

# Evitec Sustainability Journey

2022

Date: June/2023

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### We are Evitec

For over 30 years, we have created a better functioning future for our customers.

When combining our technological expertise with data and customer understanding, something unique is born: software solutions that modernise businesses and services that help society work effectively.



# **Our Commitment**

We modernise our customers' businesses with Fintech products, business and data insights, especially in the financial sector.

At the same time, we are building a more sustainable and responsible society.

### Sustainability is about People

One of the key takeaways I have gained from the year 2022 has been the realization that people are the heart of sustainability. It is us, people, who have the chance of making a difference by working together towards common goals. It is us, and all the generations to come, who benefit from the sustainable handprints we leave in this world. And most importantly, it is us whose responsibility it is to lead sustainable and meaningful lifestyles.

Our Sustainability Journey at Evitec has brought new meaning to my work and the work of my colleagues. This year has seen us develop in a wide range of subjects in the field of sustainability. On the environmental side a big initiative has been initiating our Net-Zero GHG Emissions Project through GHG emissions calculations. A combination of our efforts for a sustainable economy and care for our planet culminated into a Sustainable Procurement Policy. To boost our employee wellbeing, we have launched training and policies to support Diversity, Equity and Inclusion. Training in other areas of sustainability has also been at the center of our efforts this year and we have released two video series on sustainability subjects. One more project, which has been designed to strengthen the voices of individuals and boost innovation, has been our Open Innovation Platform which gathers employee innovations and enables everyone to build on and develop others' ideas.

I have seen how our sustainability efforts have made a difference and I have personally experienced how working with a mindset aimed to find sustainable solutions grows meaning. I encourage everyone to adopt sustainability into their decision making and to be ambitious with their plans for growing handprints. We at Evitec certainly will.

Nathalie Kuosa CSO, CFO



### Sustainability and the Present

I used to say that sustainability is the future. I have now come to realize that it is not so anymore. Today sustainability is the present. Sustainability has become a leading trend in the fintech industry with banks and insurance businesses creating and developing methods for analysing sustainable capital and seeking green funds.

Our Sustainability Journey at Evitec is only in the beginning, yet we have started strong and are determined to stay ambitious. Our aim has for long been to modernise Nordic banks and insurance through automation, analytics, and cloud. We believe that this modernisation is leading the way to a sustainable future. To ensure that the digital transformation we drive truly leads towards a better tomorrow, we constantly monitor and develop our best practices. This year we have initiated a green coding project, a sustainable digitalisation project and put great effort into information security, all to make good on our promise for a smarter, stronger and more sustainable tomorrow.

The famous wordplay of how they do not call the present a gift for no reason applies. There is no better moment than this to start building a more sustainable, and a more prosperous world for all of us. Give yourself, people and the planet a gift and take part in designing a future, which reflects each of our voices.

Mikko Pilkama CEO



# Innovation, Teamwork and Sustainability

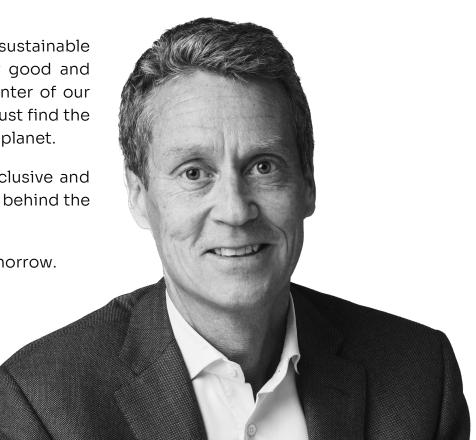
We are living in an era which could one day be referred to as the sustainability revolution. The importance of working responsibly and working together is highlighted today in a way unlike never before. Teamwork and bold and ambitious goals and decisions towards sustainability are the cornerstones of the successful businesses of tomorrow.

As Evitec has begun its Sustainability Journey towards a smarter, stronger and more sustainable tomorrow, we commit not only to refrain from causing harm, but to being a force for good and incorporating responsible decision making into our DNA. Our stakeholders are at the center of our work, and our efforts are aimed at creating value tangible to all stakeholders. To do so we must find the optimal balance between the three pillars of sustainability; the economy, the people and the planet.

In 2023 we will be keeping our focus on sustainable digitalisation and making way for inclusive and accessible innovation. It is our responsibility and our privilege to be part of the exploration behind the meaning of sustainable digitalisation and how we want to utilize it.

