

## Our Vision

Virtunet aims to positively impact the world, empower people's lives through technology, and contribute to the common good. We demonstrate this through our commitment to communities, people, and the environment.

## Our Priority Topics



### Sustainability Strategy Fundamentals

Vision • Goals • Prioritization • Executive Sponsorship & Employee Engagement • Company Sustainable IT Procurement Plan • Integrating Sustainability into proposals (RFPs) to win business • Sustainability Training • Sustainability Communications & Reporting



### Sustainability as a Business Opportunity

Sustainability as a Business Opportunity Training • Customer Case Studies • Sustainability Marketing and Lead Generation



### Planet

Office Recycling • Business carbon footprint • Energy Efficiency



### People

Empower People Fundamentals Training • Employee Well-Being



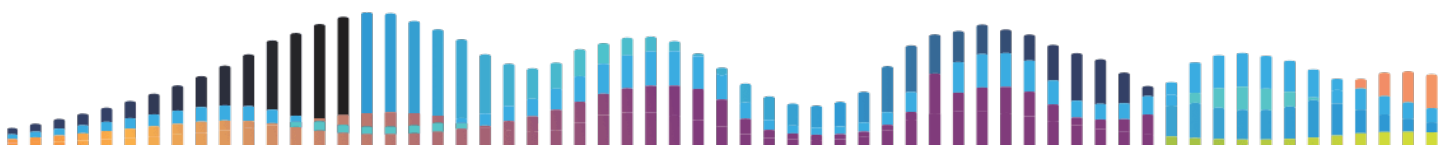
### Community

Volunteering • Community Engagement



## Sustainability Strategy Fundamentals

Initiative	Specific partner goal	Status
<b>Executive Sponsorship &amp; Employee Engagement</b> Ensure executive sponsor(s) support sustainability and employee engagement	Goals for completion by 30 June 2022. The Managing Director has included Sustainability Impact updates in the internal quarterly State of Company Address. Sustainability initiatives will be posted to LinkedIn each quarter, endorsed by our management team and aimed at our external stakeholders. Each company department has at least 1 sustainability initiative in place. Internal green team (cross-department) will be established and will create an employee engagement plan for sustainability.  4 internal/external sustainability-related actions by company leadership (minimum 3 total)  2 employee engagement actions (minimum 2)	 Completed on: 16 May 2022



## Company Sustainable IT Procurement Plan

Improve sustainable IT procurement

Establish 3 action plan goals based on results of a sustainability self-assessment, to improve the procurement process and complete goals by 30 June 2022.



Completed on:  
09 June 2022

Chris Tong Sustainable IT procurement expert name taking training

3 of Action Plan goals within completed Self-Assessment and Action plan (minimum 3)

## Integrating Sustainability into proposals (RFPs) to win business

Win business with sustainability by integrating sustainability into customer RFPs and RFIs

By 30 March 2022, 30% of sales team takes HP "Integrating Sustainability into Proposals – Helping you to win business" training. By 30 June 2022, close a minimum of 5 deals that leverage sustainability criteria.



Completed on:  
19 May 2022

30 % of sales team completing training (minimum 5%)

5 deals that include sustainability (minimum 4)

## Sustainability Training

Ensure company employees are trained in sustainability

50% of employees complete the Sustainability Basics training by 30 June 2022. 30% of sales team complete the Sustainability Sales Fundamentals training by 30 June 2022.



