

2025

EVITEC
SOLUTIONS

Sustainability
Journey

In 2025, Evitec Solutions maintained its course toward a **smarter, stronger, and more sustainable** tomorrow.

This year we continued to follow our 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. In addition, we have made strong investments in governance, ensuring that our operations are guided by transparency, accountability, and ethical decision-making.

This Sustainability Report for 2025 sheds light on the innovations and development accomplished during the past year.

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The logo for Evitec Solutions is displayed in white text against a dark blue background. The word "EVITEC" is in a large, bold, sans-serif font, and "SOLUTIONS" is in a smaller, all-caps, sans-serif font directly below it. The background features abstract, overlapping rounded shapes in various shades of blue and teal.

Empowering Resilience Through Technology and Purpose

At Evitec Solutions, sustainability is not just a commitment—it is an integral part of how we create long-term value for our customers, employees, partners, and society. In 2025, our sustainability efforts focused on five key areas: sustainable AI adoption and governance, innovation, responsible business practices, reducing the environmental impact of business travel, and strengthening sustainability requirements across our vendor network.

As artificial intelligence continues to transform the financial services industry, we prioritized the responsible and sustainable adoption of AI. We established governance practices and principles to ensure that AI solutions are developed and used ethically, transparently, and securely, while creating value for our customers and supporting regulatory compliance.

Innovation remained a key driver of our business and sustainability agenda. Through the development of digital and AI-powered solutions, we help our customers improve efficiency, streamline processes, and make more informed decisions. By enabling smarter ways of working, our innovations contribute to more sustainable and resilient business operations.

Responsible business practices continued to guide our operations and decision-making. We are committed to conducting business with integrity, maintaining high standards of governance, and fostering trusted relationships with customers, employees, and partners.

To reduce our environmental footprint, we continued to promote virtual collaboration and carefully evaluate business travel needs. By minimizing travel where feasible, we aim to lower greenhouse gas emissions while maintaining effective customer engagement and teamwork across our organization.

We also strengthened our approach to sustainable procurement by developing a vendor sustainability policy. This policy helps ensure that sustainability considerations are incorporated into supplier selection and management processes, encouraging responsible practices throughout our value chain.

As we look ahead, we remain committed to integrating sustainability into our strategy, operations, and solutions. Through responsible innovation, strong governance, and collaboration with our stakeholders, we continue to build a resilient, responsible, and future-ready Evitec Solutions.

Päivi Karesjoki
CEO



A Distinctive Approach to Long-Term Value

Evitec Solutions' ability to create long-term value is built on a combination of deep industry understanding, technological expertise, and a strong commitment to responsible business practices. This foundation enables the company to act not only as a service provider, but as a trusted partner to its customers.

A key differentiator is Evitec's close alignment with customer needs. By combining business insight with delivery capability, the company is able to develop solutions that are both relevant and sustainable, supporting customers in increasingly complex and regulated environments. Consistency, reliability, and a high level of trust remain central to how Evitec operates.

The company has also made steady progress in strengthening its governance, sustainability practices, and operational resilience. These elements are essential for ensuring that growth is managed responsibly and that the organization remains well-positioned to meet both market expectations and regulatory requirements.

At the same time, Evitec continues to advance its innovation agenda, including its AI journey. The company is taking a structured and responsible approach to the development and use of AI, focusing on practical applications that create real value while maintaining transparency, security, and compliance.

Underlying these efforts is a culture built on accountability, collaboration, and continuous improvement. This culture supports execution today while providing a strong foundation for future development.

From a Board perspective, our focus remains on supporting sustainable growth, ensuring sound governance, and enabling the company to create long-term value for all its stakeholders.

