ESG Report 2022

ARICOMA Group

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1. Introduction

Message from Chairman of the Executive Committee

It is my pleasure to present to you this ESG report, which outlines our company's commitment to environmental, social, and governance (ESG) practices. Here at ARICOMA, we believe that conducting business in a responsible and sustainable manner is not only the right thing to do but is also essential for long-term success.

In this report, we highlight our efforts to minimise our impact on the environment, promote social well-being, and uphold high standards of corporate governance. We recognise that our actions as a company can have a significant impact on the world around us, and we take our responsibilities seriously.

Our company is pursuing the target of reducing emissions per employee by 20% over the next 5 years. As a result, we are also going to significantly decrease our energy consumption, which will have a positive impact not only on our cost base, but also on the environment.

In general, our ESG initiatives include reducing our carbon footprint, informal support of diversity and inclusion, promoting employee health and safety, and ensuring transparent and ethical business practices. We strive to engage with our stakeholders and listen to their concerns, so that we can continue to improve and make a positive impact in the communities where we operate.

We also consider it a particularly important part of our ESG initiative to support various non-profit organisations or culture as such, being a proud partner National Theatre, Memory of Nations organisation, etc.

We understand that ESG factors are increasingly important to investors, customers, employees, and other stakeholders, and we are committed to integrating these considerations into our decision-making processes. By doing so, we aim to create value for all our stakeholders and contribute to a more sustainable future.

Thank you for taking the time to read this report, and we welcome your feedback and suggestions as we continue to pursue our ESG goals.

If you wish to share your feedback with us, please contact us at sustainability@aricoma.com.

Milan Sameš
Chairman of the Executive Committee
ARICOMA Group

Company profile

ARICOMA Group is a European information technology company that combines the capabilities of its individual group companies to provide customers with high-quality individualised and complex solutions that help them to achieve their goals.

Founded in 2017 with a vision of becoming a major European IT services player, ARICOMA Group offers IT services, via its member companies, to corporate and government clients, including application and software development, integration and implementation of IT systems, managed services, data centres, hardware sale, cyber security services and cloud services.

With its headquarters in Prague (Czech Republic) and more `* core employees globally as of 31 December 2022, the focus is put on digitally progressive North-West European Markets as well as a presence in Eastern Europe and the Balkans to enable for a nearshoring delivery model.

Only core staff without contractors, subcontractors, and interns

Portfolio overview of ARICOMA Group companies:

AUTOCONT

Czech and Slovak system integrator focussed on providing complex IT solutions and services to both the private and public sectors.

- **Founded:** 1990
- **Locations:** 17 cities in Czechia and 6 in Slovakia
- **Partnerships:** Platinum or Gold partnership with main global software and hardware producers, e.g., Microsoft, Dell, Hewlett Packard, IBM.
- **Main portfolio:** Business applications, IT infrastructure, IT architecture and Strategy, IT Outsourcing

C–E–S–E–A

Czech-based custom software developer of key eGovernment systems and industry IoT

- **Founded:** 2021 (as separate entity)
- **Locations:** 4 cities in Czech Republic
- **Partnerships:** main global software and hardware producers, e.g., Microsoft, PTC, Rockwell, Advantech
- **Main portfolio:** eGovernment Applications, LowCode Development and Information Management, IoT Industry Solutions, VERIFIA - Identity and access management platform

AEC

Provider of complex cyber security solutions with a leading position in Czechia and Slovakia

- **Founded:** 1991
- **Locations:** Prague (CZ), Brno (CZ) and Bratislava (SK)
- **Partnerships:** represents and offers products from world-leading cyber security companies, e.g., McAfee, Tesable, RSAMain clients
- **Main portfolio:** Security Technologies, Cyber Defence Centre, Security Assessment, Risk & Compliance

internet projekt

Czech-based provider of web applications, portals, omni-channel, and e-commerce solutions

- **Founded:** 2001
- **Locations:** Headquarters in Prague (CZ)
- **Partnerships:** Sitecore Platinum Partner and Advanced OpenText Partner
- **Main portfolio:** Web portals and applications, E-commerce solutions, Intranet and extranet, Digital transformation, and omni-channel

seavus

Nearshore software development and IT outsourcing company

- **Founded:** 1992 in Malmö, Sweden
- **Locations:** +15 countries (through offices & client relationships) with the main delivery hub in North Macedonia
- **Focus area:** Particular strength in telecom and financial services sectors
- **Main portfolio:** End-to-end Client Software Production, IT Consultancy & Managed Services

Cleverlance

Czech-based custom application developer and provider of IT consultancy services

- **Founded:** 2000
- **Locations:** Prague (CZ), Brno (CZ), Bratislava (SK) and Bremen (DE)
- **Focus area:** High-profile customer portfolio with a strong presence in banking, telco, and manufacturing industries
- **Main portfolio:** Multichannel Banking System, Clever Industry, Mobile Solutions, System Integration, Consultancy, Data Analysis

STRATITEQ

Sweden-based Custom Software Developer, specialised in data analytics and consultative selling

- **Founded:** 2004
- **Locations:** Malmö (SW) and Stockholm (SW)
- **Focus area:** ~75% of revenues from Malmö/Lund area, ~25% revenue from Stockholm-based customers
- **Main portfolio:** Custom software development. Data processing and analytics, Digitization Consultancy

KOMIX«

Czech-based custom application developer and provider of IT consultancy services.

- **Founded:** 1992
- **Locations:** HQ in Prague (CZ), offices also in Mladá Boleslav (CZ) and Brno (CZ)
- **Focus area:** High-profile private sector clients and strong presence in public sector with focus on digitisation projects for ministries, health insurance companies and other public bodies.
- **Main portfolio:** eGovernment, eHealth, Industry, Artificial Intelligence, Internet of Things, Data Analysis

CLEARCODE

Global AdTech & MarTech Development Partner

- **Founded:** 2009
- **Locations:** Wrocław (PL), Katowice (PL) and New York (US)
- **Focus area:** Tech companies, publishers, advertising agencies and brands from around the world
- **Main portfolio:** Custom AdTech & MarTech Platform Development, Data and Analytics Platform Development, AWS Consulting Partner

Developer of next-generation software products and enterprise solutions for major organisations worldwide

- **Founded:** 2000
- **Locations:** Sofia, Burgas, Ruse (BGR), Skopje (MK), Cairo (EG - office opened in June 2023)
- **Focus area:** International companies in the fields of information technology, telecommunications, finance, and the automotive industry
- **Main portfolio:** Software engineering for artificial intelligence, big data, IoT, analytics, cloud, and integration.

IT Services and IT Consulting[1]