Completed on:  
03 May 2022

50 % of employees take the Sustainability Basics training (goal must be 30% or more)

30 % of sales team take Sustainability Sales Fundamentals training (goal must be 30% or more)

## Sustainability Communications & Reporting

Communicate and disclose progress on sustainability journey to internal and external stakeholders

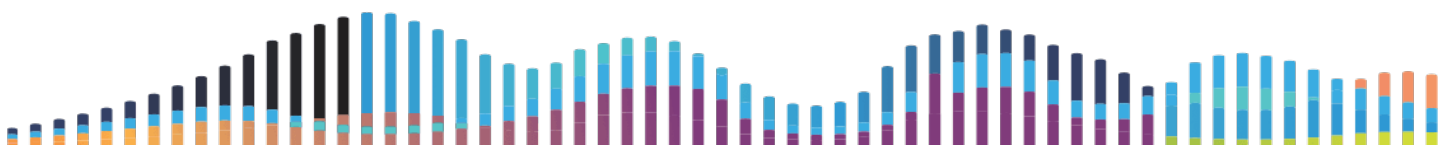
External: By 30 June 2022, publish quarterly updates to the sustainability section within our company website, that outlines sustainability vision and commitments. External: Publish bi-monthly posts on company social media accounts that highlight company commitment to sustainability, by 30 June 2022. Internal: Share sustainability updates in quarterly State of Company Addresses and bi-monthly email updates to the internal team.



Completed on:  
26 May 2022




5 of external sustainability-related communications per year (minimum 3)

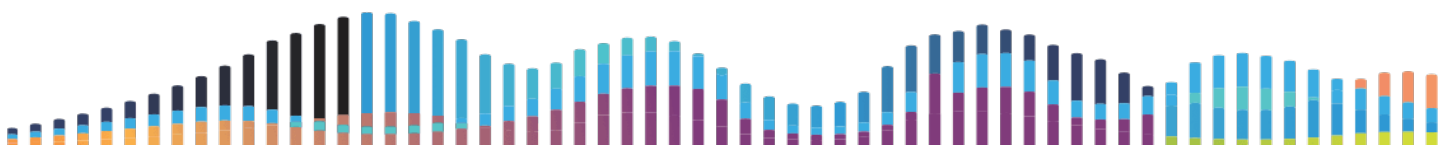
5 of internal sustainability-related communications per year (minimum 3)





## Sustainability as a Business Opportunity

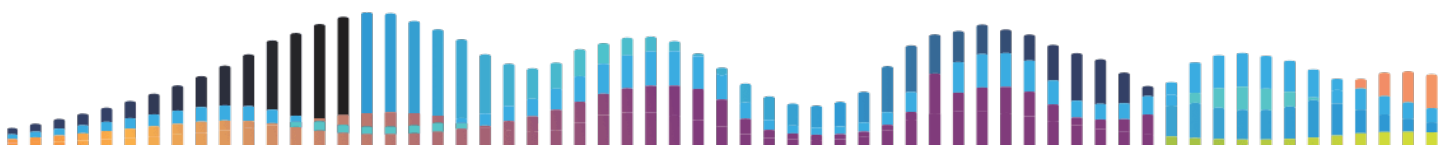
Initiative	Specific partner goal	Status
<b>Sustainability as a Business Opportunity Training</b> Further develop your company sales team's skills to win business by leveraging sustainability with HP Sustainability Intermediate Sales Training	10% of the Sales team takes HP Sustainability Intermediate Sales training module (6 courses) by 30th June 2022.  10 % of sales team completing training (minimum 10%)	 Completed on: 15 March 2022
<b>Customer Case Studies</b> Develop sustainability case studies with a customer and HP	Complete two case studies showcasing customer sustainability success stories with HP products and services by 30th June 2022.  2 customer sustainability success case studies (minimum 2)	 Completed on: 01 July 2022
<b>Sustainability Marketing and Lead Generation</b> Build awareness of sustainability with customers to drive business	Create and launch two 2 month E2E marketing campaigns focused on sustainability to increase business, via sales, and increase social media traffic. This will be measured at 30th June 2022, with 30th December 2021 as the baseline.  2 E2E marketing campaign focused on sustainability to drive business (minimum 2)	 Completed on: 10 May 2022