Ilkka Starck
Chair of the Board



Highlights of 2025

ECONOMIC RELIABILITY AND STABILITY

~300
EMPLOYEES

35 M €
REVENUE

7
OFFICES

SOCIAL RESPONSIBILITY AND EQUAL VALUES

26 %
WOMEN

40 %
WOMEN IN
MANAGEMENT

STRIVING TOWARDS A CARBON-NEUTRAL TOMORROW

15 % decrease in
total emissions

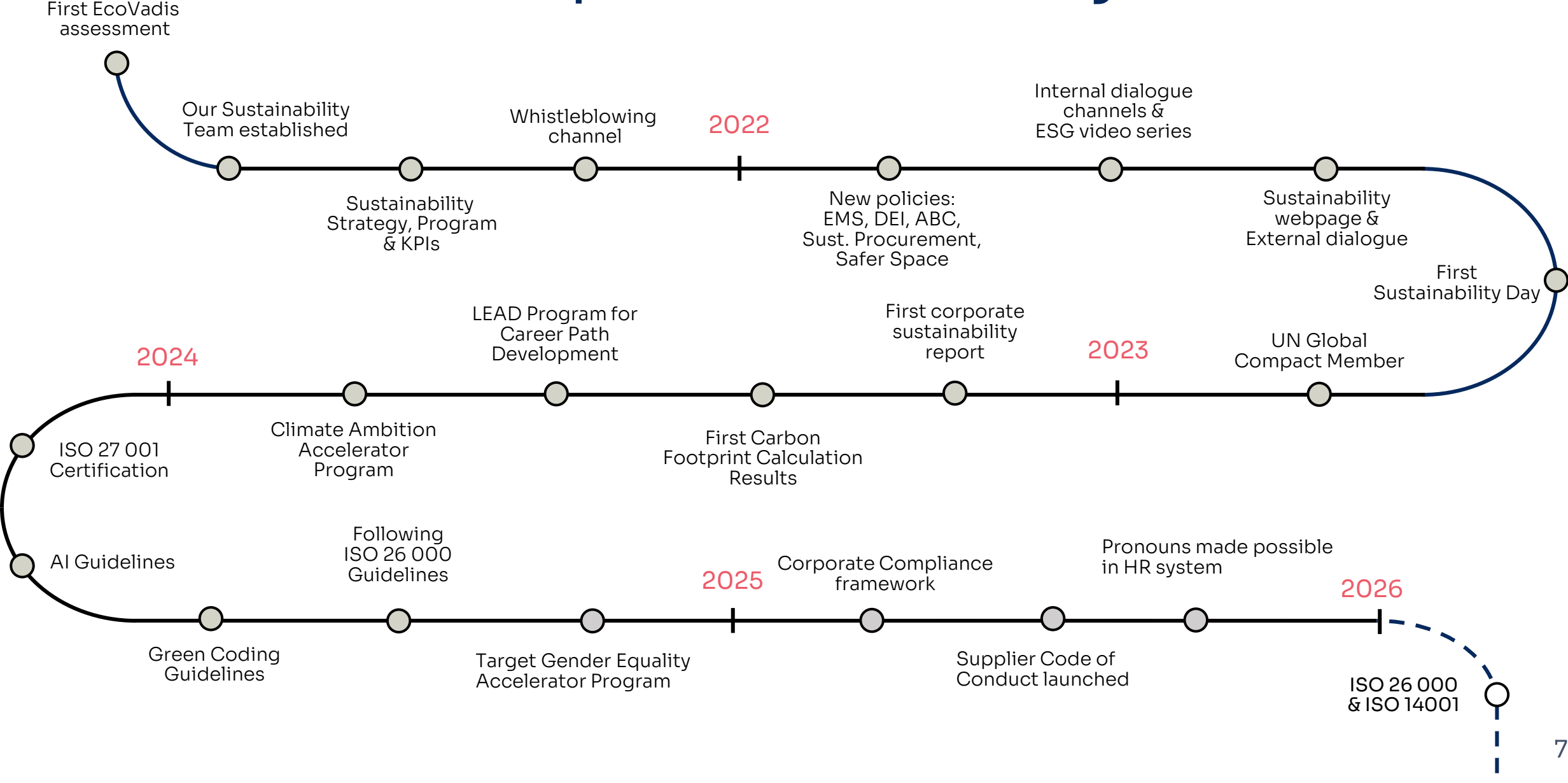
Launched Supplier
Code of Conduct

INTRODUCING MODERN SOLUTIONS FOR A MORE SUSTAINABLE FUTURE

AI offering launched

Improved EcoVadis
score YoY

Roadmap to 2025 and beyond



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



Evitec Solutions as Part of the Sustainability Revolution

Our Commitment

We at Evitec Solutions want to be part of developing a more equal, safe, and flourishing world for all. Our Sustainability values are the guiding principles which direct our commitments. These commitments include United Nations (UN) Sustainable Development Goals (SDGs), UN Global Compact (GC) and regulatory requirements.

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.

As a participant to UN GC, we aim to set the stage for long-term success by incorporating the ten principles of UN Global compact into our strategies, policies, and procedures.

At Evitec Solutions, we believe that long-term success depends not only on strong financial performance but also on our ability to operate responsibly and sustainably. Our commitment to corporate sustainability is integrated into our business strategy, guiding how we manage environmental impact, support our communities, and uphold ethical standards.

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



We modernise our customers' businesses by combining technology with human insight. Simultaneously, we are building a more sustainable and responsible society.

EVITEC
SOLUTIONS

Sustainable Growth Through Ethical Practices and Resilient Technology

At Evitec Solutions, sustainability is part of how we work every day — in how we run our business, develop our services, and support our customers. As the regulatory landscape continues to evolve, we see sustainability not just as a compliance topic, but as a long-term opportunity.

We focus on doing things in a responsible way across the board — from environmental impact to governance and ethical business practices. Over the past year, we've taken further steps, including setting more ambitious carbon reduction targets and strengthening how we approach sustainable sourcing.

We've also continued building a workplace that reflects our values. That includes putting in place internal guidelines for ethical use of AI, so that new technologies are developed and used responsibly.

