at their workplace, we in BEC find it essential to create a workplace conducive to maintain good health.

A number of schemes and policies support BEC as an attractive workplace in areas such as the physical and psychological working environment, reduced working hours, flex jobs, work trials, leaves of absence and much more.



A HEALTHY WORK ENVIRONMENT DURING CORONA

As a fintech company in the financial sector with technical employees in Denmark and Poland, BEC has been able to contribute to public health during the corona pandemic by asking 98% of our employees to work from home, in whole or in part, since March 2020. In close cooperation with our union representatives, we have created working environment frameworks for our employees to ensure stable financial infrastructure in Denmark, despite working from home.

BEC also subsidizes various employee associations, including a senior club for senior/retired employees and a junior club for young employees. Corona has naturally put many social activities on hold, which is why the proportion of employees in Denmark who are members of a staff association has fallen from 79 percent in 2019 to 67 percent in 2020.

BEC staff in Poland also have – when there is no epidemic – a thriving culture with meet-ups about technologies and methods, office events with and without families, and foosball, board game and PlayStation competitions.

BEC enthusiastically supports a vibrant social life between colleagues – before and after work – and will make an extra effort to restart these good traditions when the epidemic has come under control in 2021.

BEC offers fitness facilities and, at some of our locations, access to massage rooms. BEC subsidizes yoga and spinning classes as well as jogging and similar activities, such as the DHL relay race and "We bike to work", which in 2020 was unfortunately canceled and very limited due to corona, respectively.

BEC's dietary policy should make it easy for our employees to choose a healthy lifestyle. The selection in BEC's canteens in Denmark is varied and healthy, with many fresh ingredients, vegetables and fish, as well as a reduction in unhealthy fat and sugar. In 2020, some of BEC's canteens were closed, while others have been running at reduced capacity due to employees working from home, but despite this, the reduced lunch offer has focused on health.

A HEALTHY WORK ENVIRONMENT AFTER CORONA

During the corona pandemic we have learned a lot about our work environment. And we are focused on creating our workplace of the future creating a healthy work environment. Our aspiration is to continue flexible working, create calendar time for focus and learning and securing ergonomic health. We aim for creating a work environment that supports our agile ways of working and serve our employees with healthy food.

AN ATTRACTIVE WORKPLACE

In 2020 and early 2021, BEC was ranked the most attractive IT workplace among comparable Danish banking IT providers in three different surveys by Version2, Universum and FinansWatch. BEC is committed to remaining a highly attractive workplace to attract and retain the competent people BEC needs to live up to our customers' and society's expectations.

Because BEC is undergoing change due to both sector and technological developments, BEC has a strong focus on management and change management. BEC believes that management during change is crucial. BEC believes that the development of the company and its employees takes place through competent and flexible management. BEC has, therefore, also worked on implementing BEC Leadership Foundation in 2020.

BEC believes in the whole person and is committed to being ambitious together and functioning well as a team every day. People in BEC are working in a development environment where sparring with others, growth and cross-disciplinary learning is important. People are part of a great working culture where generosity, respect and decency are deeply rooted values.

QUALITY EDUCATION AND LIFELONG LEARNING ON THE JOB

A focus area in BEC is the United Nations Sustainable Development Goal #4 on quality education. We support inclusive and equitable quality education and promote lifelong learning opportunities for all.

To be professionally ambitious together, employees and their managers have yearly development dialogues. In 2020, a new, ambitious performance development process was developed to support people and business growth and create clearness and transparency. The process underpinned by a digital tool was implemented in January 2021.

BEC offers on-the-job training, digital learning, workshops and courses to retain employees by equipping them with the skills they need to meet new and changing requirements. In 2020, all managers and employees at BEC have transformed the values of BEC Leadership Foundation into behaviour of their daily work. This is also why our top management level in 2020 have been assessed by their employees and colleagues on their management competencies.

We believe in the importance of competence development and have in 2020 ensured access for everyone in BEC to our digital learning platform with on-demand learning opportunities.