## Planet

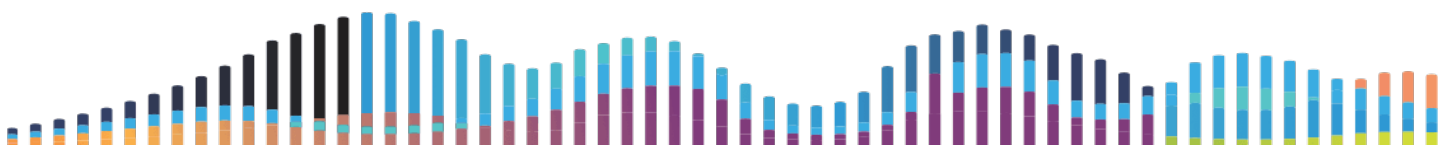
Initiative	Specific partner goal	Status
<b>Office Recycling</b> Implement office recycling program, including hosting an e-waste drive	<p>Establish office recycling program by December 2021, including the following measures: 1. Provide clearly labelled recycling bins to encourage employees to recycle paper, landfill materials and so on. 2. Virtunet to provide one free mug for each employee in 2021. Remind all employees to bring their own mugs or use existing mugs/cutlery in the office. 3. Host an internal E-waste drive by June 2022. Moving redundant assets into recycling, or the secondary market and help avoid landfill disposal.</p> <p>2 office waste management related activities (minimum 2 per year)</p> <p>1 e-waste drives (minimum 1 per year)</p>	<div>✓</div> Completed on: 09 June 2022
<b>Business carbon footprint</b> Perform a carbon footprint analysis and implement an action plan.	<p>Build the carbon footprint report with SWEEP and conduct a carbon footprint analysis and implement an action plan. Reduce and/or offset emissions from 2020 baseline by 5% by June 2022.</p>	<div>✓</div> Completed on: 04 July 2022
<b>Energy Efficiency</b> Implement energy efficiency programs in operations	<p>Implement the following actions that improve energy efficiency by June 2022: 1. Turn lights off when not in use. Maximize the daylight in the office during business hours. Shut off or active sleep mode for not-in-use equipment. 2. Purchase only ENERGY STAR equipment and appliances to ensure greatest energy efficiency 3. Keep the air conditioner at a environmentally friendly temperature.</p> <p>3 actions to improve energy efficiency (minimum 3 new actions)</p>	<div>✓</div> Completed on: 03 June 2022





## People

Initiative	Specific partner goal	Status
<b>Empower People Fundamentals Training</b> Empower People: Inform employees about Diversity, Equity, and Inclusion (DE&I) fundamentals and human rights in the workplace	<p>At least 10% of employees to take the Empower People (DE&amp;I) Fundamentals web-based training Each participating employee to submit feedback about applicability and opportunities within Virtunet.</p> <p>10 % employees complete training (minimum 10%)</p>	 Completed on: 08 March 2022
<b>Employee Well-Being</b> Employee well-being policy and company-wide program initiatives	<p>2 new actions/programs to improve employee well-being: 1. Conduct an employee survey to understand the current status of employee well-being and needs 2. Establish training program for managers, with clear objectives and goals in improving team well-being</p> <p>2 actions to improve employee well-being (minimum 2 new actions)</p>	 Completed on: 26 May 2022





## Community

Initiative	Specific partner goal	Status
<b>Volunteering</b> Develop and launch employee volunteer events	By 30 June 2022, Virtunet will establish an employee volunteering program by hosting 3 events (e.g. beach clean- up, food service, tree planting event).  3 employee volunteer events a year (minimum 3 per year)	✓ Completed on: 03 June 2022
<b>Community Engagement</b> Partner with a non-profit organization and/or local HP initiatives to drive local sustainability impact initiatives	By 30 June 2022, Virtunet will partner with the Ronald Mcdonald House Charities, providing cooked meals for sick children and their families. We want to support families and improve the clinical journey for these children, sharing support for this program on our social media channels.  1 new or existing partnership with non-profit organization (minimum 1)	✓ Completed on: 03 June 2022