Our voluntary ESG reporting, participation in the UN Global Compact, and EcoVadis Silver rating are all part of how we aim to stay transparent and keep improving.

Our customers operate in complex, highly regulated environments, particularly in the financial sector. Our role is to support them with secure, reliable, and high-quality services they can trust. A strong focus on continuity, robust technology, and regulatory alignment helps them operate with confidence.

We also see sustainability as something we build together with our customers. Through our solutions and advisory work, we help them improve efficiency, manage change, and grow responsibly. In a fast-changing environment, consistency, trust, and practical impact remain at the core of how we create long-term value.

Teemu Ruikka
Director, Legal & Sustainability



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 data 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.

ESG

Environment



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, our aim is to develop our EMS towards the certification against the ISO/IEC 14001 standard.

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.

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 ensure 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

Green Coding Guidelines, has been integrated into our SDLC. Currently, over 70 % of the cloud and on-premise solutions are following the guidelines.

Electric Vehicles

In 2025 all benefit cars were either electric vehicles or plug-in hybrids.

#Marketplace

We have a Teams 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, achieving a recycling rate of 99%.

Integrating Sustainability into Software Development

In the second half of 2025, Evitec Solutions launched a Green Coding initiative to incorporate environmentally sustainable practices into the Software Development Life Cycle (SDLC). The initiative introduced formal Green Coding Guidelines, aligned with company-level KPIs and bonus structures, and supported by the release of an internal training program, Green Coding Essentials.

The initiative highlighted the need to implement sustainable practices without compromising profitability. By first applying these practices internally, Evitec was able to maintain pricing flexibility. Engagement with clients helped tailor solutions to their sustainability goals, demonstrating the business value of environmentally conscious development.

The initiative supports Evitec's ESG objectives by reducing the environmental impact of software development. It reinforces the company's position as a responsible fintech provider committed to sustainable and high-quality software solutions.

Green Coding practices have been embedded into standard development workflows, alongside security and accessibility checks. For example, developers are encouraged to reduce unnecessary network requests and API calls, refactor code smells, and choose energy-efficient libraries and frameworks. Builds are encouraged to be scheduled during times of cleaner energy availability, and we eliminate redundant pipelines. Energy-efficient test automation is enhanced by trimming redundant tests and executing only essential ones. These practices are now part of our daily development rhythm and have also been featured in external communications, including the company website and social media platforms.

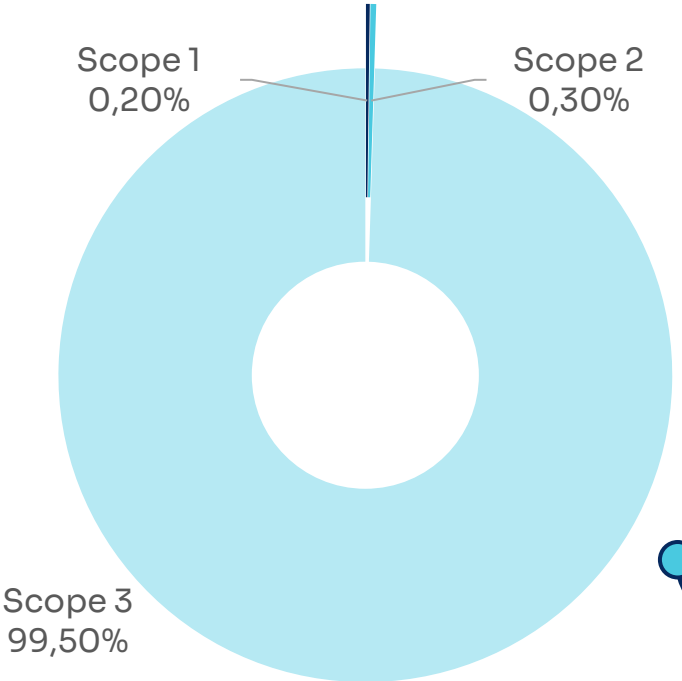
Key Results

The Green Coding Guideline has been adopted as part of our SDLC guidelines.

Practices have been shared with the organization and stakeholders online.

