

2023

EVITEC  
SOLUTIONS

Sustainability  
Journey

In 2023, Evitec Solutions maintained its course toward a **smarter, stronger, and more sustainable** tomorrow.

The year was coloured by the company's fresh strategy, which not only focuses on **inspiring innovations in finance** but also on promoting sustainable development in our work practices and product offerings, thereby making a positive impact on the environment and society.

This Sustainability Report for 2023 sheds light on the innovations and development accomplished during the past year.

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The logo for Evitec Solutions, featuring the word "EVITEC" in a large, bold, white sans-serif font above the word "SOLUTIONS" in a smaller, white sans-serif font. The background is a dark blue gradient with abstract, rounded rectangular shapes in a lighter blue color.

# We are Evitec Solutions

We modernise our customers' business by combining technology with human insight.

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 by combining technology with human insight. Simultaneously, we are building a more sustainable and responsible society.

**EVITEC**  
SOLUTIONS

# Advancing Sustainability Through Technology and Human Insights

As we forge ahead, the significance of sustainability remains at the forefront of our vision for the future. This year, it's clearer than ever that sustainability isn't merely a passing trend—it's an intrinsic part of all our operations. In the fintech industry, the commitment to sustainable practices continues to grow, with banks and insurance companies increasingly prioritizing the integration of environmental, social, and governance (ESG) criteria into their core strategies.

At Evitec Solutions, our mission is clear: "We modernize our customers' business by combining technology with human insights." This mission drives us forward, guiding our actions toward a more sustainable and prosperous world. Our sustainability journey, though still in its early stages, has progressed with ambition. Over the past year, our focus has centered on enhancing the digital resilience of Nordic banks and insurance firms through innovative technologies.

By leveraging advanced cybersecurity measures, data analytics, and artificial intelligence, we lay the groundwork for a sustainable future. But our commitment doesn't end there. We remain dedicated to continuous improvement, ensuring that our efforts contribute to a smarter, stronger, and more sustainable tomorrow.

Now is the ideal moment to embark on the journey toward a future that embraces innovation, equitable values, inclusivity, and sustainability. Join us in shaping this transformative path.

**Mikko Pilkama**  
CEO





# The Three Pillars of Sustainability

At Evitec Solutions, our guiding principles are the three pillars of sustainability—economic stability, social responsibility, and environmental integrity. We know that thriving business ecosystems and people depend on a delicate balance among these pillars.

## Economic Stability

We understand that financial health is essential for long-term impact. Evitec Solutions partners with our customers to identify growth opportunities, optimize processes, and drive growth sustainably. Our success is intertwined with theirs.

## Social Responsibility

All business, value creation, and growth are fundamentally based on people — from person to person. Our stakeholders—employees, partners, shareholders, and communities—are at the heart of all our efforts. We actively engage with them, fostering inclusivity and responsible practices. Together, we create meaningful value that resonates with all stakeholders.

## Environmental Integrity

We see ourselves as being at the beginning of our journey towards advocating for the environment. We promote eco-friendly practices and are in the process of setting ambitious emission reduction targets. We encourage innovation that respects nature and benefits society.

In the coming year, Evitec Solutions will focus on sustainable digital transformation and innovation. By embracing our people, partnerships, and sustainability today, we will set the foundation for a prosperous tomorrow.

**Niklas Midby**  
Chairman of the Board





# Inspiring Innovations in Finance: A Vision for a Brighter Tomorrow

2023 was a year I will remember for reshaping the Evitec Solutions strategy. This project took about six months to conclude and was performed by a diverse team of experts from all company locations and business areas. And the results culminate in our redefined vision: Inspiring Innovations in Finance.

While terms like inspiration, innovation, strategy, and sustainability are powerful, they require context and action to thrive. Innovation drives progress, and when led with a vision for a brighter tomorrow, innovation can contribute to sustainability by developing eco-friendly, socially just solutions that support strong institutions. One such innovation is our Evitec Solutions Bonds product, designed for established issuers and new market entrants. This product has a dynamic criteria bank for asset pool management, and it facilitates automated reporting to ensure transparency and trust when communicating about the sustainability of green and covered bonds.

Strategy plays a crucial role in integrating innovation into long-term planning and success. Achieving success requires strategically nurturing learning and innovation while ensuring a common vision.

Inspiration and innovation create a mutually reinforcing cycle. Inspiration sparks creative breakthroughs, which lead to innovative ideas, and these innovations, in turn, inspire further creativity.

Sustainability thrives on inspired individuals and innovative solutions. These individuals—our people—inspire and create solutions for sustainable development. It is our responsibility to cultivate an environment where our people can pursue their aspirations. When we actively promote open dialogue, equitable opportunities, and social sustainability, we ignite inspiration.

I see that the success stories of tomorrow lie in sustainable innovation. For me, the most important goal is to foster and enable that innovation through open conversation, learning, and commitment to sustainable change and development.