GRADUATES, STUDENT JOBS, MASTER'S THESES

In 2020, BEC conducted a graduate program in Denmark and Poland. 28 newly graduated candidates were employed as graduates in BEC within either IT development or business intelligence. The graduates were permanently employed by BEC and participated in a special training program during the first six months of their employment. In 2020, BEC employed 12 graduates in Denmark and 16 graduates in Poland. Their training course ended with a three-day international hackathon focusing on their personal growth. From 2014 to 2020, BEC has employed 119 graduates. We are proud that 80 of these graduates continued to work at BEC by the end of 2020.

BEC's ambition is to offer student positions, internships and MA thesis collaborations to students from relevant educational institutions. In 2020, BEC updated and simplified the procedures for affiliating students with internship or thesis cooperation to allow more students to work with specific cases and become acquainted with BEC. At the end of 2020, 36 people were employed in student positions. Furthermore, a number of employees in BEC's online banking support are typically part-time students. In 2020, BEC had four trainees, which is a lower number than expected. The primary reason for this was the corona situation. BEC also worked together with three final-year graduate students in 2020.

BEC contributes to more young people wanting and being able to train in IT through:

- Participation in the education committee for computer specialists at **MidtVest Business Academy**.
- New collaborations with the technical vocational schools **Herningsholm in Herning** and **TEC in Ballerup** on apprenticeships for students from the infrastructure and programming course. The first trainee started at the beginning of 2021.
- A new collaboration with Naturvidenskabernes Hus (The House of Natural Sciences) for '**Girls Day in Science**' to inspire and motivate young female students at the end of elementary and high school to choose education and careers within IT. Such cooperation has been a challenge in 2020 due to the corona situation but will resume in 2021.
- A new collaboration with **AspiT** is a three-year IT educational course for people with autism spectrum disorders. In 2020, BEC entered into agreements for one-year traineeships with four students from AspiT, and BEC expects to expand the cooperation in 2021.

In January 2021, BEC entered a collaboration with Roskilde Municipality on the care of BEC's outdoor and green areas. The collaboration aims to support a group of particularly vulnerable young people with various physical or mental challenges. The agreement will make it possible for the young people to take a specially organized education (STU) where they will have the opportunity to acquire skills in the care of green areas.

GENDER EQUALITY

In BEC, we aim for gender equality as stated in the United Nations Sustainable Development Goal #5, while acknowledging that we are in a sector where there is not an equal number of women and men graduating from the tech educations. We want to ensure fair hiring evaluations eliminating gender biases.

With 37 percent women, BEC has a more balanced gender distribution than many other IT companies and higher IT education programs. Women are under-represented in higher IT education and the IT industry in general, but this has been steadily increasing in recent years.

It continues to be BEC's ambition:

- that each gender is represented on BEC's board of directors with at least three board members in 2024. This goal will however be discussed and potentially revised by BEC's board of directors in 2021. Still, it is subject to the condition that the proportion of women can only be increased within the limits of BEC's articles of association that the board members are elected from among the directors of BEC's customers. As BEC's customers are similarly working to increase the proportion of the under-represented gender in management, more women must be expected to join BEC's board of directors over time.
- that each gender is represented in BEC's remaining management by at least 40%.

The ambition is defined in BEC's CSR policy to increase the proportion of the under-represented gender (women) in BEC's management. BEC reports annually to the board of directors on the status of achieving these goals.

In 2020, BEC did not achieve the target for the board of directors, which at the end of the year still consisted of seven men and one woman (an employee representative elected by the annual general meeting). Firstly, no new board members have joined. Secondly, very few women remain among the electable directors of BEC's customers. Furthermore, in March 2021, the employee representative has resigned her position at BEC and is expected to be replaced by a male colleague.

BEC did not achieve the goal for the rest of the management team by 2020, which at the end of the year consisted of 27 percent women.