Our Emission Calculations and Carbon Footprint

Our Carbon Footprint for 2025



	Emissions (tCO2e)	Change in % compared to 2024
Scope 1	1,15	-23,84 %
Scope 2	2,15	-10,04 %
Scope 3	721,56	-14,73 %
Total	724,56	-14,77 %

The following factors were taken into consideration in the calculations:

Scope 1

- Fuels
 - Leased Vehicles

Scope 2

- Premises:
 - Electricity consumption
 - Heat consumption

Scope 3

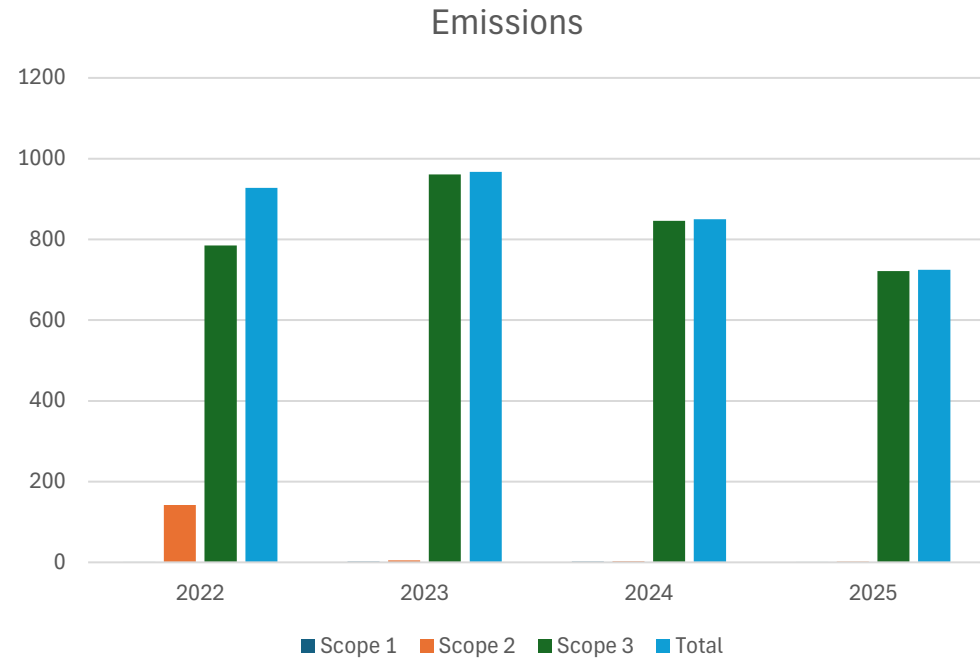
- Purchased goods and services
- Waste and water
- Commuting
- Business travel

Not calculated

- Fuel and energy related activities
- Upstream leased assets
- Use of our products

Emission calculations

Evitec Solutions successfully reduced its total carbon footprint by 14.8% in 2025. The reduction was primarily driven by lower Scope 3 emission, down from 846.24 to 721.56 t CO₂e. Key contributors to this decline include significantly reduced business travel following a company-wide travel freeze, lower spending on purchased goods and services, and a decrease in employee commuting emissions. Scope 1 and Scope 2 emissions remained minimal and stable. The graph illustrates the consistent downward trend in total emissions, reflecting the combined impact of operational changes across the organization during 2025.



ESG

Social

Social responsibility and equal values

Good Health, Wellbeing and Appreciation

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, we offered all our employees good health care and insurance for them to be able to take care of both physical and mental health. We want to make sure to take employee health and wellbeing seriously and did a Engagement survey end of 2025.

We deeply value the contributions of our people and make it a priority to celebrate their achievements and milestones. Our Eat Evithing Awards shine a spotlight on individuals who go above and beyond, recognizing their dedication and impact. We also take joy in celebrating our employees' big life moments, because we believe that being part of a workplace community means sharing in each other's joys.

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 2025 Evitec Solutions' employees participated in the Company Marathon which supports charities for children's physical activities. Evitec Solutions' employees are also well versed in eSports and participated in the Kanaliiga (Corporate League of Electronic Sports) placing first in their league.

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.

Our LEAD (Learn, Engage and Accelerate Development) program for employee career path development help us 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. It also supports our succession planning. It was launched in 2024 but re launched with improvements for concerning career path clarity in beginning of 2026.

Social responsibility and equal values

Evitec Learning Program

In end of 2025, we launched the Evitec Learning Program to strengthen competence development across all units. The program provides structured learning paths in Data, AI, Cloud, and core technologies, combined with a certification reward model to encourage continuous upskilling. It supports both personal development and Evitec's long-term capability needs.

AI Skills & Deep Dive Training

To accelerate our AI readiness, we offered AI Deep Dive training for developers, specialists, and managers. The program included tailored lectures, hands-on exercises, and practical use-case development, supported by pre-training assessments. This initiative elevated our internal AI capability and strengthened our ability to support customers in an evolving technology landscape.

Line Manager Capability Building

During end of 2025 and beginning of 2026, we expanded our leadership training offering through dedicated sessions on performance management, SMART goal-setting, feedback culture, and pay transparency. Additional training opportunities were made available through Elo leadership webinars, ensuring managers receive practical support in developing their teams and strengthening everyday leadership.

Improved Development Discussions & Goal

We enhanced the quality and consistency of development discussions by implementing company-wide expectations for SMART and business-oriented goals. Updated guidelines were introduced in early 2026, supported by manager training and follow-up activities to ensure alignment with Evitec's strategy and individual growth plans.