- **Founded:** 2022
- **Locations:** Prague (CZ)
- **Focus area:** Provider of SAP consulting services and projects in the Czech and Slovak region.
- **Main portfolio:** SAP expertise, business solutions and services that add significant value to companies, enhance their performance and prosperity.
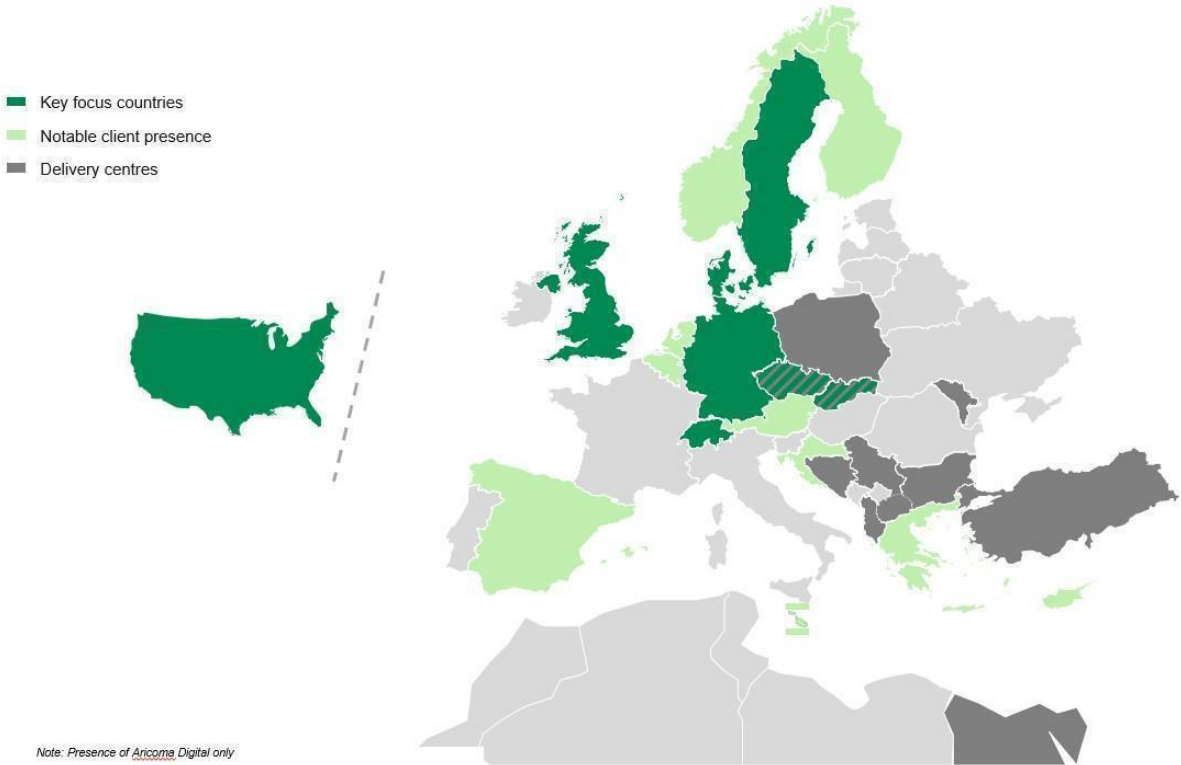
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[1] *Considered immaterial for data analytics presented in this report as the part of the company that joined ARICOMA Group in November 2022 did not involve the whole legal entity.*

Overview of geographical areas with ARICOMA Group's presence

Key focus countries

Notable client presence

Delivery centres

Note: Presence of Aricoma Digital only

Organisational structure of ARICOMA Group

As of 4 January 2023, the holding entity Aricoma Group Holding a.s., is at the top of the organisation structure of ARICOMA Group. Under this holding entity, there are two main branches – Aricoma and Qinshift.

Qinshift is a next-generation IT services player primarily focused on custom software development and UX design and consulting. Clients are mainly large enterprises and governmental organizations from Western Europe, CEE and the US. Private sector clients come mainly from financial services, telecommunications, and industrial verticals. Qinshift includes Seavus, Musala Soft, Cleverlance, Clearcode, Komix Digital and Stratiteq as at 4 January December 2023.

Aricoma provides a broad portfolio of end-to-end IT services including System Integration, Managed IT Services, Cloud & Hybrid solutions, Enterprise Applications, SW & HW resale, Business Process Services and Cyber Security to a variety of clients ranging from large enterprises to central and regional governmental organizations to small and medium-sized businesses. As at 4 January December 2023, it consists of AUTOCONT, CES EA, Internet Projekt, AEC, Komix Systems (Komix s.r.o.) and Sabris, and focuses on advanced IT infrastructure, cloud solutions, a wide range of enterprise applications and cybersecurity.

Compared to the previous reporting period, the main changes were the acquisitions of Clearcode, Musala, and Sabris, all taking place in 2022. Additionally, in January 2023, part of Komix was demerged into Komix Digital.

History at a Glance[2]
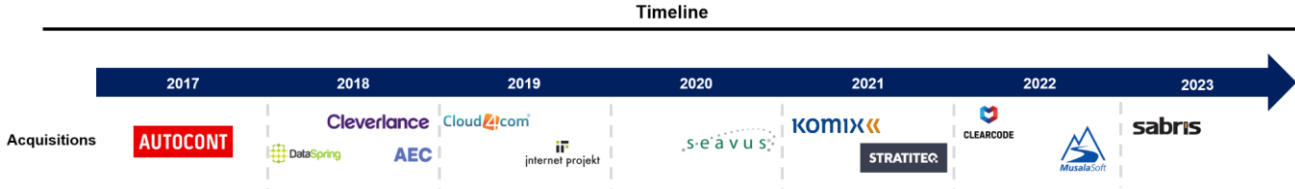
For detailed ARICOMA Group structure, please refer to chapter Governance.

Economic performance

Market Overview and ARICOMA Group Position

Strong macroeconomic drivers accelerated due to the COVID-19 pandemic. As technology becomes the key differentiator across industries, digital experience drives customer acquisition across business to business (B2B) and business to consumer (B2C) relations. Other factors that affect the IT sector are the global shortage of tech specialists, the cloud that is powering the next generation of Data and Analytics, as well as the work from home model that drives a more complex security environment.

Rising inflation rates are having a negative impact on a number of sectors. However, they should have little to no impact on the IT services business, thanks to its cost-plus business model, which has a high ability to pass on higher input costs (including rising salaries for IT professionals) to clients.

Global IT spending reached ~$4.4 trillion in 2022 driven by rapid adoption of digital technologies to meet the demands of today's consumers. Global digital transformation spending is expected to exceed $2.9 trillion by 2025, more than double the amount allocated in 2020.

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[2] *Valid as of 31 December 2022*

Revenue by Geography
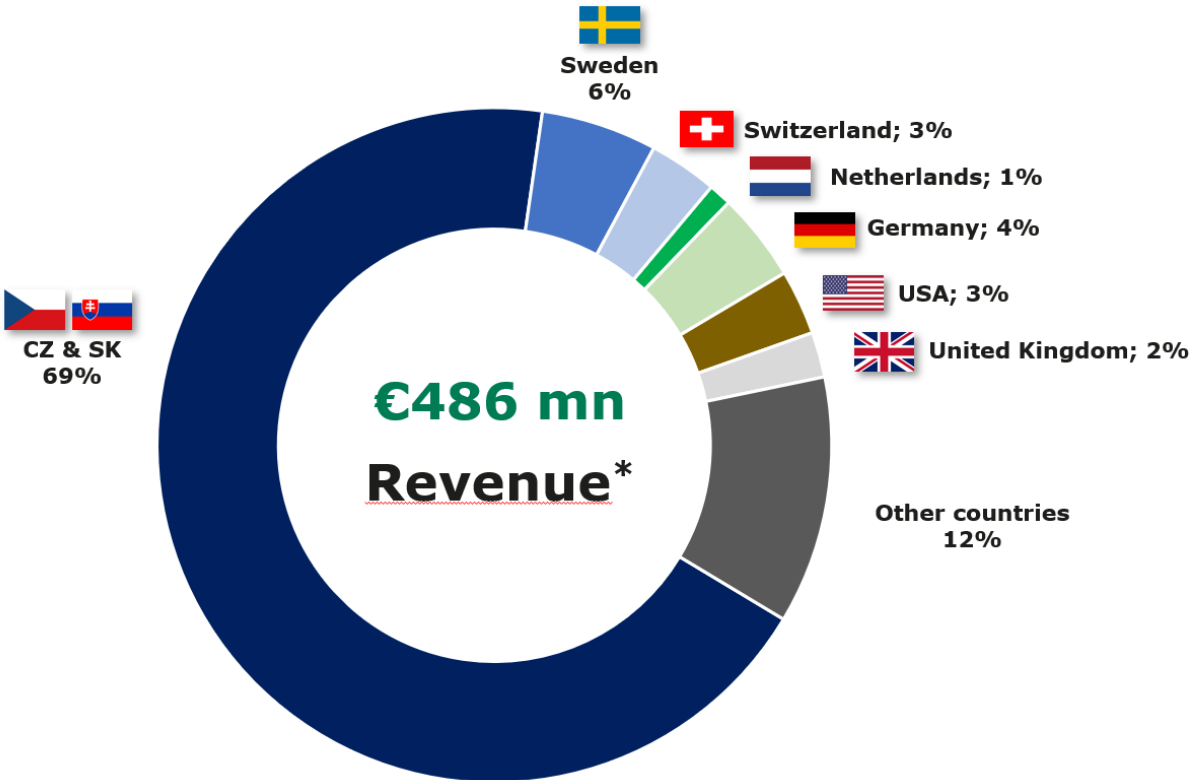
Thanks to the diverse portfolio of our companies, we can serve a wide range of market segments. Our corporate clients are from various sectors including Banking and insurance, Telecommunication, Manufacturing, Business Services, Real Estate, Small & Medium Enterprises, and Enterprise Industry in general. In addition to corporate clients, we also serve government clients from the Healthcare or Social services sectors as well as other public bodies.