Innovation, teamwork and sustainability today leads to a more promising and flourishing tomorrow.

Niklas Midby Chairman of the Board





### Evitec as Part of the Sustainability Revolution

#### **Our Commitment**

In 2015, The UN launched a program of 17 Sustainable Development Goals (SDGs) for a more prosperous world by 2030. They call for all countries and companies to carry their weight in the process through implementing "strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests."

We at Evitec want to be part of this development of a more equal, safe and flourishing world for all.

According to the UN: "In order to make the 2030 Agenda a reality, broad ownership of the SDGs must translate into a strong commitment by all stakeholders to implement the global goals." We are committed to working with all our stakeholders towards the SDGs.

All our sustainability work aims to fulfil UN SDGs and is guided by our sustainability values.

#### Our Sustainability Values



# Our Sustainability Values

### ECONOMIC RELIABILITY AND STABILITY

Flourishing, continuous innovation partnered with the development of our operations and services are at the core of our business and offer us competitiveness. This innovation and development require a stable, reliable and transparent company economy and care for financial profitability and our personnel.

Being economically viable enables us to maintain our status as an international employer of several hundred employees, the means to support these professionals in attaining personal and career goals and to contribute to increased societal economic prosperity. The sustainable goals and strategy we have set aim to promote and support sustainable businesses through partnerships with internal and external stakeholders today and tomorrow.

Our employees are our greatest asset, and we aim to provide meaningful, fulfilling and engaging work for every one of them.

### SOCIAL RESPONSIBILITY AND EQUAL VALUES

We believe that a strong and supportive working environment enables us all to enjoy, develop and excel in our daily tasks and jobs. We encourage innovation and dialogue aimed at strengthening the working environment and social sustainability.

All our employees are treated in an equitable manner. No employee should ever be treated differently due to factors such as gender, age, disability, race, ethnicity, origin, religion or economic or other status. All other stakeholders such as customers and suppliers are also treated in a similar manner to reduce inequalities.

By honouring human rights and acting socially responsibly in all our operations and by partnering with companies throughout our entire supply chain, we believe that we can create a more sustainable future.

### STRIVING TOWARDS A CARBON-NEUTRAL TOMORROW

We are committed to strive towards a carbon-neutral tomorrow and environmental sustainability. To mitigate our carbon footprint, we are investigating our impact on the environment and aiming to improve our impact for the better, constantly looking for ways to expand our environmental handprint.

Climate change mitigation and reducing environmental emissions are critical targets for us and we aim to consider our environmental impacts in our strategy.

As a key measure for reducing our environmental footprint, we have implemented new sustainable procurement criteria, which enable us to attain a more environmentally conscious supply chain. By working together with all suppliers and other stakeholders, we believe that we can truly improve the world around us and attain a brighter tomorrow for ourselves and all of society.

### INTRODUCING MODERN SOLUTIONS FOR A MORE SUSTAINABLE FUTURE

Digitalisation is a critical part of our business, and we believe that digitalisation and the modernisation we are driving lead to a more equitable society, resource efficiency, higher productivity and a more agile working life. Our business evolves around and accumulates toward innovation, better products and services and a more sustainable future.

We recognise that digitalisation also brings challenges with it, with data security being one of the major ones. We value stability and reliability and focus on cybersecurity and privacy throughout all our products and services.

All Evitec employees are encouraged to innovate, and we harbour an atmosphere of openness to new ideas, presented to us both internally and externally. We believe that new insight on different subjects offers growth and room for innovation.

## United Nations Sustainable Development Goals (SDGs)



# UN Sustainable Development Goals (SDGs)

At Evitec we are committed to working towards all SDGs and all goals are seen to have meaningful outcomes. In order to be able to address all goals to a full extent, we concluded a materiality analysis which led us to choose 4 SDGs of highest importance, 4 SDGs of significant importance and 2 SDGs of medium importance.

The 4 SDGs of highest importance were chosen to be our primary goals.

	Medium	Significant	Highest
	Importance	Importance	Importance
Environmental Issues		13 climate	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Social Issues	5 GENDER EQUALITY	10 REDUCED REQUALITIES	3 GOOD HEALTH AND WELLBEING 
Governance	17 PARTINERSHIPS	8 DECENT WORK AND	16 PEACE JUSTICE
Issues	FOR THE COALS	ECONOMIC GROWTH	INSTITUTIONS

### Primary UN SDGs



Good mental and physical health provide a base for a strong and supportive working environment enabling us all to enjoy and excel in our daily tasks.