Enhanced Induction & Onboarding Training

Our induction process was further strengthened with a multi-day onboarding program including product training, ways of working, information security, communication practices, and corporate governance. New employees receive structured guidance, learning materials, and follow-up activities to secure a smooth start and clear understanding of our operations.

SOCIAL

Social responsibility and equal values

Diversity, Equity and Inclusion & Safer Space

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.

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.

SOCIAL

Social responsibility and equal values

Hybrid Working

We see remote and hybrid work as a valuable opportunity to support our employees in choosing the work style that best fits their lifestyle and preferences. Many have found that hybrid working helps them better balance their personal and professional lives, and we're proud to offer that flexibility.

At the same time, we believe that regular in-person interactions are important for maintaining a strong sense of community and connection. That's why we've developed supportive remote working practices, including training sessions and regular opportunities to meet face-to-face.

We also host a variety of events throughout the year—such as our “Thank Your Colleague” campaign, pre-Christmas parties, daily coffee breaks, and weekly breakfasts—to celebrate our shared purpose and foster a sense of belonging.

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.

Target Gender Equality Accelerator Program

In 2024 we joined the Target Gender Equality Accelerator program held by the United Nations Global Compact to strengthen our efforts in advancing gender equality and inclusive leadership. The program supports companies in setting measurable targets for gender balance, equal pay, and inclusive workplace practices – and our work on this continues in 2026.

ESG

Governance



GOVERNANCE

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

Our focus has been on reinforcing financial and organizational structures through diligent financial management. Our previous acquisitions and mergers have further deepened our financial expertise within the IT sector. As we look ahead, we remain committed to exploring both organic and inorganic growth opportunities, building on the stability we have worked hard to achieve.

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.

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 for employees have also been published.

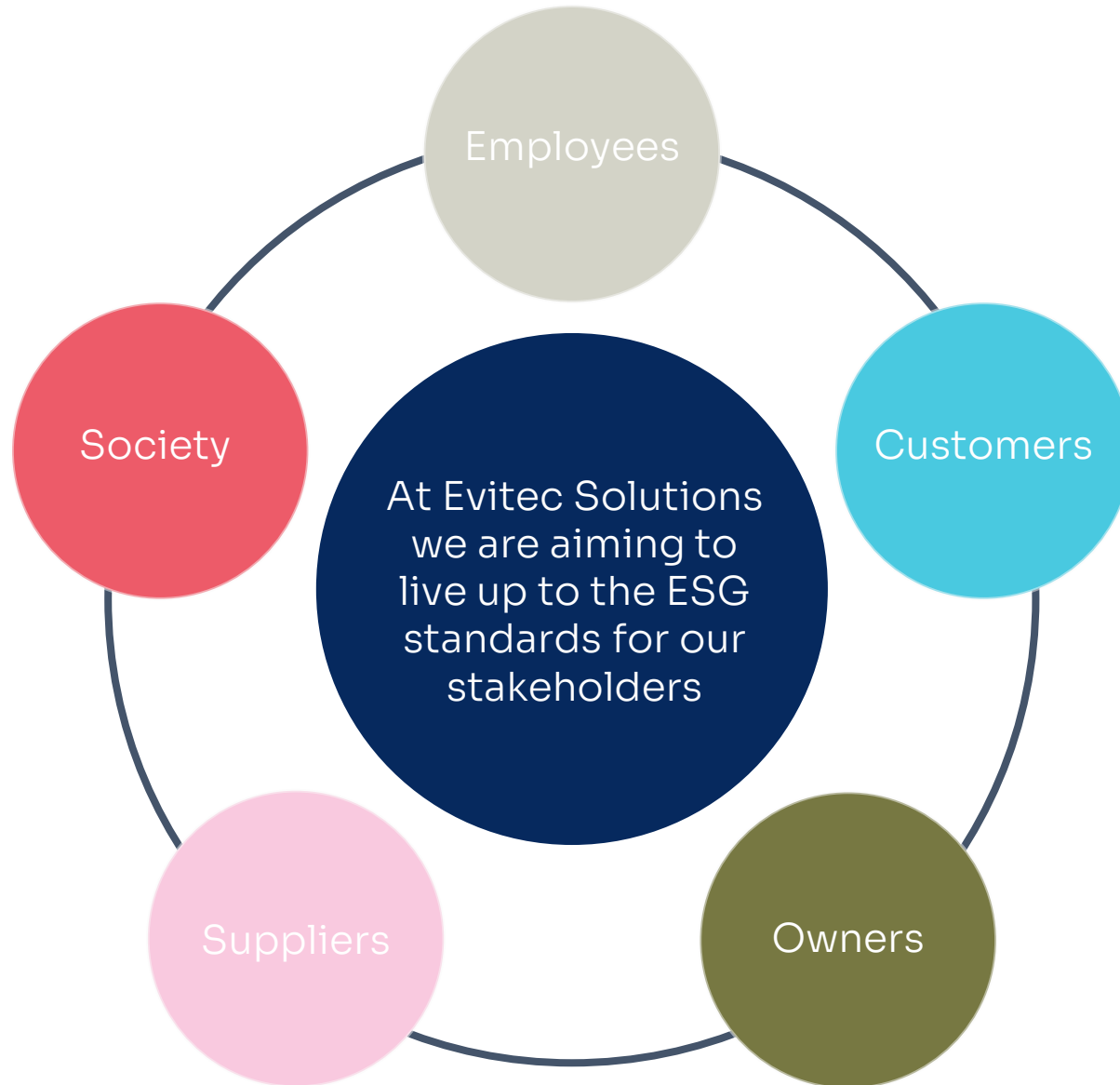
Sustainability and Security in Procurement