**Emmaleena Ahonen**  
Head of Strategy and Business Development



# Evitec Solutions as Part of the Sustainability Revolution

## Our Commitment

In 2015, The United Nations (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 by 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 Solutions want to be part of developing 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 to achieve the SDGs.

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

## Our Sustainability Values

Striving towards a carbon-neutral tomorrow



Social responsibility and equal values



Economic reliability and stability



Modern solutions for a more sustainable future



# 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. Our sustainable goals and strategy 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 striving 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 environmental impacts are included in our strategy.



As a key measure for reducing our environmental footprint, we have 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 Solutions 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.

# Our 2023 Journey in Numbers

## ECONOMIC RELIABILITY AND STABILITY

300 +  
EMPLOYEES

35 M €  
REVENUE

7  
OFFICES

## SOCIAL RESPONSIBILITY AND EQUAL VALUES

25 %  
WOMEN

20 %  
WOMEN IN  
MANAGEMENT

## STRIVING TOWARDS A CARBON-NEUTRAL TOMORROW (2022)

937,41\*  
TOTAL EMISSIONS (tCO<sub>2</sub>e)

## INTRODUCING MODERN SOLUTIONS FOR A MORE SUSTAINABLE FUTURE

56  
TRAINING HOURS  
PER EMPLOYEE

98 %  
EMPLOYEES WITH  
INFOSEC TRAINING

\*Includes Scopes 1, 2 and 3. Read more about the scope in the later section dedicated to emissions.

# Inspiring Innovations in Finance

○ Presenting **Evitec Solutions Bonds**

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# Green, Social and Green Covered Bonds: Driving a Sustainable Future

Green bonds play a crucial role in fostering sustainable development. At Evitec Solutions, we understand the challenges issuers face in maintaining regulatory compliance and transparency while ensuring effective reporting. However, we see that with the right tools and expertise, these challenges can be transformed into opportunities to lead the financial sector towards a more sustainable and responsible future.

## Environmental and Social Impact

Promoting social responsibility is essential for achieving a climate-neutral economy. The European Union (EU) aims to reduce emissions by nearly 50% by 2030 and achieve net-zero emissions by 2050. Bonds, particularly green and social bonds, are vital financial instruments that can fund projects benefiting both the environment and society.

## Challenges and Standards

Specific principles exist for various bond asset types—green bonds, social bonds, and green covered bonds—each with its own asset criteria. Navigating these complex regulations requires accurate asset valuation and meticulous reporting, while meeting capital requirements to protect investors.

## Transparency and Trust

Transparency and detailed information about the use and impact of asset pool for these bonds are essential for gaining investors' trust. This necessitates robust data collection, comprehensive reporting systems, and regular communication with stakeholders. Proper evaluation ensures that projects genuinely contribute to sustainability and social goals. Close monitoring and verification of program sustainability criteria are vital.

Expertise in regulatory compliance, risk management, and international financial legislation is crucial. Additionally, adaptability to evolving regulations and external factors is necessary to stay ahead in this dynamic field.