At the end of 2020, BEC increased its focus on having competent candidates of both genders in the field of applicants when management positions are to be filled, and that BEC's employees have the same opportunities for career and management positions, so that management positions are filled with the most qualified candidate, regardless of gender. BEC does this by:

- proactively promoting open positions to qualified candidates regardless of gender via an in-house search team as a supplement to traditional job advertisement to support diversity in the talent pipeline,
- guidelines to include both female and male candidates in the interview process,
- guidelines for hiring managers to include a colleague of the opposite gender in the interview process to minimize biased decisions,
- working to remove any barriers to women with management potential choosing the management path,
- designing job advertisements and corporate images to represent diversity in terms of ethnicity, gender and age,
- monitoring the gender distribution of applicants for positions at BEC,
- motivating more women to work in tech and taking on leadership positions, including our collaboration with Women in Tech (see below),
- ensuring dialogue between managers and employees about ambitions for the future in our annual development dialogs, which we call BEC Path.

DIVERSITY

BEC wishes to attract and retain the best talents of both genders and create diversity in skills, experiences, attitudes and behavior. We will:

- work for equality, diversity and inclusiveness, including creating equal opportunities for career and education regardless of gender, age, ethnic background, religion, political observation, sexual orientation, etc.,
- seek to attract and retain a talented and diverse employee group,
- ensure transparency in opportunities for career development and promotion,
- ensure flexible career paths and flexible ways of working,
- ensure an inclusive culture that prevents discrimination, bullying, etc.

BEC's code of conduct explicitly states that BEC does not accept any form of discrimination. In Denmark and Poland, #MeToo has been an important focus area in 2020. In BEC, we do not tolerate bullying and harassment. All employees at BEC are entitled to be treated with respect in an environment free from bullying and sexual harassment. In 2020, BEC has emphasized our policy for bullying and harassment and encouraged all BEC employees to speak up if observing bullying or sexual harassment in BEC.

In 2020, BEC initiated new initiatives to promote diversity. A partnership agreement has been entered into with the non-profit organization Women in Tech. The organization works to promote and act on gender equality in the tech industry. Among others, the organization offers diversity knowledge sharing within the network, free mentoring, advice from professionals, create job opportunities and help members in the network organize events, and work with diversity at a strategic level.

BEC has in 2020 taken major steps towards becoming an international company, embracing our many non-Danish speaking employees. English is the corporate language, and all relevant material has been translated into English. The number of employees at the BEC office in Warsaw, Poland, has increased to 412 in December 2020. In 2020, BEC appointed the first managers in Poland managing cross-country teams.

Work towards setting additional strategic diversity key performance indicators was initiated in 2020. In 2021, BEC will increase focus on tracking and promoting diversity in management teams.

CULTURAL INTELLIGENCE

With a varied workforce of many nationalities in Denmark and Poland, cultural intelligence is a key discipline for BEC. Cross-cultural understanding is crucial for creating high-performance teams. Therefore, BEC in 2020 has developed people competencies within many aspects of culture, for example, cultural values, building trust across cultures, understanding the differences for more effective collaboration, and virtual collaboration pitfalls.



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I enjoy co-creating
tech solutions with my
colleagues that help
our customers fight
financial crime.

Ashima Singh
Business consultant





#3 MARKETPLACE

BEC'S COLLABORATIVE RELATIONSHIPS

As a professional and responsible company in the Danish financial sector, trust and accountability are a fundamental values for BEC: How we at BEC goes to work and acts towards customers, suppliers, competitors and partners. BEC has a number of policies in this regard – as well as well-established processes to maintain these policies and remind employees of the values and policies that BEC wishes to abide by and the behavior that we expect our employees and managers to demonstrate.

CODE OF CONDUCT

BEC has several written social, ethical and environmental principles for good conduct for BEC's employees – a so-called code of conduct. The principles describe, among other things, the security and confidentiality that customers and partners can expect from BEC and how BEC handles insider knowledge.