We are committed to conducting business only with partners who share our sustainability values and meet our expectations. Our Sustainable Procurement Criteria and Supplier Code of Conduct ensure that we engage with suppliers who support responsible practices across environmental, social, and governance dimensions. This approach strengthens our value chain and enables us to meet the regulatory requirements directed at us and our clients, such as those outlined in DORA and NIS2, by promoting transparency, resilience, and accountability throughout our operations.

Our Stakeholders

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

Our Stakeholders



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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. This innovation is made possible through our Open Innovation Platform (OIP).

Open Innovation Platform (OIP)

We continue to build on Open Innovation Platform (OIP), while also launching innovation processes that expand our offering and enable us to respond more effectively to evolving customer needs. These efforts reflect our commitment to sustainable development and ensure that our solutions remain aligned with both market expectations and regulatory requirements.

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.

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 2024 review, we earned an EcoVadis Silver Medal for our sustainability efforts as our overall ranking exceeded industry averages. Currently, we are in the process for rating 2025, which will be ready in the upcoming months.

Sustainable and Ethical AI

We are committed to using artificial intelligence in ways that are ethical, secure, and sustainable. Our AI Guidelines ensure responsible use by emphasizing data privacy, fairness, and human oversight, while aligning with the “Do no harm” principle and evolving regulations like the EU AI Act. We recognize the environmental impact of AI and support energy-efficient technologies, encouraging innovation that respects both people and the planet. By embedding these values into our AI practices, we aim to build trust, drive progress, and support our clients in a responsible digital future.

Inspiring Innovations in Finance

○ Presenting **Ethical AI**

Ethical AI: Responsible Innovation in Practice

AI is transforming our industry — but transformation without intention can quickly lose its way.

AI is more than a technological shift, it's a test of how we innovate. Innovation without action remains an idea. And action without foresight can lead us astray. So we ask: How can AI solve real problems, not just fuel hype? How do we stay trustworthy, transparent, and ethical, without losing momentum?

Our approach is practical and principles-led. We support financial institutions in applying AI where it has real impact: during the past year, we have been working to automate lending processes, enhance finance industry customer service, and generate smarter analytics. Whether we're identifying bias in underwriting, advising on governance, or streamlining workflows, we act as both guide and builder — always with human oversight, privacy, and fairness in mind.

We align with the EU AI Act and follow ethical AI guidelines. But beyond compliance, we focus on trust: in the data, the models, and the outcomes. That also means considering the full lifecycle of AI, from development to deployment, and working to reduce its environmental footprint through efficient infrastructure and thoughtful design.

Everyone is talking about AI. What sets us apart is how we act: thoughtfully, transparently, and in partnership with our clients.

AI can be powerful. Let's build it with purpose.

Emmaleena Mellanoura
Head of Strategy & Business Development

Key Principles

Focus on
deploying AI
where it creates
tangible value.

Responsible by
design: ethics,
trust, and
regulation built
in.

Smart &
sustainable
tech leads to
responsible
choices &
operational
efficiency.



External Commitments



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.

EVITEC
SOLUTIONS

United Nations Sustainable Development Goals (SDGs)

Primary UN SDGs for us



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**.

Our EcoVadis Rating (2025)