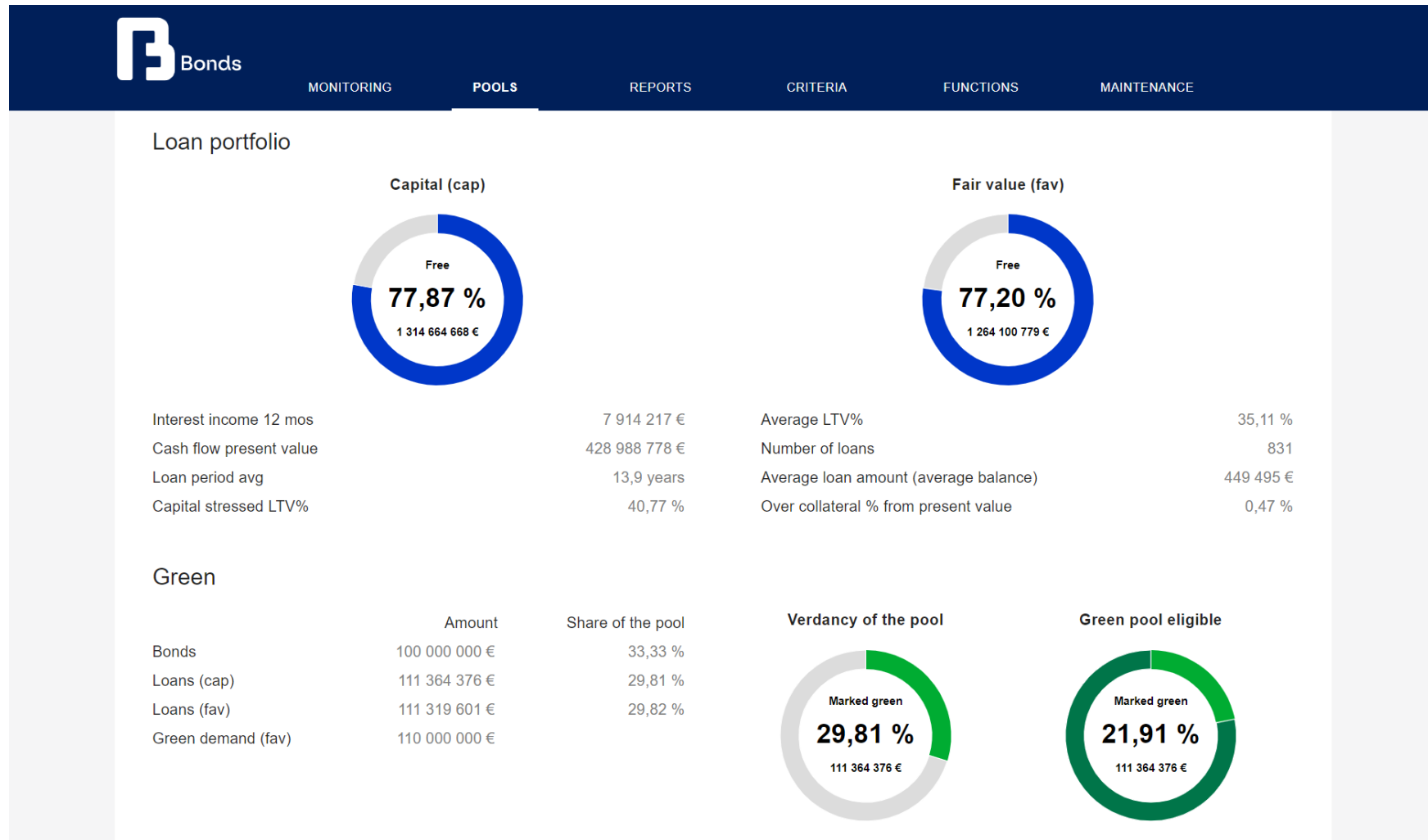


## Evitec Solutions: Pioneering Compliance and Reporting

Our platform, Evitec Solutions Bonds, features a dynamic criteria bank for bond asset pool and automated reporting to address compliance challenges. By lowering investment and compliance thresholds, we empower both established issuers and new entrants to contribute to a sustainable and responsible financial sector.

Through innovative solutions and a commitment to excellence, we at Evitec Solutions aim to pave the way for a future where financial growth and environmental responsibility go hand in hand.

# Evitec Solutions Bonds: Green Pool

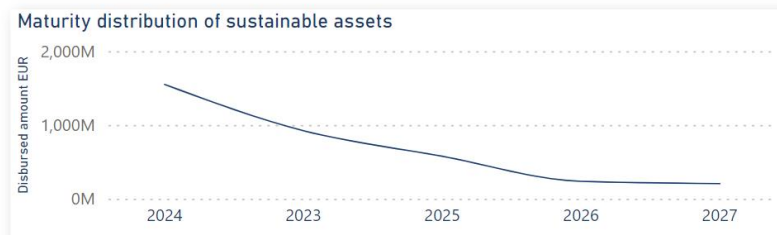
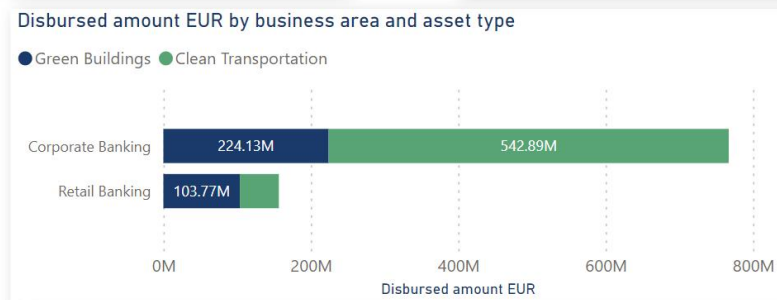
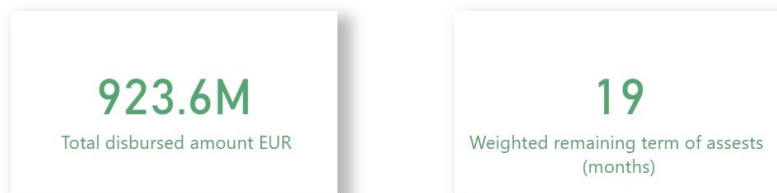


Evitec Solutions Bonds features a dynamic criteria bank and automated reporting to address compliance challenges. It enables robust data collection, comprehensive reporting, and a platform for communicating with stakeholders.