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[3] *Pro forma consolidated revenue for 2022 incl. Clearcode and Musala for 12m; EUR/CZK = 25.10, EUR/SEK = 10.17, EUR/PLN = 4.57, EUR/BGN = 1.96*

Direct Economic Value Generated, Economic Value Distributed, Economic Value Retained

thousand EUR	ARICOMA GROUP		
	Jan-Dec 2022	Jan-Dec 2021	Jan-Dec 2020
Revenues			
Total income	485,730	369,453	345,891
Interest income	793	1,801	433
Finance income	4,380	2,633	699
Direct economic value generated	**490,903**	**373,887**	**347,023**
Operating Costs			
Materials and consumables	(181,215)	(145,135)	(135,008)
Services	(104,684)	(7, 819)	(72,684)
Other operating expenses	(10,625)	(6,309)	(5,955)
Employee wages and benefits			
Personnel expenses	(145,320)	(107,690)	(96,184)
Payments to provider of capital			
Finance costs	(19,457)	(8,655)	(6,960)
Dividends PAID	(5,936)	(1,119)	(185)
Dividends paid - majority shareholder	–	–	–
Dividends paid	–	(1,119)	–
Payments to government			
Income tax PAID	(3,492)	(5,647)	(4,256)
Other taxes	(591)	(3,735)	(3,907)
Donations	(244)	(250)	(370)
Economic value distributed	**(471,564)**	**(356,360)**	**(325,509)**
Economic value retained	**19,339**	**17,527**	**21,514**

Note: Pro forma consolidated figures including, CZK/EUR = 24.5.

About the report

ARICOMA Group is issuing the non-financial information within this 2022 ESG Report in accordance with the GRI Standards (2021) covering the reporting period 1 January to 31 December 2022, including the 2019, 2020, and 2021 historical data as comparatives.

Restatement of 2021 carbon footprint data has been made to reflect the recent acquisitions as well as the change of the methodology of base year. Previously, the year 2019 was considered a base year. Since 2022, ARICOMA Group decided to switch to rolling base year (same-year, all year approach) to allow smooth base year recalculations despite frequent acquisitions. Following the principle of a rolling base year (same year, all year approach), data for 2021 are shown twice:

- 2021: without Clearcode and Musala Soft (originally reported in 2021 ESG Report)
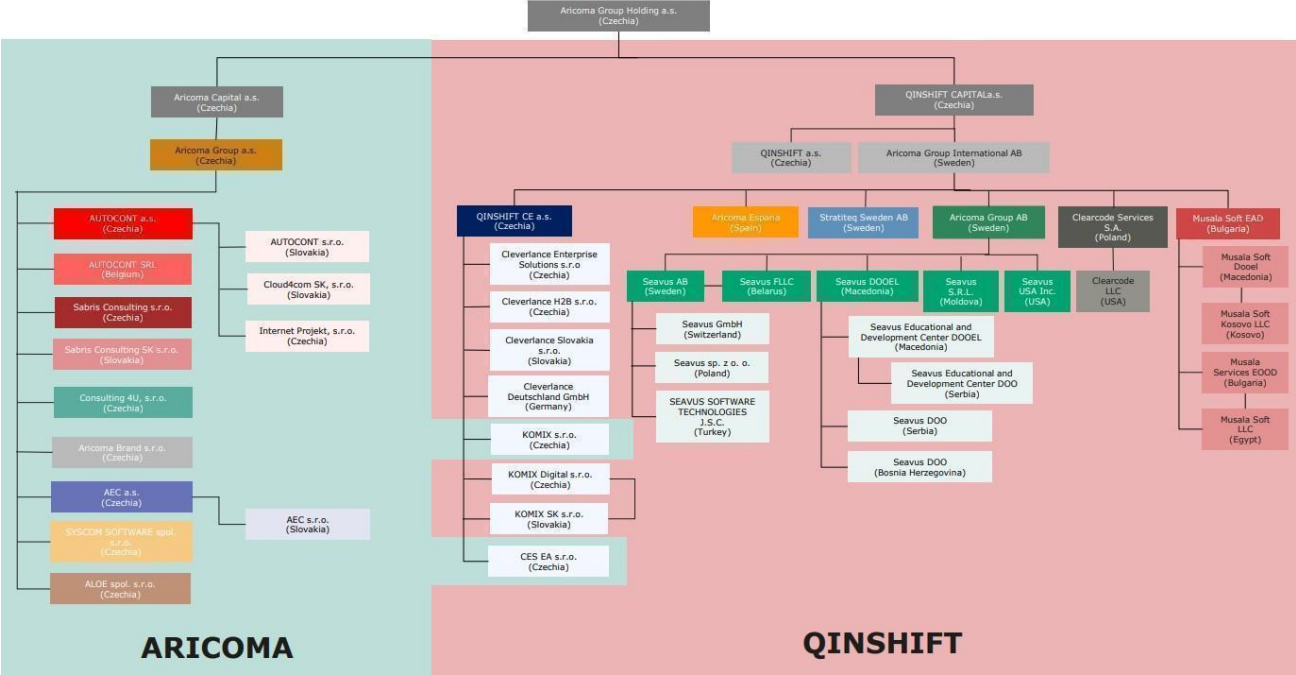- 2021+: including Clearcode and Musala Soft that were acquired in 2022.

ARICOMA Group is not a separate legal entity with consolidated financial statements. The holding entity Aricoma Group Holding a.s., is at the top of the organisational structure. For the purposes of this report, ARICOMA Group is defined as a group of companies under the ownership of KKCG Technologies s.r.o., consisting of entities presented in the Company profile and Governance chapters and on the ARICOMA Group structure presented below. Formally, ARICOMA Group is composed of several companies that have their representatives registered in the respective commercial registers. There are two main sub-holdings: Aricoma Group a.s., (Czech and Slovak operations) and Aricoma Group International AB (international operations and Czech operations under QINSHIFT).

Quantitative data are presented for the whole group, with the exception of entities that are immaterial to the group by all means (number of employees, key financial indicators, size of operations and significance of ESG impacts) or in case the entities did not exist in 2022 or were acquired by ARICOMA Group later than 31 December 2022. The impact of the omitted entities is immaterial to the disclosures and indicators presented in the report.

The scope of the reported entities was determined based on the ARICOMA Group structure as of 31 December 2022 (see below). Unless otherwise specified, the scope is the same across all material topics.