ANTI-CORRUPTION

BEC places particular emphasis on preventing the risk of corruption. BEC's anti-corruption policy establishes that BEC's employees must always perform their work following BEC's (and not personal) interests:

Employees may not accept gifts or invitations that can affect how work at BEC is carried out. Employees must always discuss such situations with their immediate managers, who may also involve BEC's legal department.

Any and all concerns regarding potential corruption are investigated by BEC's legal department, and the result of the investigation is presented to BEC's executive management. In 2020, no cases were identified in which the anti-corruption policy was violated.

BEC continuously assesses its anti-corruption policy to ensure that it provides correct guidance on the issues that employees typically encounter. Furthermore, the policy is followed up with awareness activities for employees.

COMPETITION LAW

BEC has a competition law policy that constitutes the overall framework for BEC's facilitation of and participation in cooperation between financial institutions that are mutual competitors.

The policy describes the basic rules for meetings, including requirements for the agenda, minutes of meetings, what may be discussed and what may not be discussed.

Competition rules, and in particular the prohibition of entering into anti-competitive agreements, must ensure effective competition for the benefit of Danish society. However, an anti-competitive agreement may be legitimate and necessary if, among other things, it contributes to socio-economic efficiency, and consumers receive a fair share thereof. This is the case, for example, with the financial institutions' IT cooperation through data centers.

The competition law policy will be supported by an awareness process for relevant employees. In 2020, approximately 300 employees in Denmark and Poland were trained in competition law policy, and from 2021 it is mandatory for all new employees to participate in awareness training.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

BEC has previously conducted a survey among selected suppliers, which generally showed great support for United Nations Global Compact among BEC's suppliers. BEC has in 2020 implemented new provisions in BEC's supplier agreement paradigms in which the supplier warrants to abide by the ten principles of the United Nations Global Compact.

INVESTMENTS

BEC's board of directors approves BEC's investment policy annually, including BEC's total holdings and locations. The investment policy does not include BEC's capital shares in the subsidiary BEC Ejendomsselskab. The selected risk profile in the investment policy means that BEC only invests in Danish-listed government and mortgage bonds, where BEC does not see ethical challenges.



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I enjoy being part
of an organizational
culture where
ambitions are
encouraged.

Victoria Martinussen Vikner
Software developer, graduate





#4 ENVIRONMENT

ENVIRONMENTALLY FRIENDLY TECHNOLOGY AND OPERATIONS

DEVELOPMENT AND DISSEMINATION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

BEC's core task is to digitize the Danish financial sector, which also includes environmentally friendly technologies.

An example is digital communication between the banks and their customers, where BEC, among other things, provides the opportunity to exchange and sign documents digitally and hold online meetings.

CO2 EMISSIONS

As a fintech company, BEC's primary impact on the environment and climate is CO2 emissions resulting from energy consumption and transportation. BEC supports the United Nations Sustainable Development Goal #7 about clean energy, aiming to reduce CO2 emissions by implementing energy-saving practices in our buildings and setting requirements to our suppliers.