Offering our employees, the means of upkeeping their education through various courses and trainings, keeps our employee base motivated and our solutions innovative.



We aim to **promote circularity** in all our actions and believe that by creating **sustainable procurement chains** we can truly improve the world and the environment around us.



Flourishing, continuous innovation partnered with the development of our operations and services, enables us to provide stable, reliable and strong solutions.



# United Nations Global Compact (UN GC)

### United Nations Global Compact

We became a proud participant to the United Nations Global Compact in 2022 and adhere to the following 10 principles:

#### Human Rights

l Businesses should support and respect the protection of internationally proclaimed human rights; and

2 make sure that they are not complicit in human rights abuses.

#### Labour

**3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

4 the elimination of all forms of forced and compulsory labour;

5 the effective abolition of child labour; and

6 the elimination of discrimination in respect of employment and occupation.

#### Environment

7 Businesses should support a precautionary approach to environmental challenges;

8 undertake initiatives to promote greater environmental responsibility; and

9 encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

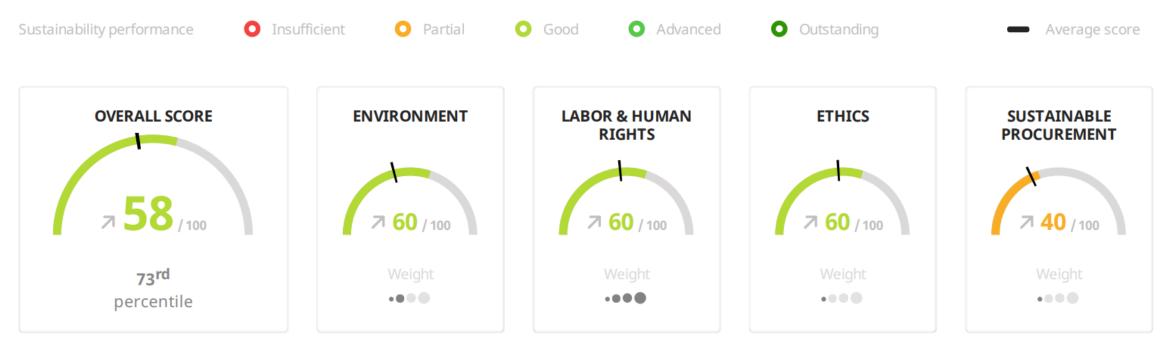
10 Businesses should work against corruption in all its forms, including extortion and bribery.

# **Our EcoVadis Rating**

### Our EcoVadis Rating for 2022

Our EcoVadis rating for 2022 indicates that we are progressing on our sustainability journey with our scores for each indicator exceeding industry averages.

In 2023, we aim to further improve in all these areas as indicated on the following pages.



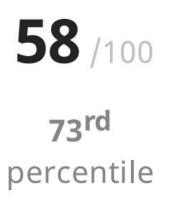
The EcoVadis methodology is based on international sustainability standards (Global Reporting Initiative, United Nations Global Compact, ISO 26000), and supervised by a scientific committee of sustainability and supply chain experts, to ensure reliable third-party sustainability assessments.

### **EcoVadis Bronze Batch**

During our last assessment performed in January 2023, all companies with overall scores ranging from 50-58 points earned a Bronze Batch as a recognition for their sustainability efforts.

We wear our Bronze Batch with pride and aim for new batches also during following years to come.





### About the EcoVadis Rating Method

"EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

#### **EcoVadis Mission**

To reliably assess companies' sustainability performance, providing them with comprehensive feedback, benchmarking and tools allowing them to embark upon a journey of continuous improvement.

#### **EcoVadis Expertise**

- Sustainability: our team of international sustainability experts analyze and crosscheck companies' data (supporting documents, 360° Watch Findings, etc.) in order to create reliable ratings, taking into account each company's industry, size and geographic location.
- Innovative technology: we offer access to web-based solutions, where companies can access the EcoVadis Scorecard and share information. These are highly secure online solutions which guarantee the safety of our users' data.

#### EcoVadis Methodology

The EcoVadis methodology is based on international sustainability standards (Global Reporting Initiative, United Nations Global Compact, ISO 26000), and supervised by a scientific committee of sustainability and supply chain experts, to ensure reliable third-party sustainability assessments.