ARICOMA Group structure as of 4 January 2023

Aricoma Group Holding a.s. (Czechia)

ARICOMA

- Aricoma Capital a.s. (Czechia)
  - Aricoma Group a.s. (Czechia)
    - AUTOCONT a.s. (Czechia)
      - AUTOCONT s.r.o. (Slovakia)
      - Cloud4com SK, s.r.o. (Slovakia)
      - Internet Projekt, s.r.o. (Czechia)
    - AUTOCONT SRL (Belgium)
    - Sabris Consulting s.r.o. (Czechia)
    - Sabris Consulting SK s.r.o. (Slovakia)
    - Consulting 4U, s.r.o. (Czechia)
    - Aricoma Brand s.r.o. (Czechia)
    - AEC a.s. (Czechia)
      - AEC s.r.o. (Slovakia)
    - SYSCOM SOFTWARE spol. s.r.o. (Czechia)
    - ALOE spol. s.r.o. (Czechia)

QINSHIFT

- QINSHIFT CAPITAL a.s. (Czechia)
  - QINSHIFT a.s. (Czechia)
  - Aricoma Group International AB (Sweden)
    - QINSHIFT CE a.s. (Czechia)
      - Cleverlance Enterprise Solutions s.r.o (Czechia)
      - Cleverlance H2B s.r.o. (Czechia)
      - Cleverlance Slovakia s.r.o. (Slovakia)
      - Cleverlance Deutschland GmbH (Germany)
      - KOMIX s.r.o. (Czechia)
      - KOMIX Digital s.r.o. (Czechia)
      - KOMIX SK s.r.o. (Slovakia)
      - CES EA s.r.o. (Czechia)
    - Aricoma Espana (Spain)
    - Stratiteq Sweden AB (Sweden)
      - Seavus AB (Sweden)
      - Seavus FLLC (Belarus)
      - Seavus DOOEL (Macedonia)
      - Seavus S.R.L. (Moldova)
      - Seavus USA Inc. (USA)
      - Seavus GmbH (Switzerland)
      - Seavus sp. z o. o. (Poland)
      - SEAVUS SOFTWARE TECHNOLOGIES J.S.C. (Turkey)
      - Seavus Educational and Development Center DOOEL (Macedonia)
      - Seavus Educational and Development Center DOO (Serbia)
      - Seavus DOO (Serbia)
      - Seavus DOO (Bosnia Herzegovina)
    - Aricoma Group AB (Sweden)
    - Clearcode Services S.A. (Poland)
      - Clearcode LLC (USA)
    - Musala Soft EAD (Bulgaria)
      - Musala Soft Dooel (Macedonia)
      - Musala Soft Kosovo LLC (Kosovo)
      - Musala Services EOOD (Bulgaria)
      - Musala Soft LLC (Egypt)

To simplify the data interpretation, the entities have been divided into six main subgroups within this report:

Subgroup	Entity (including country of operation)[4]	Material for ESG reporting	Material for carbon footprint calculation
AUTOCONT	AUTOCONT a.s. (Czechia)	X	X
	AUTOCONT s.r.o. (Slovakia)	X	X
	Internet Projekt, s.r.o. (Czechia)	X	X
	AUTOCONT SRL (Belgium)		
	Sabris Consulting s.r.o. (Czechia)		
	Aricoma Brand s.r.o. (Czechia)		
	Aricoma Group a.s.		
Cleverlance	Aricoma Digital CE a.s. (Czechia)		

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[4] *Entities marked immaterial to ESG reporting - by all means (number of employees, key financial indicators, size of operations and significance of ESG impacts), entities marked immaterial to carbon footprint calculation - no significant emission sources.*

Subgroup	Entity (including country of operation)[4]	Material for ESG reporting	Material for carbon footprint calculation
	Aricoma Espana (Spain)		
	Cleverlance Enterprise Solutions s.r.o. (Czechia)	X	X
	Cleverlance H2B s.r.o. (Czechia)	X	X
	Cleverlance Deutschland GmbH (Germany)		
	CES EA s.r.o. (Czechia)	X	X
	Cleverlance Slovakia s.r.o. (Slovakia)	X	X
	KOMIX s.r.o. (Czechia)	X	X
	KOMIX Digital s.r.o. (Czechia)		
	KOMIX SK s.r.o. (Slovakia)		
	AEC a.s. (Czechia)	X	X
	AEC s.r.o. (Slovakia)	X	X
Seavus	Seavus AB (Sweden)	X	X
	Seavus GmbH (Switzerland)	X	
	Seavus FLLC (Belarus)	X	X
	Seavus DOOEL (Macedonia)	X	X
	Seavus Educational and Development Centre DOOEL (Macedonia)	X	X
	Seavus Educational and Development Centre DOO (Serbia)		
	Seavus DOO (Bosnia Herzegovina)	X	X
	Seavus DOO (Serbia)	X	X
	Seavus S.R.L. (Moldova)	X	X
	Seavus USA Inc. (USA)	X	

Subgroup	Entity (including country of operation)[4]	Material for ESG reporting	Material for carbon footprint calculation
	Seavus Sp. z o. o. (Poland)	X	
	SEAVUS SOFTWARE TECHNOLOGIES J. S. C. (Turkey)	X	X
	Aricoma Group AB (Sweden)		
Stratiteq	Stratiteq Sweden AB (Sweden)	X	X
Clearcode Services S.A	Clearcode Services S. A (Poland)	X	X
	Clearcode LLC (USA)		
Musala Soft AD	Musala Soft DOOEL (Macedonia)	X	X
	Musala Soft EAD (Bulgaria)	X	X
	Musala Services EOOD (Bulgaria)		
	Musala Soft Kosovo LLC (Kosovo)		
	Musala Soft LLC (Egypt)		

Entities marked immaterial to ESG reporting are immaterial (number of employees, key financial indicators, size of operations and significance of ESG impacts).

Entities marked as immaterial to carbon footprint calculation did not have significant emission sources such as physical offices, data centres, company cars or other significant source of emissions and they are therefore out of the scope of the calculation.

The calculation also excludes Seavus Sp. z.o.o. (Poland), this entity is considered non-material as the office was established at the end of 2021 and there were only 10 employees by the end of 2021. There were no company cars or other significant sources of emissions. The calculation also excludes Sabris Consulting s.r.o., (Czechia) as only a part of the company was acquired by Aricoma Group a.s., (Czechia) during 2022. See the details in ARICOMA Group GHG Inventory Report.

The financial information presented in this report was compiled from financial statements of the ARICOMA Group components (individual entities or sub-groups). Financial information is also presented for 2021 and 2020 as comparative.

Non-financial information was collected from the components' internal systems (IT, HR, office facility management, car fleet management, purchasing, finance and governance) and from external partners (office landlords, suppliers, waste management companies).

Most of the data in this report originates from measurement, systems, and primary records.

In cases where the data were not available, we included a reasonable estimate. If an estimate represents a material proportion of the reported indicator, it is further explained in the body of the report. Non-financial data cover the full 12-month period of 2022, irrespective of the acquisition date of the entities.

This report was reviewed by ARICOMA Group Executive Committee.

Audit assurance according to ISAE 3410 has been provided by the independent auditor, PricewaterhouseCoopers Audit, s.r.o., over the Carbon Footprint Calculation.

[The Independent practitioner's limited assurance report](#) is an integral part of the 2022 ESG report.

The International IT industrial benchmark was used to perform the materiality assessment. The assessment was performed by the top management of the company and by a group of responsible leaders in ESG-related areas across territories. The stakeholder expectations, considerations and concerns were considered at the level of information known at the time of report preparation.

Moreover, we present the commitment to UN Sustainable Development Goals and Targets, which we have based on priorities identified by the materiality analysis performed in the reporting period.

In the interest of double materiality, we have begun to assess ESG-related risks and opportunities not only to assess our impact on ESG, but also the impact on our organisation of ESG and the transition to a green economy.

We value your feedback, and we are happy to answer questions relating to this report or any concerns you may have regarding sustainability practice at ARICOMA Group.

Please contact us at: sustainability@aricoma.com

Materiality Analysis

Material topics

Topics that are material to ARICOMA Group emerged because of in-depth internal analysis. The topics have been identified based on the industry specifics, value chain understanding, evaluation of importance of these areas, definition of current availability of data indicators, needs and interests of external and internal stakeholders, positive and negative impacts analysis as well as risk and opportunities for the group within the ESG area. The results of the materiality analysis have been approved by ARICOMA Group management.

Using the most common ESG concept, the topics have been organised into three categories: Environmental, Social and Governance and subsequently grouped into key sustainability areas. We perceive these topics and areas as key and with immense potential for future development in terms of reducing the negative impact and enhancing the positive impact of our operations.