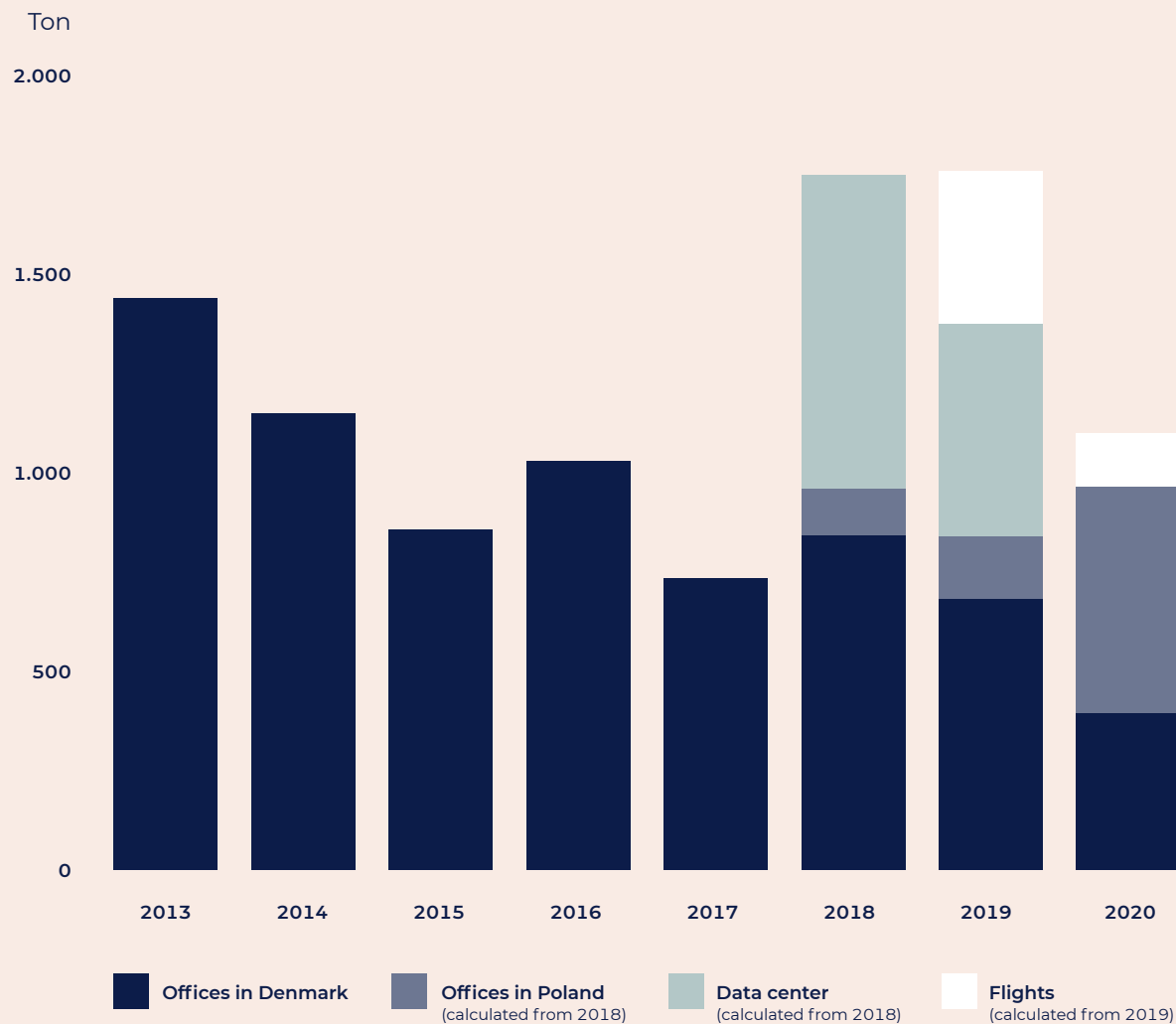
BEC's CO2 emissions are primarily related to operating BEC's office buildings in Denmark and Poland (88 percent) and air travel (12 percent).

Since April 2020, BEC has used wind power on the two locations where BEC purchases our power directly: Havsteensvej in Roskilde and Dalgas Allé in Herning. In 2020, BEC's primary operations partner, JN Data, has used wind power on all locations. Both BEC and JN Data purchase certificates of wind power produced in Denmark, matching our entire annual power consumption on these locations.

Wind power certificates, however, do not eliminate the need for supplementary power production when there is no wind. For this report, CO2 emissions are calculated using current market standards, counting CO2 emissions from wind power as zero.

BEC sees no particular risk that BEC's environmental and climate impact will increase significantly in the coming years. However, increasing digitalization and possible further expansion of BEC's business require continuous focus and technological renewal to limit BEC's environmental and climate impact.