#### EcoVadis Users

Thousands of companies use the EcoVadis Ratings platform every month to respond to sustainability assessment requests from customers, set and maintain corrective action plans and centralize sustainability-related documents. - Over 700 multinational companies use EcoVadis to monitor the sustainability performance of their trading partners."

#### EcoVadis, 2023

### **EcoVadis Score: Environment**

#### Strengths

Some of our strengths in the area of the Environment were found to be:

- Our Environmental Management System (EMS)
- Our platforms for exchanging office and personal supplies
- Refurbishing and internal reuse of IT hardware

#### Goals for 2023

Some goals for 2023 include:

- Quantitative targets on environmental matters
- Collection of relevant data for indicators

#### ENVIRONMENT





### EcoVadis Score: Labor & Human Rights

#### Strengths

Some of our strengths in the area of Labor & Human Rights were found to be:

- Our Diversity, Equity & Inclusion (DEI) Policy
- Our Employee Satisfaction Survey
- Flexible organization of work
- Skills development and career planning

### Goals for 2023

Some goals for 2023 include:

- More conclusive documentation of related policies
- Achieving the ISO 26 000 certification

#### LABOR & HUMAN RIGHTS



### **EcoVadis Score: Ethics**



Some of our strengths in the area of Ethics were found to be:

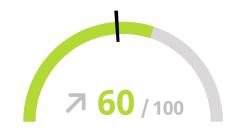
- Policies and training on Information Security and Anti-corruption and Due Diligence
- Our whistleblowing platform

#### Goals for 2023

Some goals for 2023 include:

- More detailed policies and documentation related to ethics
- Achieving the ISO 27 001 Information Security Certification

#### **ETHICS**



### EcoVadis Score: Sustainable Procurement

#### Strengths

Some of our strengths in the area of Sustainable Procurement were found to be:

- Policies on Sustainable
  Procurement
- Communicating progress towards the UN SDGs

#### Goals for 2023

Some goals for 2023 include:

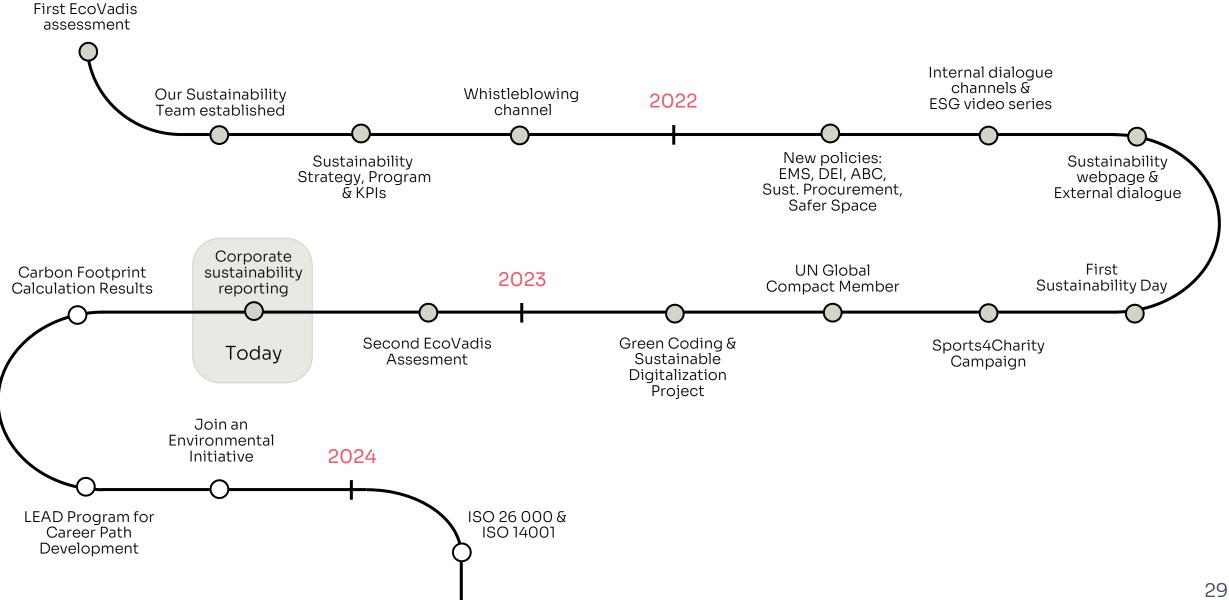
 More detailed documentation and reporting on Sustainable Procurement