	Key ESG area	Topic	GRI Reference
Environment			
	Carbon Footprint & Emissions	Emissions	GRI 305
	Energy & Fuel	Energy & Fuel	GRI 302
	Waste and Water	Waste	GRI 306
		Water	GRI 303
Social			
	Employee care	Recruiting & Turnover	GRI 401
		Employee care	GRI 401
		Performance evaluation	GRI 404
		Parental leave	GRI 401
		Education & training	GRI 404
		Health and work life balance	GRI 403
		Diversity and Non-discrimination	GRI 405

	Local Communities	Charities and Non-profit	GRI 413
Governance			
	General	General Governance disclosures	GRI 2
	Purchasing	Purchasing	GRI 2-6
	Compliance	Customer privacy (GDPR)	GRI 418
		Data security and management	
	Business ethics and economic performance	Collective bargaining	GRI 2-30
		Anti-corruption	GRI 205
		Technology & innovation	
		Profile info Economic performance	GRI 201

Stakeholders

Over the course of the last several years, we observe significant growth in stakeholder interest in ESG topics. ESG aspects are becoming focal points of our investors and clients. Also, as the young generations have been asserting themselves, our current employees, and talents that we strive to attract, want to work for a company that is driven by ESG values.

The priorities of following external and internal stakeholders are considered when we build our future ESG direction:
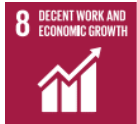
- Shareholders
- Customers
- Employees
- Suppliers
- Government and EU organisations, policy makers and regulators
- Local communities
- Investors
- NGOs
- Academia, Research
- Industry partners, Industry associations

Sustainable Development Goals

A collection of 17 interlinked global goals called Sustainable Development Goals (SDGs) were set up in 2015 by the United Nations General Assembly to be a "blueprint to achieve a better and more sustainable future for all" by the year 2030.

ARICOMA Group identified the following SDGs as potential areas where the group can positively contribute to the global efforts.

SDG	GOAL	TARGET	NAME	ARICOMA Group MATERIAL TOPICS
3 GOOD HEALTH AND WELL-BEING	Goal 3. Ensure healthy lives and promote well-being for all at all ages	3.3	By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases, and other communicable diseases	> home office > eHealth platform > coaching programme and a helpline with professional counsellors
4 QUALITY EDUCATION	Goal 4 – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship	> Internal continuous education > Society education support – IT upskilling programmes for children and adults
		4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development	> Sustainability awareness events for employees > Code of conduct > Compliance basics e-learning > coaching for team leaders and delivery managers
7 AFFORDABLE AND CLEAN ENERGY	Goal 7 – Ensure access to affordable, reliable, sustainable, and modern energy for all	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix	Electricity from renewable resources
		7.3	By 2030, double the global rate of improvement in energy efficiency.	Energy efficiency measures
8 DECENT WORK AND ECONOMIC GROWTH	Goal 8 – Promote sustained, inclusive, and sustainable	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high value added and labour-intensive sectors	> implementation of a modern solution for EU VAT tax reclaims.

		8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Code of Conduct
	economic growth, full and productive employment, and decent work for all	8.10	Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance, and financial services for all	> Migration of Česká spořitelna to the Microsoft 365 platform > EURO currency support
	Goal 12 – Ensure sustainable consumption and production patterns	12.2	By 2030, achieve the sustainable management and efficient use of natural resources	Purchasing and waste management
		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	Paperless company, reselling of IT equipment to employees, waste sorting and recycling, food waste to biogas, municipal waste to energy
	Goal 13 – Take urgent action to combat climate change and its impacts	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Sustainability awareness events for employees
	Goal 16 – Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels	16.5	Substantially reduce corruption and bribery in all their forms	Anti-corruption training
		16.6	Develop effective, accountable, and transparent institutions at all levels	Customer privacy

ESG-related risks and opportunities

We understand that ESG-related risks have substantive impact on our business and have therefore started working on ESG risk management by identifying current and potential risks, classifying them, developing an outline of mitigation measures, and anticipating future trends. Similarly, we also recognise opportunities to our business brought by business transition to a more sustainable economy and our impressive performance within ESG.

Risks:

Type	Sub-category	Name of the risk	Mitigation action	Classification Short term	Classification Medium term	Classification Long term
Transition	Policy and legal	Regulation and/or pricing of GHG emissions and subsequent increases in energy and fuel costs, increases in the cost of carbon credits and expansion of Emission Trading System and Carbon tax could lead to increased expenses of our data centres, offices, business travel and supplier pricing	Considering decarbonisation KPIs, decrease of energy consumption, energy efficiency, carbon offsetting, utilisation of renewable energy, utilising e-mobility in the company fleet, carbon credits while developing and updating future group ESG strategy	Low	Medium	High
Transition	Policy and legal	Enhanced emissions reporting obligations related to disclosures	Monitor the upcoming CSRD and EU Taxonomy requirements, prepare transition plan to fulfil the requirements, investment to comply with regulations and to meet stakeholders' expectations, disclose sustainability related information in format required by current legislation and stakeholders	Medium	High	High
Transition	Policy and legal	Emerging data centre energy rules in the EU market driven by EU Taxonomy	Monitor regulation related to energy consumption of data centre and requirements	Low	Medium	Medium

Type	Sub-category	Name of the risk	Mitigation action	Classification Short term	Classification Medium term	Classification Long term
			on design, future alignment with EU Taxonomy			
Transition	Reputation	Negative stakeholder feedback relating to data privacy incidents, AML, conflict of interest, whistleblowing	Active stakeholder engagement, maintain and communicate the channels for raising concern, transparent disclosure of ESG data, adequate PR strategy	Medium	Medium	Medium
Physical	Chronic	Frequent heat waves leading to higher energy consumption	Gradually upgrade the air-conditioning systems to achieve higher effectiveness.	Low	Low	Low
Physical	Acute	Storm, tornado causing damage of data centres and/or offices	Periodically review business continuity plans	Low	Low	Low

Note: short-term relates up to 5 years from the reporting year, medium-term more than 5 to 10 years, long-term to more than 10 years, but no later than 2050.

Opportunities:

Sub-category	Name of the opportunity	Action to leverage the opportunity
Energy efficiency	Developing software and IT infrastructure with lower energy demand in comparison with our competitors	Focus on innovative products and software that have an important level of energy efficiency
Market opportunities	Higher customer demand based on ARICOMA Group's ESG performance	Proactive and transparent disclosures of ESG data, regular stakeholders' assessments, development of a group ESG strategy
Human capital	Improved talent attraction, employee engagement, satisfaction, and retention through ESG performance and reporting	Proactive and transparent disclosures of ESG data, regular stakeholders' assessments, development of group ESG strategy

2.   Environment

The ARICOMA Group constantly strives to preserve a healthy and undamaged environment for present and future generations. The environmental challenges we face today are significant, and we seek to reduce the negative impacts of our operations and find sustainable methods to maximise our positive environmental impact throughout the life cycle of our products and services.

One of our highest priorities is to reduce the carbon footprint of our products and services. One of the methods we are undertaking to achieve this is by taking steps to increase energy efficiency, the usage of recycled and recyclable materials that are produced using low-carbon energy. We are focussing on resource efficiency and optimising consumption. Part of our operations are powered by green energy, which represented approximately 10% of our total purchased electricity consumption (including electric vehicles) in 2022 (compared to 8% of green energy in 2021). We are helping to reduce our environmental burden by replacing combustion engine vehicles with electric vehicles whenever possible.

Digitalisation is especially important in our industry, and we are utilising it to maximise our environmental impact in a positive way. We are constantly working to improve our technology and services to help our clients make the essential transition to low-carbon technologies.

Environmental compliance

To be perceived as an environmentally ethical company, we ensure that our environmental management system is compliant with all applicable legislative requirements. Potential risks caused by our activities are identified, managed, and mitigated by addressing the environmental aspects and impacts. Our environmental management system is in accordance with the requirements of local legislation. In addition to that, the following entities have been certified according to ISO 14001:2015 standard: AUTOCONT a.s, AUTOCONT s.r.o., Internet Projekt s.r.o., Cleverlance Enterprise Solutions s.r.o., Cleverlance H2B s.r.o., CES EA s.r.o., Cleverlance Slovakia s.r.o., KOMIX s.r.o., Musala Soft EAD, Seavus DOOEL, Seavus DOO and Seavus FLLC. In these entities, potential environmental risks are identified, managed, and mitigated by addressing the environmental aspects and impacts.

Environmental education

Because we believe that reducing our environmental impact and our carbon footprint depends on properly educating our employees, ARICOMA Group regularly provides educational training for its employees in this area.