BEC'S CO2 EMISSIONS

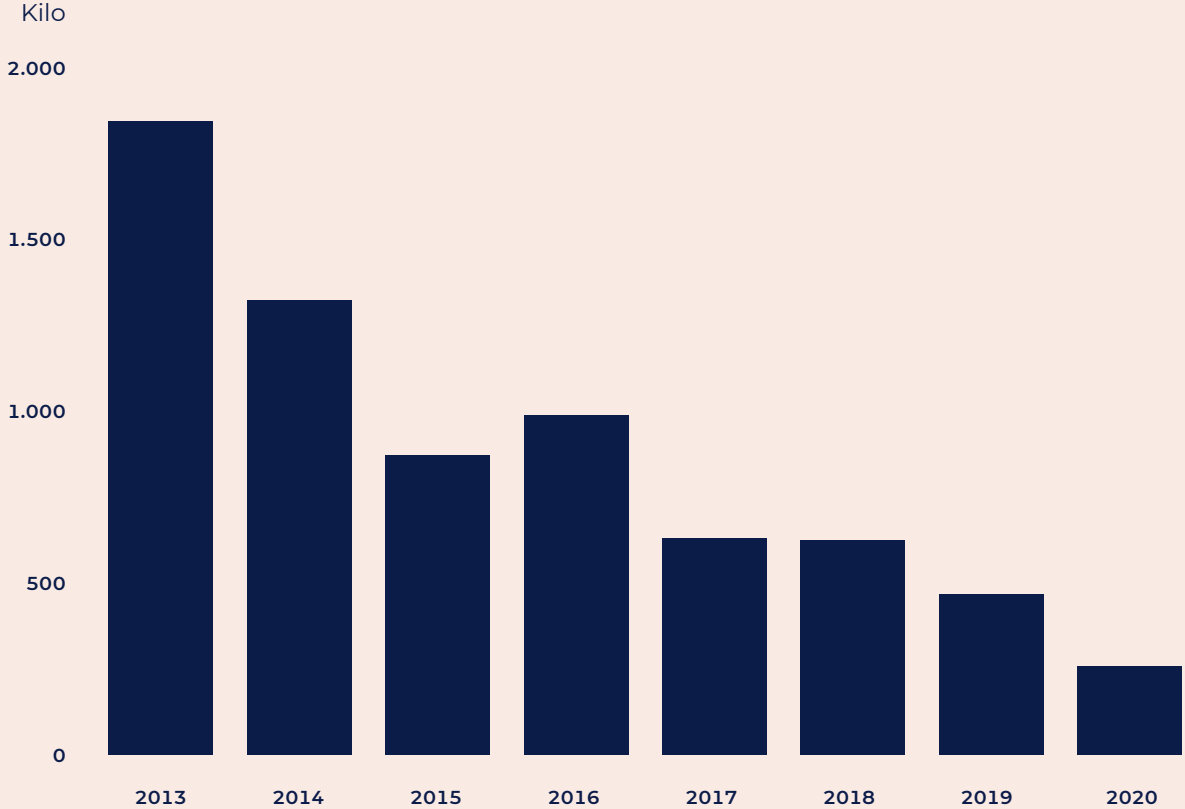


BEC's energy consumption for electricity and heat converted to CO2 equivalents in tons.

In Denmark, BEC had varying leases on Havnevej in Roskilde in 2017-2019 and in 2019 started a new lease in Langebjerg in Roskilde. The figures for 2020, therefore, include the new lease in Langebjerg. The leasehold on Havnevej has now been completely vacated.

In Poland, BEC received figures for electricity consumption in the lease in Warsaw in 2020. Heat consumption is part of the rent, which is therefore estimated. For 2018-2019, the figures from Warsaw are estimated. Emissions of CO2 in Poland are estimated based on a co-production of electricity and heat from coal and, therefore, relatively higher than in Denmark.

CO2 IMPACT PER EMPLOYEE



CO2 equivalents per employee, including consultants from office buildings in Denmark.



OPERATION OF BEC'S OFFICE BUILDINGS

BEC operates from Havsteensvej in Roskilde, where BEC owns the buildings, and from three other locations where BEC rents the premises: Dalgas Allé in Herning, Langebjerg in Roskilde and Emilii Plater in Warsaw, Poland.