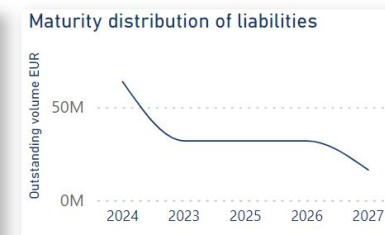
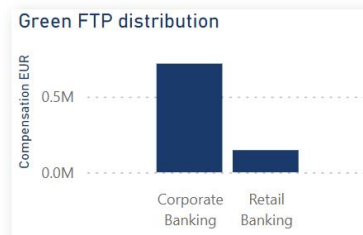
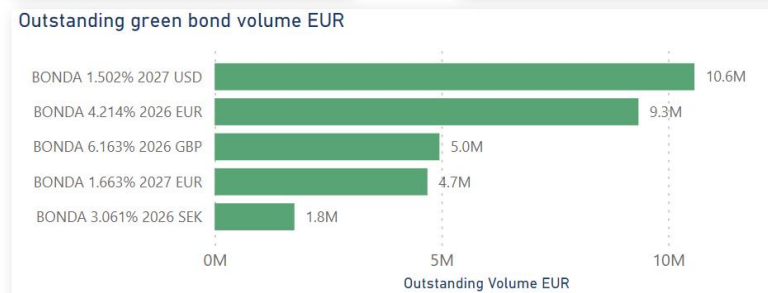
# Evitec Solutions Bonds: Reporting

## Sustainable bonds dashboard

### Sustainable assets



### Sustainable liabilities



Transparency and detailed information about the use and impact of these bonds are essential when communicating about their sustainability. Our reporting system enables comprehensive, regular communication with stakeholders and proper evaluation, ensuring a concrete contribution to sustainability goals.













# United Nations Sustainable Development Goals (SDGs)

# UN Sustainable Development Goals (SDGs)

At Evitec Solutions 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 Importance	Significant Importance	Highest Importance
Environmental Issues			
Social Issues			 
Governance Issues		 	

# 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

**1** 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.

The logo for EVITEC SOLUTIONS is displayed in a white, bold, sans-serif font. The word 'EVITEC' is on the top line and 'SOLUTIONS' is on the bottom line. The background of the slide features a dark blue gradient with abstract, rounded rectangular shapes in a lighter blue color, creating a modern, tech-oriented aesthetic.

# Our EcoVadis Rating



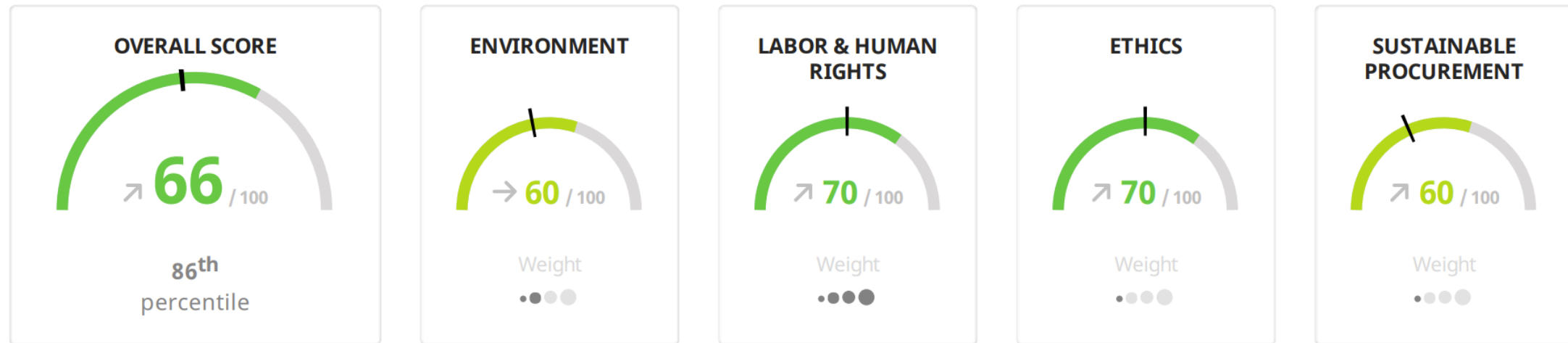


# Our EcoVadis Rating - May 2024

Our EcoVadis rating for May 2024 indicates that we are progressing on our sustainability journey, with our scores for each indicator significantly exceeding industry averages.

In 2024-2025, we aim to further improve in all these areas by implementing vigorous action plans and applying for certifications.

Sustainability performance    ● Insufficient    ● Partial    ● Good    ● Advanced    ● Outstanding    — Average score



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 Silver Medal

During our last assessment performed in May 2024, all companies rated in the top 15 % earned a Silver Medal as a recognition for their sustainability efforts.

We wear our Silver Medal with pride and aim for new medals in the years to come.