- Seavus provides all employees with an environmental awareness system course so that we understand the importance of the environment and can respect and engage in environmental activities on an individual level. Currently, annual training courses are held where the focus is on basic knowledge of ISO standards.
- Clearcode aims to raise awareness and promote sustainable practices among employees. They provide an overview of the importance of environmental stewardship and the role of individuals in promoting sustainability. Also, the

education of employees on the significance of energy saving activities, waste reduction and recycling, water conservation, sustainable transport and sustainable purchasing is particularly important. They introduce green IT practices that promote energy efficiency and reduce electronic waste to employees.

Carbon footprint and emissions

We recognise that most human activities contribute to climate change and concur with the findings of current climate science as described in the latest assessment report from the Intergovernmental Panel on Climate Change (IPCC). Responsible behaviour towards the environment starts with an understanding of the current impact of our activities relating to the calculation of our carbon footprint.

Cleverlance was the first Czech IT company to systematically calculate its carbon footprint. They were quickly followed by the other companies within the ARICOMA Group. We strive to understand the baseline state to the maximum possible and subsequently can design and drive effective strategies towards more sustainable company practices.

As mentioned in the section About the report, restatement of the 2021 carbon footprint data has been made in order to reflect the recent acquisitions of Clearcode and Musala Soft. Currently, we present two variants across all carbon footprint results – 2021 (without Clearcode and Musala Soft, originally reported in 2021 ESG Report) and 2021+ (including Clearcode and Musala Soft that were acquired in 2022). See the section About the report for detailed info. More information on the carbon footprint methodology used is available in the GHG Inventory report.

In 2022, Scope 1 emissions slightly decreased compared to the previous year. Although Scope 1 emissions from vehicle combustion slightly increased since the previous year, there was a significant decrease in the stationary combustion compared to the 2021 values. Following the decreasing tendency in recent years, there were no fugitive emissions in 2022 as no leakages of cooling agents were reported.

The steep increase in Scope 2 emissions compared to 2021 reflects the rise of Scope 2 emissions in all three categories: electric vehicles, purchased electricity, and purchased heat.

Reported Scope 3 GHG emissions are based solely on emissions associated with waste generation. Compared to 2021, emissions from waste generation grew in 2022.

Although the total carbon footprint in tCO_2e increased compared to 2021, the value of emission intensity remains stable. Emission intensity is calculated from emissions in scopes 1, 2, and 3 per the number of employees.

ARICOMA Group - GHG emissions:

Source of emissions	GHG Emission [tCO2e]				
	2022	2021+	2021	2020	2019
Scope 1	1 343,74	1 354,21	1 352,05	1 417,82	1 962,08
Scope 2	4 132,24	2 782,89	2 537,02	2 551,09	3 011,52
Total Scope 1 + 2	5 475,98	4 137,10	3 889,07	3 968,91	4 973,60
Scope 3	103,59	68,28	59,53	92,27	50,97
Scope 1 + 2 + 3 intensity [tCO2e per employee]	1,49	1,26	1,49	1,58	2,09

Note: Scope 3 values cover only emissions associated with waste generation. For scope 2 emissions calculations, the market-based method was used. More detailed overview of the scope 2 emissions including comparison of both methods can be found in the GHG Inventory report.

Aricoma Group - GHG emissions - Scope 1 by activity [tCO2e]
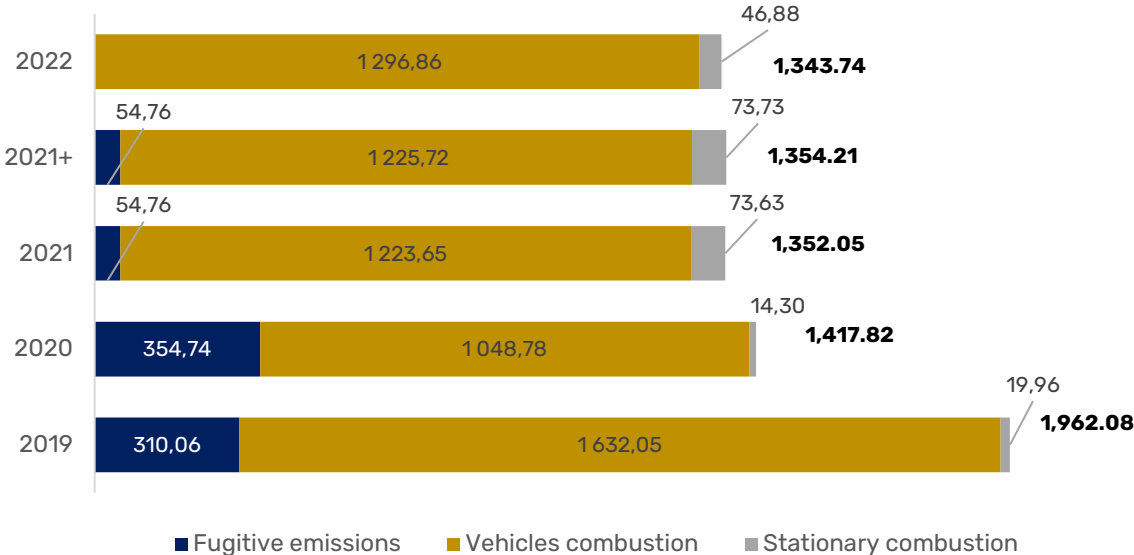
Scope 1 emissions come from the vehicles we operate, from the combustion of fossil fuels for heat generation and, to an exceedingly small extent, for backup power generators, as well as from refrigeration and air conditioning equipment (HFCs). Scope 1 emissions are expected to decrease with the transition to low-emission energy sources.

The decrease in Scope 1 emissions in 2022 is driven by two factors – the first one being there were no fugitive emissions – this is because there were no refrigerant leaks reported in 2022. The second factor, lower emissions from stationary combustion compared to previous years, is mainly caused by a decrease in both diesel and natural gas consumption in AUTOCONT.

In Scope 2, we report emissions from purchased electricity and purchased heat; we also include electric vehicle charging in this scope. The use of combustion engine vehicles was replaced with the use of electric vehicles to a greater extent compared to previous years in Cleverlance, which led to an increase in Scope 2 emissions in this category. Regarding

purchased electricity and purchased heat, there was a significantly higher consumption of both in AUTOCONT which can be associated with new locations and the updated methodology for heat accounting.

Aricoma Group – GHG emissions – Scope 2 by activity [tCO2e]

Year	Purchased electricity	Purchased heat	Electric vehicles	Total
2022	3 671,28	452,13	8,83	4,055.68
2021+	2 403,43	376,59	2,87	2,782.89
2021	2 227,80	306,35	2,78	2,537.02
2020	2 151,89	399,20	0,01	2,551.09
2019	2 525,15	486,37		3,011.52

■ Purchased electricity ■ Purchased heat ■ Electric vehicles
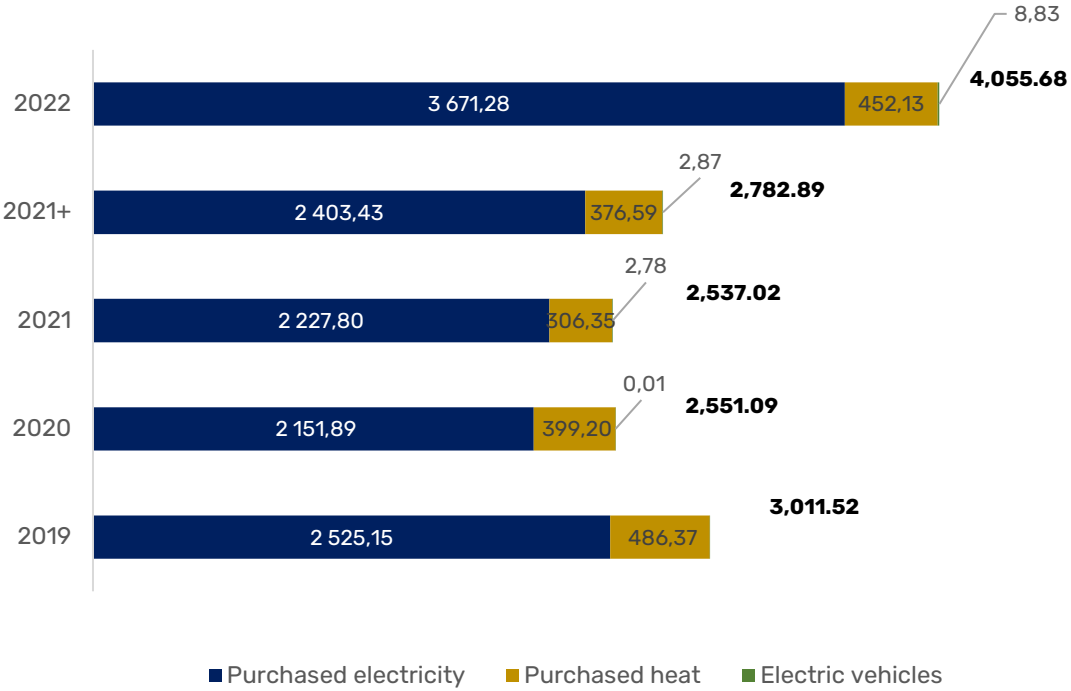
Aricoma Group – GHG emissions – Scope 1, Scope 2 by subgroup [tCO2e]