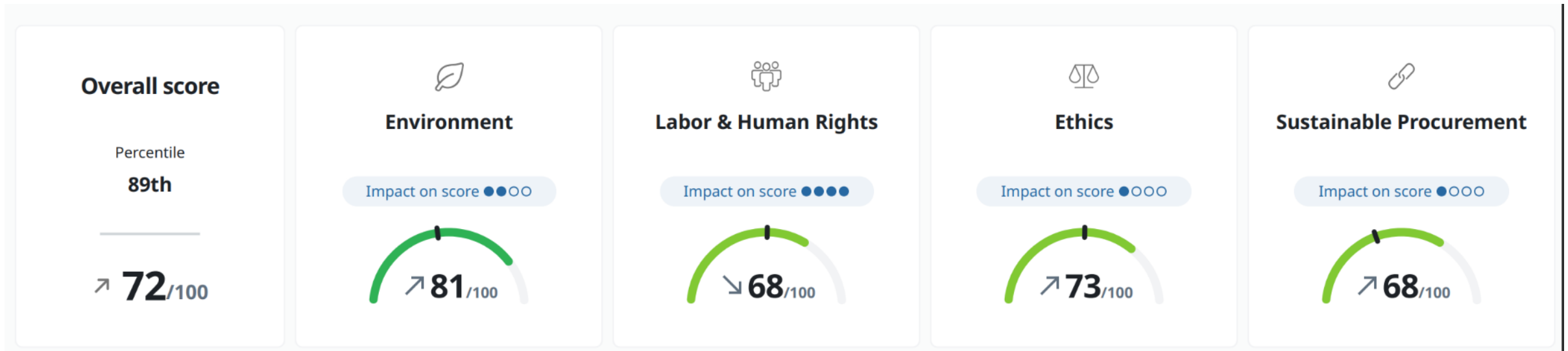


Our EcoVadis Rating - 2025

We are in the middle of EcoVadis rating process for the year 2026. The results will be updated here as the newer rating is available.

Our EcoVadis rating for August 2025 indicates that we are progressing on our sustainability journey, with our scores for each indicator significantly exceeding industry averages. We also improved our overall score compared to last year.

In 2025-2026, we aim to further improve in all these areas by implementing vigorous action plans and applying for certifications.



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 August 2025, 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

↗ **72/100**

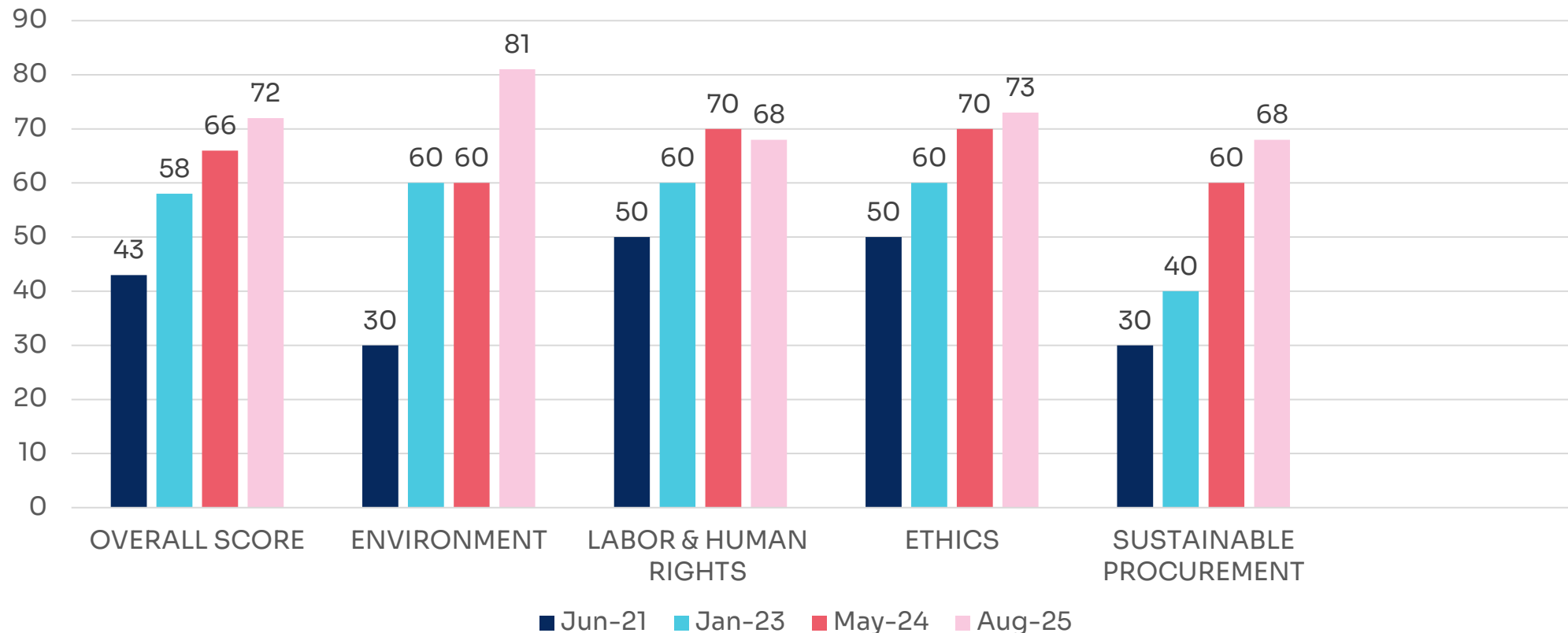
Percentile ⓘ

89th



Development from our last Rating

We have developed in almost all assessment areas since our last rating with the most significant development being under Environment.