Overall score

↗ **66/100**

Percentile ⓘ

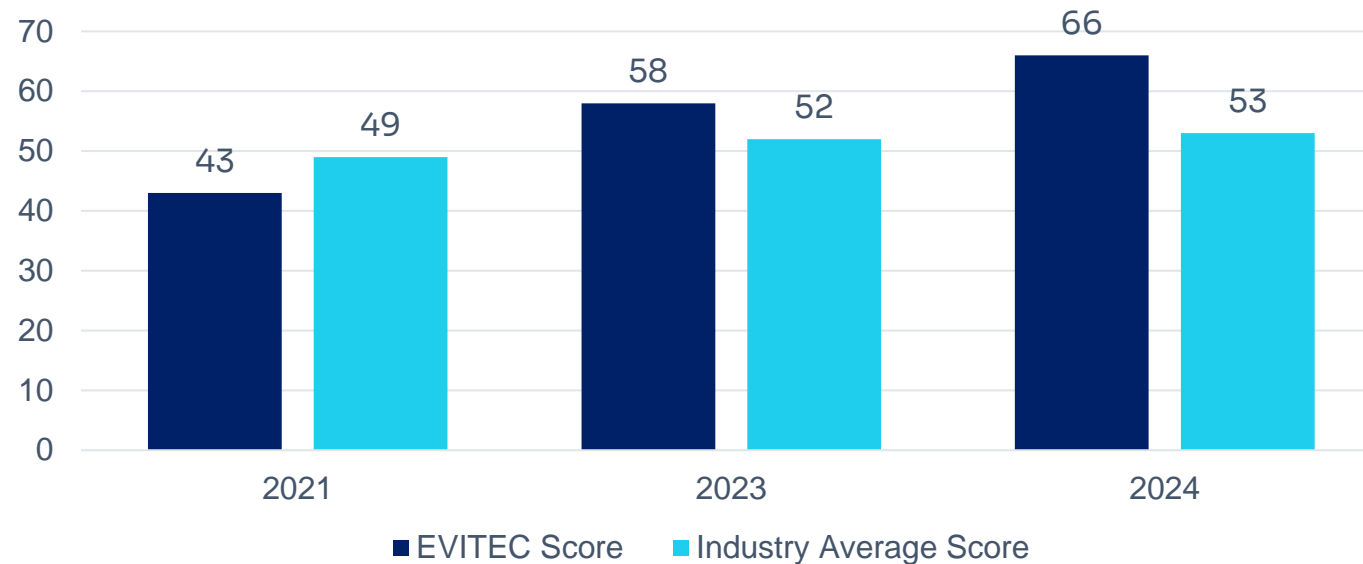
**86th**



# Steady Progress towards Sustainable Development

- at a pace surpassing Industry Averages.

## EcoVadis Score Comparison over time



Since beginning our EcoVadis journey in 2021, our progress has been quite notable. Implementing new policies, such as due diligence programs, and actions, such as carbon calculations and mitigation steps, has kept us moving forward on our sustainability journey and kept our EcoVadis score on the rise.

# 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, 2024

# EcoVadis Score: Environment

## Strengths

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

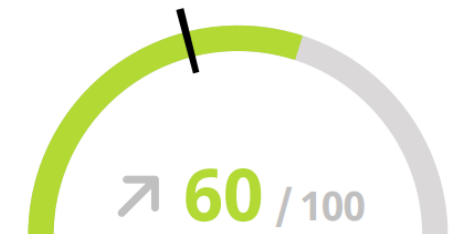
- Carbon footprint calculations
- Our platforms for exchanging office and personal supplies
- Refurbishing and internal reuse of IT hardware

## Goals for 2024

Some goals for 2024 include:

- Quantitative targets on environmental matters
- Collection of relevant data for indicators
- Entered into the Environmental Management System Certification process

## ENVIRONMENT



# EcoVadis Score: Labour & Human Rights

## Strengths

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

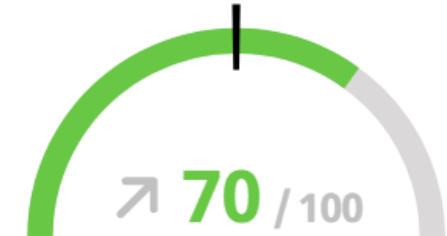
- Our Diversity, Equity & Inclusion (DEI) Policy
- Our Employee Satisfaction Survey
- Flexible organization of work
- LEAD Program

## Goals for 2024

Some goals for 2024 include:

- More conclusive documentation of related policies
- Compliance with the ISO26000 standard

### LABOR & HUMAN RIGHTS



# EcoVadis Score: Ethics

## Strengths

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

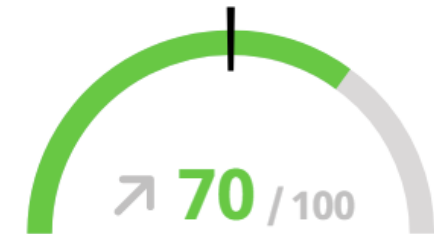
- Policies and training on Information Security and Anti-corruption and Due Diligence
- Our whistleblowing platform

## Goals for 2024

Some goals for 2024 include:

- More conclusive risk assessment documentation
- 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:

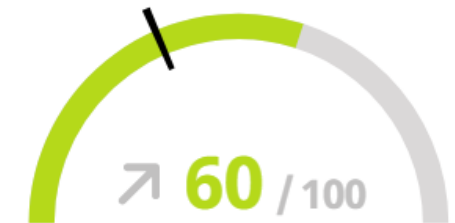
- Policies on Sustainable Procurement
- Communicating progress towards the UN SDGs

## Goals for 2024

Some goals for 2024 include:

- Sustainable Procurement policy integration to supplier contracts
- More conclusive reporting on Sustainable procurement issues

## SUSTAINABLE PROCUREMENT

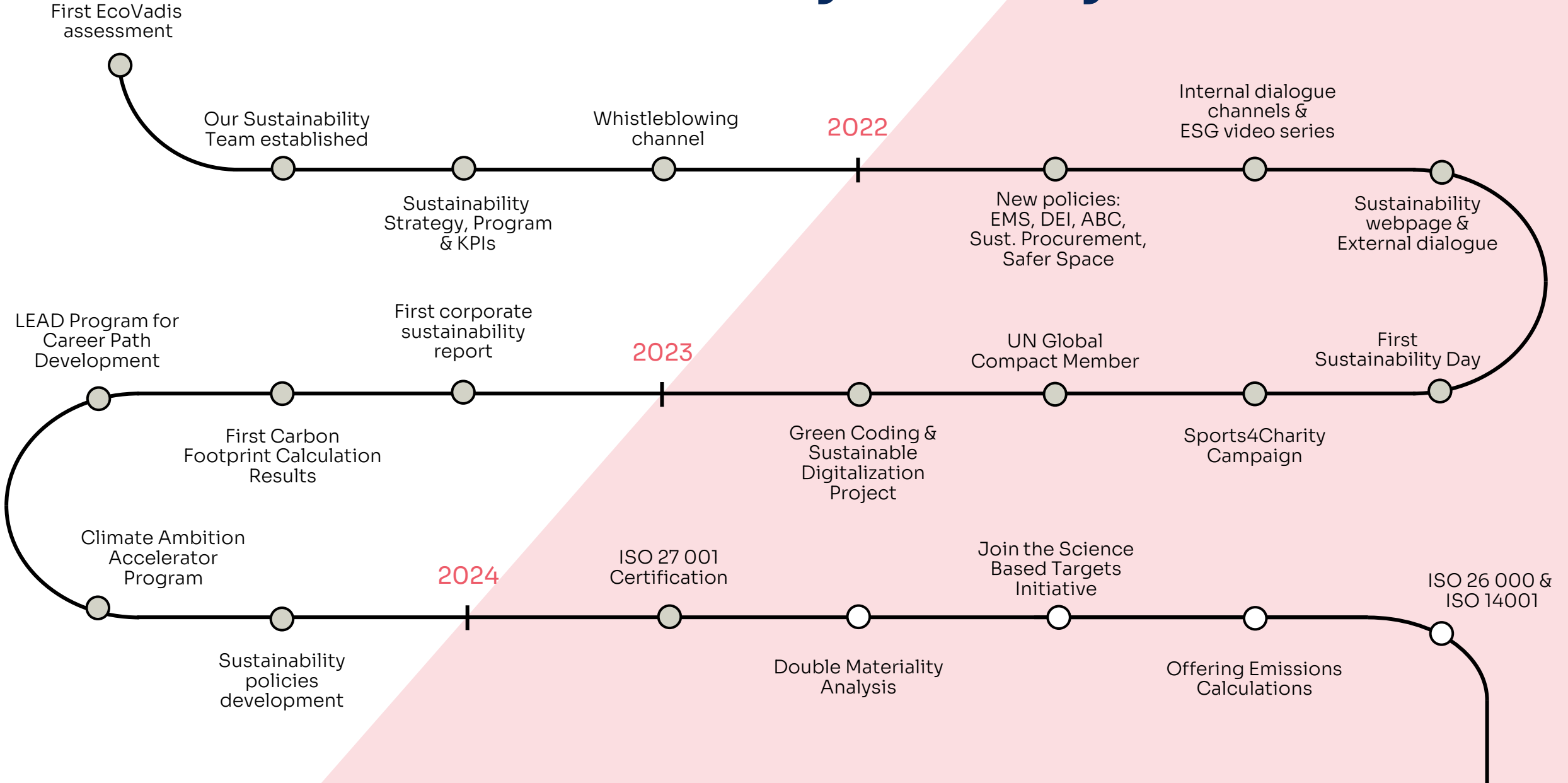




# Progress on Our Sustainability Journey



# Our Sustainability Journey



# ECONOMIC

## Economic stability and reliability



### Our Aim and Promise

Our aim at Evitec Solutions 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 Solutions has been growing during the past years. 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 Solutions' 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 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 Solutions, 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 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