AUTOCONT
Year	Scope 1	Scope 2	Total
2022	906,48	2 924,54	3 831,01
2021	893,64	1 708,17	2 601,82
2020	865,03	0,00	
2019	1 314,46	0,00	

Clearcode
Year	Scope 1	Scope 2	Total
2022	0,00	74,03	74,03
2021	0,00	78,51	78,51
2020	0,00		
2019	0,00		

Cleverlance
Year	Scope 1	Scope 2	Total
2022	422,91	288,62	711,53
2021	427,31	291,14	718,45
2020	234,56	320,29	554,85
2019	314,76	332,58	647,33

Musala
Year	Scope 1	Scope 2	Total
2022	1,95	231,90	233,85
2021	2,17	167,35	169,52
2020	0,00		
2019	0,00		

Seavus
Year	Scope 1	Scope 2	Total
2022	12,19	608,63	620,82
2021	29,96	533,63	563,59
2020	317,38	660,48	977,86
2019	331,05	855,91	1 186,96

Stratiteq
Year	Scope 1	Scope 2	Total
2022	0,22	4,52	4,74
2021	1,13	4,09	5,22
2020	0,85		
2019	1,81		

■ Scope 1 ■ Scope 2

In 2022, the most significant increase in Scope 3 emissions is related to an increase in emissions from waste production in AUTOCONT. While the total amount of waste in AUTOCONT is similar to the total amount of waste in 2021, the related emissions are significantly higher. This is due to the increase in the amount of non-recyclable waste in the category "Other" that is generally connected with a higher emission factor.
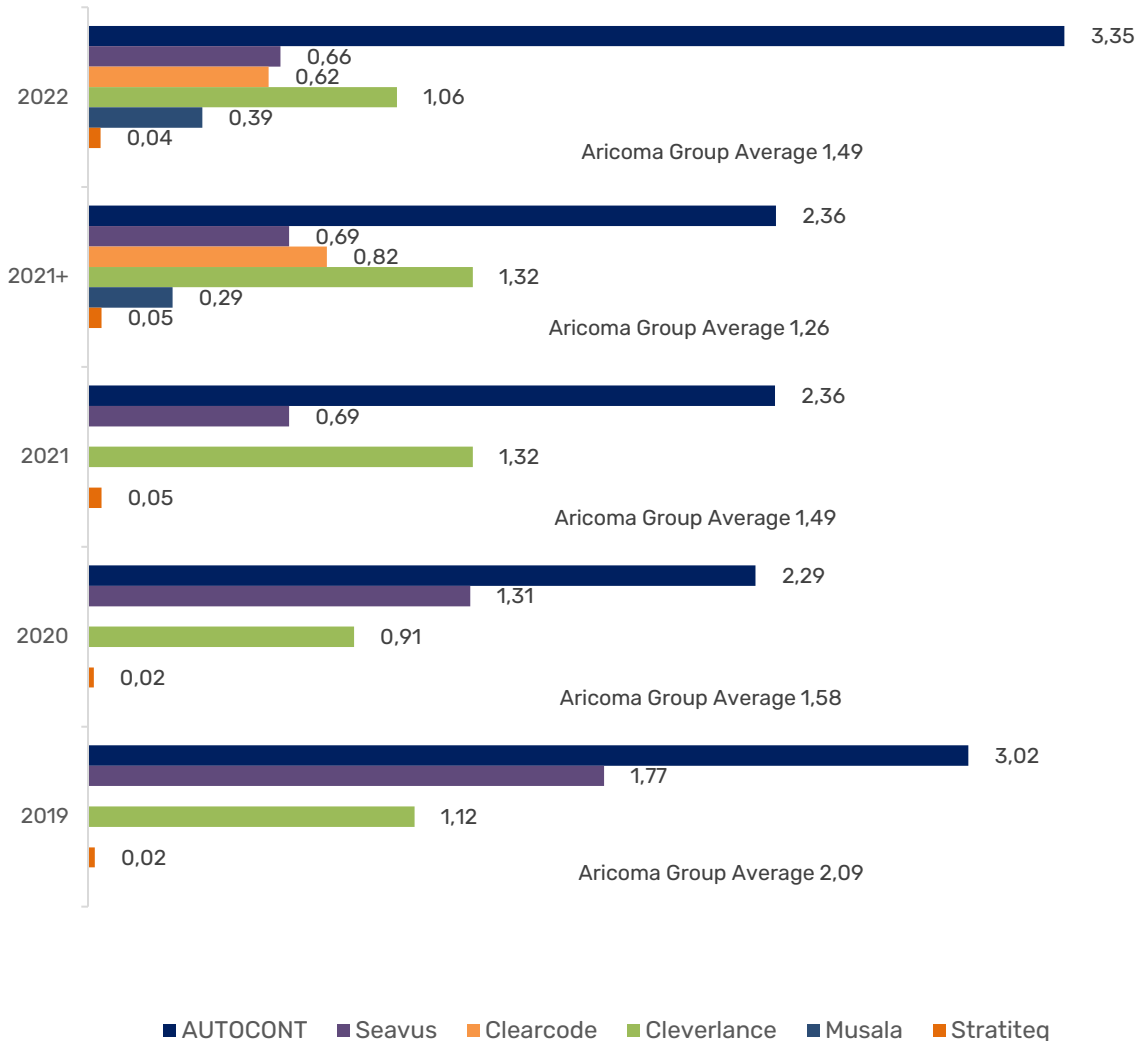
Aricoma Group - GHG emissions - Scope 3 [tCO2e]