BEC continuously focuses on minimizing the environmental impact of the operation of the buildings owned by BEC. Efforts are being made to reduce energy consumption, make environmentally sound purchases and carry out sustainability maintenance in general.


For the premises that BEC is renting, there is also a focus on reducing consumption and impact in general. In the newly furnished premises in Langebjerg in Roskilde, BEC set requirements for LED lighting, for example. The building in Warsaw is LEED Gold certified, an internationally recognized building classification in which its environmental impact is measured. LEED Gold is the second-highest classification.

In 2020, the climate footprint of BEC's buildings in Denmark fell, primarily because BEC switched to wind power at two locations. In 2020, the climate footprint from BEC's location in Warsaw increased, primarily because BEC's activity increased significantly, increasing the square footage of BEC's lease.

DATA CENTER OPERATIONS

BEC has outsourced the majority of its IT operations to JN Data, which states that the company:

- Complies with United Nations Global Compact principles.
- When planning the supply engineering for the data centers, focus is on the lowest possible energy consumption.
- Only uses standard installation in cubes, uses in-row cooling and free cooling instead of cooling machines.
- Enforces a Supplier Code of Conduct inspired by and focused on the UN Global Compact's 10 principles. JN Data reserves the right to terminate supplier relations if the Supplier Code of Conduct is not complied with.
- Enforces an internal Code of Conduct with zero tolerance for corruption and bribery, as well as a number of policies, including competition law and insider policy.



From 2018, BEC's share of the climate impact from JN Data's data center and office buildings in Silkeborg has been calculated via BEC's ownership share. The compilation from JN Data shows a significant decline from 2018 to 2020, which is primarily due to JN Data:

- Utilizing its surplus heat significantly better.
- Using Danish wind power from 2020.

Both JN Data and BEC use subsuppliers for part of the operations. The climate footprint of these subsuppliers is not included in BEC's calculation. In the long term, BEC will attempt to calculate this climate footprint.

TRANSPORTATION

As a consequence of the company's growth, BEC has taken several locations into use, which has increased its employees' transport requirements, which results in CO2 emissions. In 2020, however, the corona pandemic meant that BEC primarily held virtual meetings, reducing BEC's travel activity by 78%. BEC expects to maintain lower travel activities in 2021, as many new virtual skills have disseminated in BEC and most meetings are still expected to be held virtually.

BEC also supports employees' focus on green energy and has, therefore, established eight charging stations for electric cars at BEC's parking lot on Havsteensvej in January 2020. The installations have been prepared for future expansion to accommodate more electric-powered cars when needed.

OTHER MEASURES CONCERNING BEC'S BUILDING OPERATIONS AND CATERING

BEC focuses on operating its buildings efficiently and sustainably, and new installations are chosen with a focus on contributing to the green transition. In 2020, BEC replaced an older ventilation system with a much more energy-efficient system. The degree of heat recovery and free cooling is much higher, resulting in much less energy consumption for this system.

BEC works with responsible operation of the canteens in Roskilde and Herning. In Warsaw, there is no canteen. Since 2015, BEC has been ReFood certified by Daka ReFood. This means that BEC focuses on the prevention, sorting and recycling of food waste. BEC is also working to increase the proportion of organic food in the canteens. BEC's food waste is used for bioethanol, organic fertilizer, renewable energy and climate-friendly heating. Work on responsible canteen operations will be intensified in 2021.

BEC also has a precautionary approach to cleaning agents. In Roskilde, we use an automatic dosing system that saves 20-30 percent on cleaning agents. In Herning, we use an external supplier who has been chosen based on the supplier's use of eco-labeled cleaning products. This approach is also being applied to cleaning staff in Langebjerg and Poland.

BEC a.m.b.a.

Havsteensvej 4, DK-4000 Roskilde

www.bec.dk | bec@bec.dk

46 38 24 00

CVR/VAT: 13 08 88 10

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