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, 2025

EcoVadis Score: Environment

Strengths

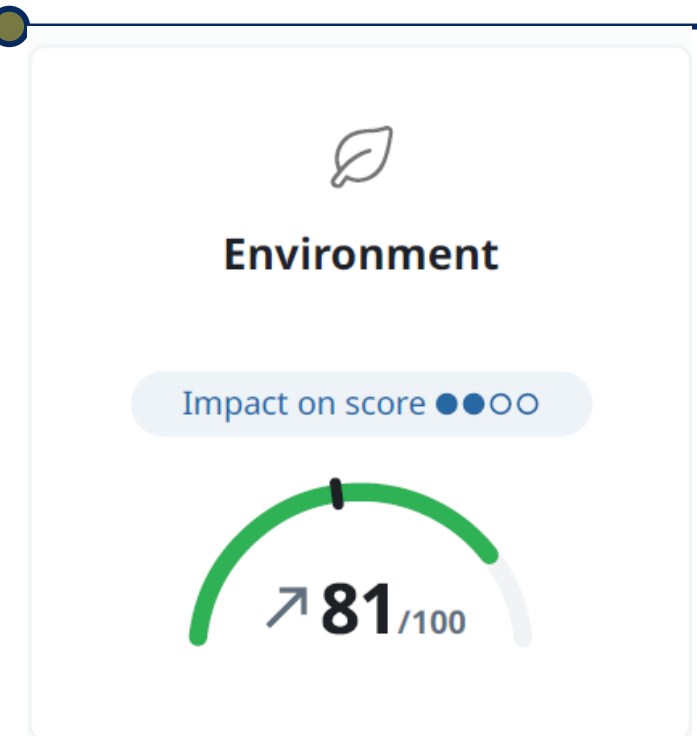
Some of our strengths in the area of the Environment were found to be:

- Quantitative objectives on waste, energy consumption and GHGs
- Exceptional policies on major environmental issues
- Strong emission reporting

Goals for 2026

Some goals for 2026 include:

- Preparing for the Environmental Management System Certification process



EcoVadis Score: Labour & Human Rights

Strengths

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

- Strong policies on labor and human rights issues
- Our Employee Satisfaction Survey
- Flexible organization of work
- LEAD Program

Goals for 2026

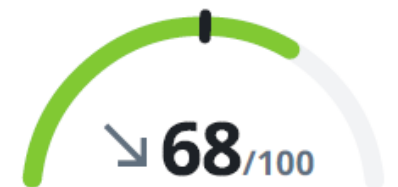
Some goals for 2026 include:

- Defining and meeting targets on labor and human rights issues
- Compliance with the ISO26000 standard



Labor & Human Rights

Impact on score ●●●●



EcoVadis Score: Ethics

Strengths

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

- Comprehensive policies on ethics issues
- Endorsement of the United Nations Global Compact (UNGC)
- Anti-corruption due diligence program on third parties in place
- Whistleblower procedure for stakeholders to report information security concerns

Goals for 2026

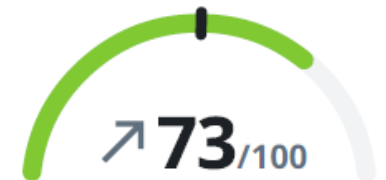
Some goals for 2026 include:

- More conclusive corruption risk assessment documentation



Ethics

Impact on score ●○○○



EcoVadis Score: Sustainable Procurement

Strengths

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

- Comprehensive sustainable procurement policies on both social and environmental factors
- Communicating progress towards the UN SDGs

Goals for 2026

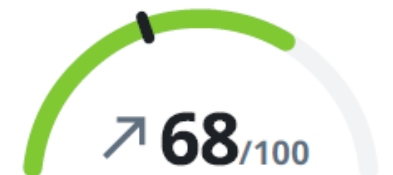
Some goals for 2026 include:

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



Sustainable Procurement

Impact on score ●○○○



Our ISO Journey



ISO Standards: Current Certifications and Future Commitments

2024

ISO 27001

- Evitec Solutions achieved ISO 27001 certification, demonstrating our commitment to robust information security management. This certification ensures that we protect sensitive data, comply with regulatory requirements such as GDPR, DORA, and NIS2, and maintain the trust of our customers and partners. It reflects our proactive approach to risk management and operational excellence in the digital age.

ISO 26000

- Evitec Solutions aligns its operations with the principles of ISO 26000, recognizing that social responsibility is key to long-term sustainability. We are committed to ethical conduct, human rights, environmental stewardship, and community engagement. By fostering an inclusive and transparent culture, we aim to create positive impacts for our employees, stakeholders, and society at large.

Next

ISO 14001

ISO 22301

ISO 42001

- We are aiming towards ISO 14001 certification by implementing a comprehensive Environmental Management System (EMS), including leadership commitment, documented policies and procedures, internal audits, and targeted training

Thank you.

We appreciate your interest in our Sustainability Journey.

For further inquiries, please contact us:

sustainability@evitec.com