#### SUSTAINABLE PROCUREMENT



# Progress on Our Sustainability Journey

### **Our Sustainability Journey**



## ECONOMIC

### Economic stability and reliability



#### Our Aim and Promise

Our aim at Evitec is to modernize Nordic banks and insurance through automation, agile methods, analytics and cloud. Our products serve as key elements in upholding transparent, well-functioning financial institutes. Our products enforce social responsibility and link strongly to the UN's SDGs. Our business aims to strengthen financial institutions through digitalization, which can be used as a tool for encouraging and expanding access to banking, insurance and financial services for all. We see it as a key responsibility for us to drive the development of effective, accountable and transparent institutions which on its behalf results in reduced corruption and bribery.



#### **Economic Growth**

Evitec has been growing and this year we have recruited 61 new experts to work with us, making us a company of 336 employees. In 2022 we also acquired and merged a company called Evitec from Sweden, growing our employee base by 7 employees. This acquisition has further strengthened Evitec's financial expertise in the IT sector. We are looking forward to more of both organic and inorganic growth, also in the future.



#### Sustainable Procurement

Our new Sustainable Procurement Criteria enable us to engage in business only with partners who are willing to live up to our sustainability standards and expectations.



#### Whistleblowing

At Evitec, we want to make sure that we are working and behaving in a way that promotes our values and principles. If any unbecoming conduct is being carried out by company employees or company associates, we want to know about it and to act on it. To support this goal, we have opened a whistleblowing channel. Aside from employees, contractors, suppliers, consultants, auditors, associates and relatives, dependents, spouses, or dependents of a spouse of any of the titles mentioned may use the whistleblowing channel to report possible misconduct.

Policies and guidelines have been established to promote the accessibility of the platform. Training videos have also been published.



#### Anti-corruption & Due Diligence

Fighting corruption and building strong institutions is encoded in our company's DNA and in 2022 we updated our Anti-corruption and Due Diligence programs and policies to match the needs of our constantly growing company.



#### Our Stakeholders

To ensure that we provide tangible value for all our stakeholders, we concluded a renewed stakeholder analysis in 2022. (View our Stakeholder chart on the next page.)

### Our Stakeholders



### Social responsibility and equal values



#### Good Health and Well-being

Good health and well-being are important to us at Evitec, and we want to see our employees healthy and feeling their work is valuable. As usual, also in 2022, we offered all our employees good health care and insurance for them to be able to take care of both physical and mental health. To make sure that the overall work atmosphere stayed good, we provided monthly pulse checks through which all employees could anonymously sound any hopes, wishes and concerns. The goal was and is to maintain a healthy employee base, with all employees having meaningful work.



#### Sports4Charity-campaign

In December we held a Sports4Charity campaign to get our employees moving and to raise funds for charities chosen by our employees. Our employees decided to split the funds they raised to three charities, namely the Finnish association for mental health - Mieli ry, Save the children association - Pelastakaa lapset ry and Redcross, Ukraine crisis.



#### Our Sustainability Day

In May we held our first sustainability day on which we introduced some new policies relating to sustainability and had some related activities. The aim was to raise awareness of our sustainability program and our achievements and challenges.



#### Hybrid Working

We view remote remote as an opportunity, but also as a risk for good mental health. The opportunity for hybrid working enables many of our employees to better balance personal and work life and therefore we are happy to provide that opportunity. Since the beginning of the pandemic, we have seen a substantial rise in mental health issues and are concerned about this and the possibility that remote working may have caused some of these issues.

As a means for addressing the challenges caused by remote working, we have had remote working practices – trainings for our employees and aimed to meet everyone at least every once in a while. As the pandemic alleviated in 2022, we decided to have a 30-year birthday celebration for the whole company and all employees from all offices were invited to the celebratory event to once again meet and greet each other. Additionally, we have also wanted to remind employees of how they are part of an essential and meaningful part of our work society by holding other events and campaigns as well, including our Thank your colleague -campaign, pre-Christmas parties for all offices and daily coffee breaks and weekly breakfasts together.



#### **Collective Agreement**

In 2022 the Collective Agreement of the IT Service Sector by YTN was adhered to.