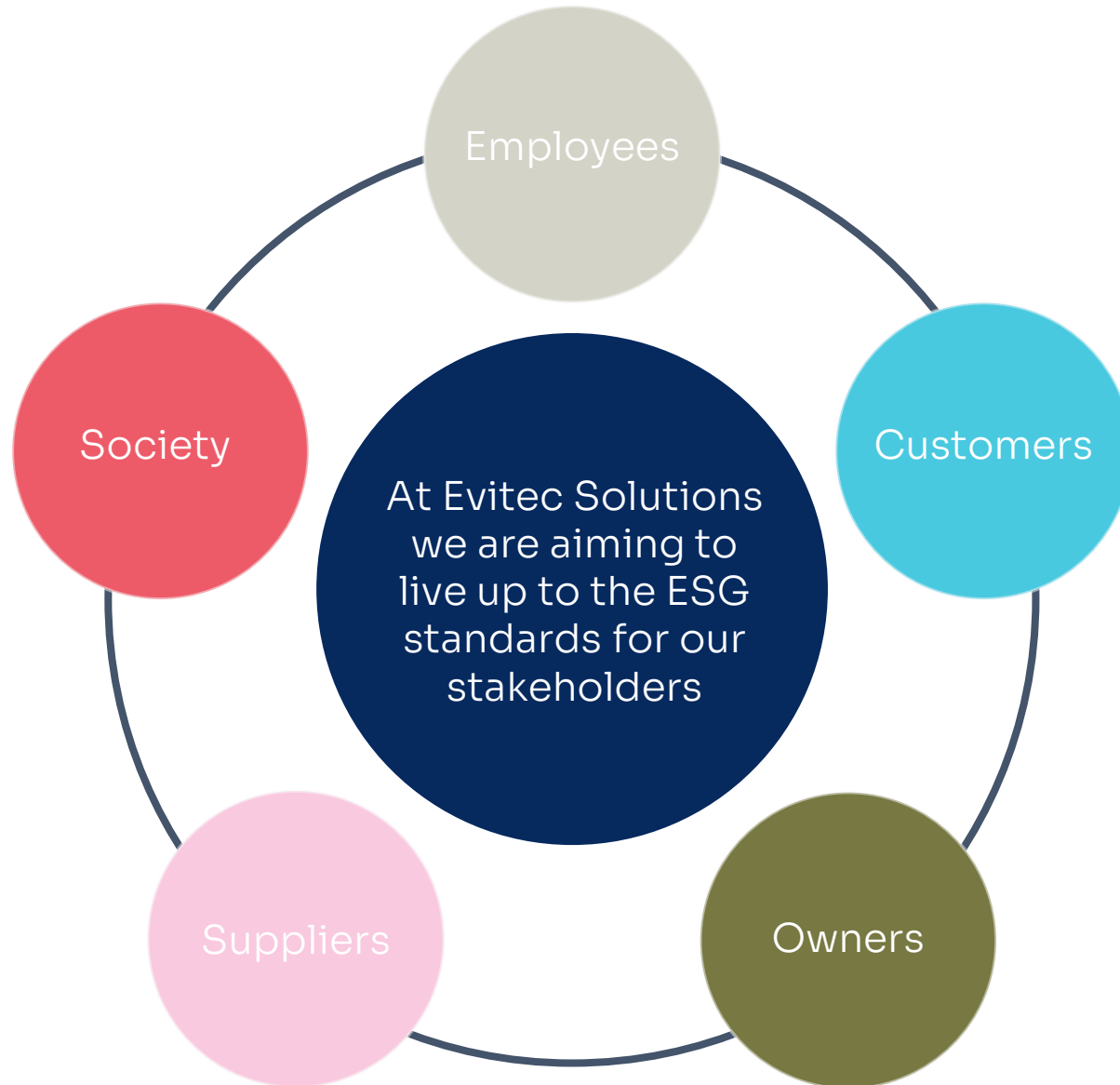
Fighting corruption and building strong institutions is encoded in our company's DNA and this year we updated our Anti-corruption and Due Diligence programs and policies to match the needs of our constantly growing company.



### Our Stakeholders

To ensure that we provide tangible value for all our stakeholders, we concluded a renewed stakeholder analysis in 2023. (View our Stakeholder chart on the next page.)

# Our Stakeholders



**EVITEC**  
SOLUTIONS

## Social responsibility and equal values



### Good Health and Well-being

Good health and well-being are important to us at Evitec Solutions, and we want to see our employees healthy and feeling their work is valuable. As usual, also in 2023, 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.



### Sports and Community

Evitec Solution fosters an inclusive environment where all employees are encouraged to share their interests with colleagues by forming hobby groups. In 2023 Evitec Solutions' employees participated in the Company Marathon which supports charities for children's physical activities and Evitec Solutions team placed second in their league. Evitec Solutions' employees are also well versed in eSports and participated in the Kanaliiga (Corporate League of Electronic Sports).



### Our Sustainability Day

In May we held our second 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 work 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. Annual Summer Party for all employees gathers everyone across three countries, reminds us that we are all in this together as a company. 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 2023 the Collective Agreement of the IT Service Sector by YTN was adhered to.