# Social responsibility and equal values

### Diversity, Equity and Inclusion & Safer Space Guidelines

We are committed to working towards becoming a more diverse organization, with a more equitable and inclusive working environment and strategies and processes. In 2022 we expanded our previous guidelines on the subject and introduced a Diversity, Equity, and Inclusion Policy to support our commitment. Our aim is to make all employees and other stakeholders feel appreciated, valued, and comfortable flaunting their unique selves. We believe that a diverse organization with equitable and inclusive ways of working results in higher creativity and innovation, better adaptability, more unique solutions, and true success. This success is dependable on our people and so we will respect every person's unique contribution, drawing on their different perspectives and experiences to enhance the way we do business.

We also launched a Safer Space Policy to provide guidelines for a safer environment for all and to make sure that everyone can feel safe flaunting their true selves while working at or with our company. We recognize that it is challenging to make all spaces fully safe for everyone. Consequently, we encourage everyone to actively create an atmosphere where everyone's safety and well-being come first.



#### Student Networking

Our gender balance at Evitec is at the IT industry average, but the IT industry average is something we wish to make a difference in. There are very few women working in the IT industry as a whole and compared to every woman there are about 4 men working in the field. We wish to make a difference here by promoting our diversity, equity, and inclusion values and by being part of student networking events. At these events, we have the aim of showcasing how all kinds of people from varying backgrounds can all succeed and make a difference in our industry.



During 2022 we launched several new communication channels for our sustainability efforts and dialogue. We now have a section of our intranet dedicated for sustainability related news, policies, a dictionary, and training. We have also launched a Slack channel through which we can embrace dialogue with employees and on which we share for example news and polls. Perhaps most excitingly, we have also launched two Sustainability Video Series, of which the first one focuses on trainings and the second one entails discussions on topical sustainability subjects.

### ENVIRONMENTAL Striving towards a carbon neutral tomorrow



#### Sustainable Procurement

We have established a Sustainable Procurement Policy by which we make sure we only engage in business with companies which respect our sustainability values including Striving towards a carbon neutral tomorrow.



#### Environmental Management System (EMS)

In 2022 we built an Environmental Management System (EMS), which includes our policies on GHG emissions, Waste management and Energy management. Currently the aim is to develop our EMS to comply with ISO14001.



#### **Carbon Calculations**

Currently it is our goal to become climate neutral and later we hope to achieve positive climate action. Currently we are in the midst of calculating our carbon footprints for the years 2021 and 2022. These calculations are performed by a company called Green Carbon. After getting results our plan is to act on them and minimize carbon emissions. After concluding the first round of CO2 calculations, we will organize training on the subject for all employees as an effort to minimize emissions.



#### **Energy Consumption**

According to the Sustainability Accounting Standards Board (SASB), as a software and IT services company, we should aim to investigate our energy management to become a more sustainability aware company. Evitec aims to consume energy in the most efficient, cost effective, and environmentally responsible methods possible. All employees and other stakeholders in all different operational locations working for or with us contribute to the conserving of energy. Evitec commits to the responsibility of efficient consumption of energy and commits to monitor energy consumption and to promote efficient use of energy throughout the whole company.

We strive to continuously improve energy efficiency through innovating and implementing strategic energy management practices in all our operational locations, while ensuring a safe and comfortable work environment. We commit to considering energy efficiency as a factor in our daily activities and especially in the procurement of goods and services. We promote and encourage continuous learning, innovation and improvement in energy conservation and management by employees and provide training material on responsible energy consumption in the IT industry. We monitor our energy consumption by collecting data to establish energy consumption targets and to recognize areas of improvement. Progress will be measured, reviewed and communicated through an annual sustainability report.

### ENVIRONMENTAL Striving towards a carbon neutral tomorrow

### EVITEC

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

#### Waste Management

Evitec is committed to minimizing waste to become more environmentally conscious. Our waste consists largely of general office waste. All employees contribute to the management and minimization of waste. Evitec commits to the responsibility of monitoring waste, make strategic decisions based on the results based on the monitoring and to promote best practices in waste management throughout all activities.

We want to ensure that all our offices in all operating countries commit to recycling and waste management. We are in the process of ensuring that recycling bins for different materials are placed around all our offices and employees will receive appropriate information on the recycling policy. As a part of our waste management program, we have become a paperless office and all our internal management systems can be run without paper waste.