# SOCIAL

## 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. 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 adhere to 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 Solutions 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.






### Sustainability Dialogue

We have several communication channels for our sustainability efforts and dialogue. We have a section of our intranet dedicated for sustainability related news, policies, a dictionary, and training. We have also launched a Teams channel through which we can embrace dialogue with employees and on which we share for example news and polls. We have also 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 a Sustainable Procurement Policy by which we ensure we only engage in business with companies that respect our sustainability values including Striving towards a carbon neutral tomorrow.



### Environmental Management System (EMS)

We have 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. Our carbon footprint calculations are made together with a company called Green Carbon. We organize training on the subject for all employees as an effort to minimize emissions. You can read more about our carbon footprint in the next section.



### Climate Ambition Accelerator Program

In 2023 we participated in a Climate Ambition Accelerator program held by the United Nations Global Compact to kickstart our journey towards Science Based Targets –setting (SBTi) and our work on this continues in 2024.



### 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 Solutions 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 Solutions 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.



## Striving towards a carbon neutral tomorrow



### Waste Management

Evitec Solutions 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 Solutions commits to the responsibility of monitoring waste, making 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 reusing 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.



### Green coding

We have an ongoing 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. In 2023 almost all benefit cars were either electric vehicles or plug-in hybrids.



### #SellBuyLoanGive

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. The IT department for example aims to sell all old decommissioned intact equipment to staff at a nominal price.

# MODERN SOLUTIONS

## Introducing modern solutions for a more sustainable future



### Innovation

At Evitec Solutions, we aim to foster industry, innovation, and infrastructure. Our employees are encouraged to innovate and create an atmosphere of openness to 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.



### All Hands

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 with a platform to ask questions of management, and management has the chance to answer.



### Training and our LEAD Program for Career Path Development

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 opportunities for personal growth. We have noticed that the possibility of attaining relevant training increases employee well-being.

Employee trainings are based mainly on two factors namely business and development needs and individual employee's development desires and career plans at Evitec Solutions. 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.

In 2023 we launched a LEAD (Learn, Engage and Accelerate Development) program for employee career path development. One of the main goals of the LEAD program is to create clear career paths for all Evitec Solutions employees. The program is designed so that in addition to having learning goals around key technologies people also have holistic ones with a focus on soft skills applicable in any tasks and/or work positions.

The program supports clear communication of expectations and goals both ways and promotes equitable opportunities by providing a company-wide method for mapping employee development.

# MODERN SOLUTIONS

## Introducing modern solutions for a more sustainable future



### New Employees

Quality education at Evitec Solutions means hiring 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 & Silver Medal

We have been an EcoVadis Premium Partner since 2022 and are excited for annual reviews and expert support for our sustainability journey. Based on our 2023 review, we earned an EcoVadis Silver Medal for our sustainability efforts as our overall ranking exceeded industry averages.

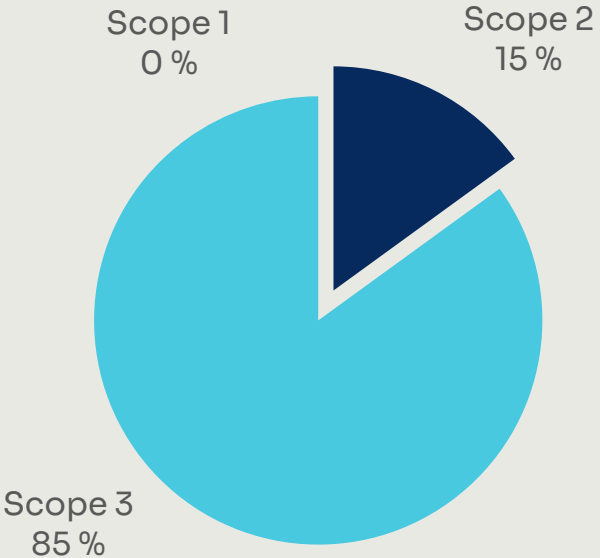


### Sustainable Innovation

Currently, we have two 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 a Sustainable Digitalization project. This project studies 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.

# Our Emission Calculations and Carbon Footprint

# Our Carbon Footprint for 2022



	Emissions (tCO2e)	% of carbon footprint (%)
Scope 1	0,88	0
Scope 2	141,73	15
Scope 3	794,80	85
<b>Total</b>	<b>937,41</b>	<b>100</b>

The following factors were taken into consideration in the calculations:

- Scope 1**
  - Fuels
    - Vehicles
- Scope 2**
  - Premises:
    - Electricity consumption
    - Heat consumption
- Scope 3**
  - Purchased goods and services
  - Waste and water
  - Commuting
  - Business travel
- Not calculated**
  - Remote work energy consumption
  - Fuel and energy related activities
  - Use of our products

# Thank you.

We appreciate your interest in our Sustainability Journey.

For further inquiries, please contact us:

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