Our waste management system is based on four principles namely Rethink, Reduce, Reuse and Recycle also known as the 4R's waste principles: *Rethink* We commit to rethinking our future procurements, redesigning company processes to reduce waste and minimizing products high in plastic contents and meant for only one-time-use.

*Reduce* We commit to reducing the use of procured materials, which result in waste, which is difficult to reuse, recycle or which causes considerably large amounts of waste.

*Reuse* We commit to reuse equipment at the office either internally or through returns made back to the manufacturer. We also commit to striving to repurpose and/or repair office equipment before recycling or otherwise disposing of it.

*Recycle* We commit to recycling and composting waste according to local waste stream guidelines if reusing is not possible.



In 2022 we established a green coding project with the aim of investigating how our products can be developed to become as environmentally friendly and efficient as possible.



#### **Electric Vehicles**

In 2022 we made the decision that only electric cars will be available for benefit cars in the future.



We have a Slack channel for employees to promote sustainable consumption. All office equipment can also be exchanged internally, and the IT department takes care of the reuse, the upcycling and recycling of office equipment.

### MODERN SOLUTIONS Introducing modern solutions for a more sustainable future



#### Innovation

At Evitec we aim to harbour industry, innovation and infrastructure. Our employees are encouraged towards innovation and create an atmosphere of openness towards new ideas presented to us internally and externally. We believe that new insight on different subjects offers growth and room for innovation.

According to the UN, even during the global economic crises caused by COVID-19, manufacture of medium- and high-tech products fueled economic recovery. We believe that the fintech industry, including our business, had a part to play in this recovery and aim to foster such patterns also in the future.



In addition to our sustainability themed communication channels discussed under Sustainability Dialogue under Social Responsibility, we utilize company wide periodic All Hands meetings to raise awareness of our sustainability efforts and best practices.

All Hands meetings also provide employees a platform where they may ask questions from management and management has the chance to answer.



#### Training and our Learning Management System (LMS)

To maintain quality education, we offer extensive educational material on our business, technology and products. We also aim to organize training on topics seen as important by staff and offer possibilities for personal growth. We have noticed that the possibility to attain relevant training increases employee wellbeing.

Employee trainings are based mainly on two factors namely business and development needs and individual employee's development desires and career plans at Evitec. We believe that the best results will be achieved when these two are combined. Employees can always suggest new courses for themselves or others. Additionally learning goals are set for each employee in annual development discussions.

We have a Learning Management System (LMS) for employees called Priima. The LMS includes a plan and an overview of needed trainings and a schedule to implement them and it describes how trainings are arranged. As technology moves forward at a very fast pace, we encourage employees to keep up with the sped of technology through Priima.

### **MODERN SOLUTIONS** Introducing modern solutions for a more sustainable future





#### **New Employees**

education at Evitec means hirina Ouality recruits with the necessary qualifications for the position, because meeting qualifications ensures that the employee finds position tied tasks constructive and meaningful and we can expect the best possible results.

All employees receive educational induction when they are hired to work for us. This 6-month induction period covers introduction to our business, the technologies required in the employee's tasks and introductions to products the employee will be working with.

To bring in new perspectives and new technologies to keep our products and services top tier, we offer traineeships to students studying in our fields of technology.



#### Open Innovation Platform (OIP)

We have set up an Open Innovation Platform (OIP) for employee innovation. Our OIP enables all employee innovation to be stored and evaluated in one place. It also offers the possibility for collaboration as employees get to build on each others' ideas and creates an atmosphere of open innovation.



#### EcoVadis Premium Partner & Bronze Batch

We have become an EcoVadis Premium Partner in 2022 and are excited for new reviews and expert support for our sustainability journey. Based on our 2022 review, we earned an EcoVadis Bronze Batch for our sustainability efforts as our overall ranking exceeded industry averages.



#### Sustainable Innovation

In 2022 we have established two new projects tied closely together with sustainability. Firstly, we are investigating Green Coding. Our aim is to find better ways for developing products and solutions which use as little resources as possible, are as environmentally efficient as possible and as efficient as possible. Secondly, we have also launched a Sustainable Digitalization project. This project aims to study the meaning of sustainable digitalization and more specifically we have recently been focusing on finding out whether there are ways of quantifying the sustainability of digitalization.

### Thank you.

We appreciate your interest in our Sustainability Journey. For further inquiries, please contact us:

sustainability@evitec.com