Year	Value
2022	103,59
2021+	68,28
2021	59,53
2020	92,27
2019	50,97
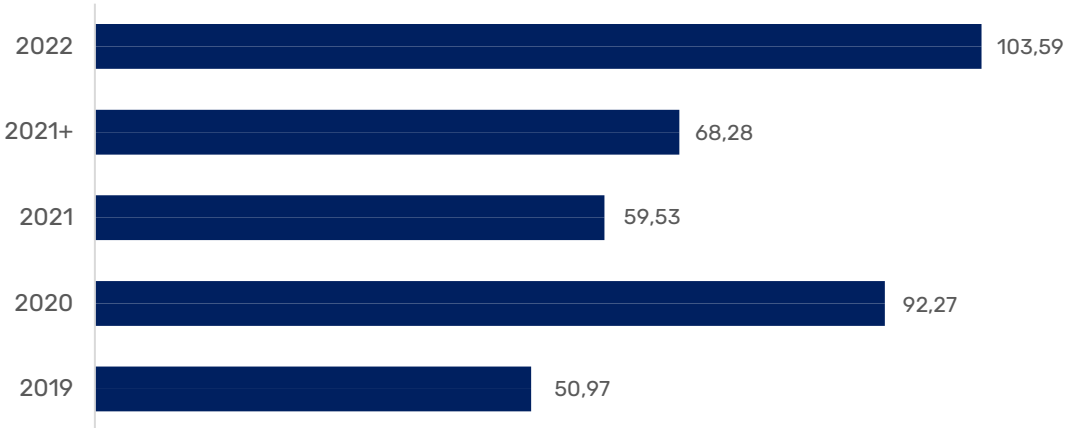
ARICOMA Group - GHG emission intensity per employee [tCO2e/employee]
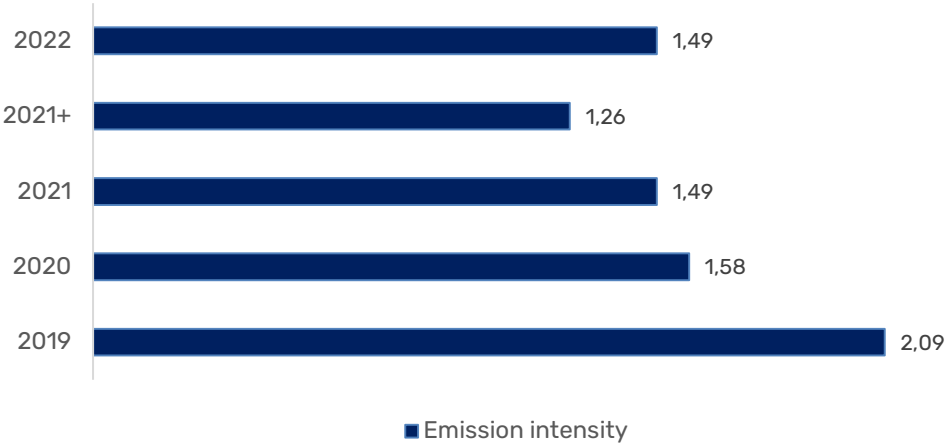
Year	Value
2022	1,49
2021+	1,26
2021	1,49
2020	1,58
2019	2,09

■ Emission intensity

Note: Emission intensity values were based on Scope 1, Scope 2, and Scope 3 emissions. Scope 3 values only cover emissions associated with waste generation. Workers that are not employees have not been considered here.

ARICOMA Group – GHG emission intensity per employee by subgroup [tCO2e/employee]

2022
- AUTOCONT: 3,35
- Seavus: 0,66
- Clearcode: 0,62
- Cleverlance: 1,06
- Musala: 0,39
- Stratiteq: 0,04

Aricoma Group Average 1,49

2021+
- AUTOCONT: 2,36
- Seavus: 0,69
- Clearcode: 0,82
- Cleverlance: 1,32
- Musala: 0,29
- Stratiteq: 0,05

Aricoma Group Average 1,26

2021
- AUTOCONT: 2,36
- Seavus: 0,69
- Cleverlance: 1,32
- Stratiteq: 0,05

Aricoma Group Average 1,49

2020
- AUTOCONT: 2,29
- Seavus: 1,31
- Cleverlance: 0,91
- Stratiteq: 0,02

Aricoma Group Average 1,58

2019
- AUTOCONT: 3,02
- Seavus: 1,77
- Cleverlance: 1,12
- Stratiteq: 0,02

Aricoma Group Average 2,09

Legend: ■ AUTOCONT ■ Seavus ■ Clearcode ■ Cleverlance ■ Musala ■ Stratiteq

Note: Emission intensity values were based on Scope 1, Scope 2, and Scope 3 emissions. Scope 3 values cover only emissions associated with waste generation. Workers that are not employees have not been considered here.

Business trips

In 2022, the frequency of business trips was comparable to 2021. The circumstances of the COVID-19 pandemic have forced us to reassess our travel planning management. Replacing business trips with virtual meetings, favouring ground transport over air transport, and optimising the use of company cars are practices that have become standard in communication between us and our clients and suppliers. This change has taken place quite naturally and has been supported by the economic advantages of working online. Before arranging a business trip, digital alternatives must always be considered. For meetings that require travel, the meeting organiser must be able to clearly justify why the meeting cannot be conducted as a distance meeting.

Business trips are allowed mainly in cases where it is necessary to ascertain the technical condition. In the event of there being a need to travel, we prefer a means of transport that has the least impact on the environment, preferably public transport.

To optimise resource usage, AEC utilises pool cars extensively and prioritises travelling in larger groups when using company vehicles for business trips. The company makes every effort to coordinate business trips, minimising the need for excessive vehicle usage. Emphasising sustainable practices, they strongly encourage the use of public transport for business-related travel.

Stratiteq encourages employees to use the train, especially between its offices in Stockholm and Malmö.

Electromobility

At ARICOMA Group, we see the move away from combustion engine cars as an obvious change. This move is driven primarily by our need to reduce the overall carbon footprint of all our companies, but also supported by EU decisions that strongly support electro-mobility and reflect transport emission reduction targets. In preparation for this transformation, we are gradually renewing our fleet and installing new charging stations at our sites and car parks. Currently, Cleverlance, KOMIX and Stratiteq utilise electric vehicles within the company fleet.

- In 2022, additional charging stations were installed in the Prague office and an additional fifteen in Bratislava. Cleverlance increased the share of electric vehicles in its fleet in 2022. In addition to utilising electric cars in its Czech offices, the first electric vehicle is also used in Slovakia office.
- At Stratiteq, we have an automotive policy that encourages lease car owners to think more about the environment when choosing a car. Cars are leased for three years, so replacement under the lease is gradual. Substantial influence on the change in the fleet is found in greater awareness of electromobility and support from the authorities, which offer lower car taxes to EV users. Compared to 2019 when Stratiteq leased approximately 19 petrol/diesel cars, while the current fleet includes 1 petrol car, 6 hybrid cars and 4 electrical cars.

In terms of fleet management, we always seek to include the life cycle of the cars being considered to maintain a proper balance between increasing the share of new cars meeting the latest sustainability requirements but also utilising the current fleet for a reasonable period of time.

Employee commuting

To reduce the environmental impact of commuting, we fully support working from a home-office for all jobs that allow this method of working. Having the choice between working from home and commuting to the office also makes it easier for people to have a better work-life balance. To further promote green commuting, we encourage our employees to cycle, scooter, or even walk to work where possible and offer safe bike parking for all.

- Cleverlance and KOMIX employees have regularly participated in the Bike to Work project since 2014. We have a fully equipped bike room in our offices in Brno and

Prague. This country-wide initiative tries to motivate as many people as possible to learn to use a bike as a regular urban means of transportation (alternatively to walk or run) to contribute to cleaner air and more pleasant, safer, and healthier cities.

- AEC is committed to fully supporting working remotely, which not only reduces the number of people commuting by car, but also contributes to a significant reduction in the carbon footprint. The option to choose between working from home or coming to the office enables employees to achieve a better work-life balance. Additionally, some employees who prefer working from the office choose to commute by bike, promoting sustainable transportation practices.
- At Clearcode, they plan to organise training programmes, workshops, and awareness campaigns on sustainability and carbon footprint reduction. All of this is to encourage employee suggestions and recognise their contributions to sustainability efforts.

Energy and fuel

Energy consumption

Total energy consumption consists of the electricity and heat that we purchase from local utilities as well as electricity and heat that we generate, in lesser amounts, directly in our operations.

Electricity consumption in office buildings shows fluctuations depending on meteorological parameters, working hours and the number of employees. Overall, the electricity consumption data shows an increasing trend across all the clusters in 2022, with the most noticeable rise in AUTOCONT. Except for AUTOCONT where the heat consumption went up in 2022 based on the change in methodology, the heat consumption in the rest of companies was comparable to the previous year.

ARICOMA Group - Total energy consumption [MWh]

Year	Purchased electricity	Electricity generation	Purchased heat	Heat generation	Total
2022	6 094,69	21,52	2 862,08	227,77	8 370,50
2021+	4 697,41	88,95	2 397,38	287,14	7 470,89
2021	4 350,57	88,95	1 985,98	286,71	6 712,22
2020	4 036,41	7,10	2 527,72	68,46	6 639,69
2019	4 425,46	17,40	2 977,53	85,39	7 505,78

■ Purchased electricity ■ Electricity generation ■ Purchased heat ■ Heat generation
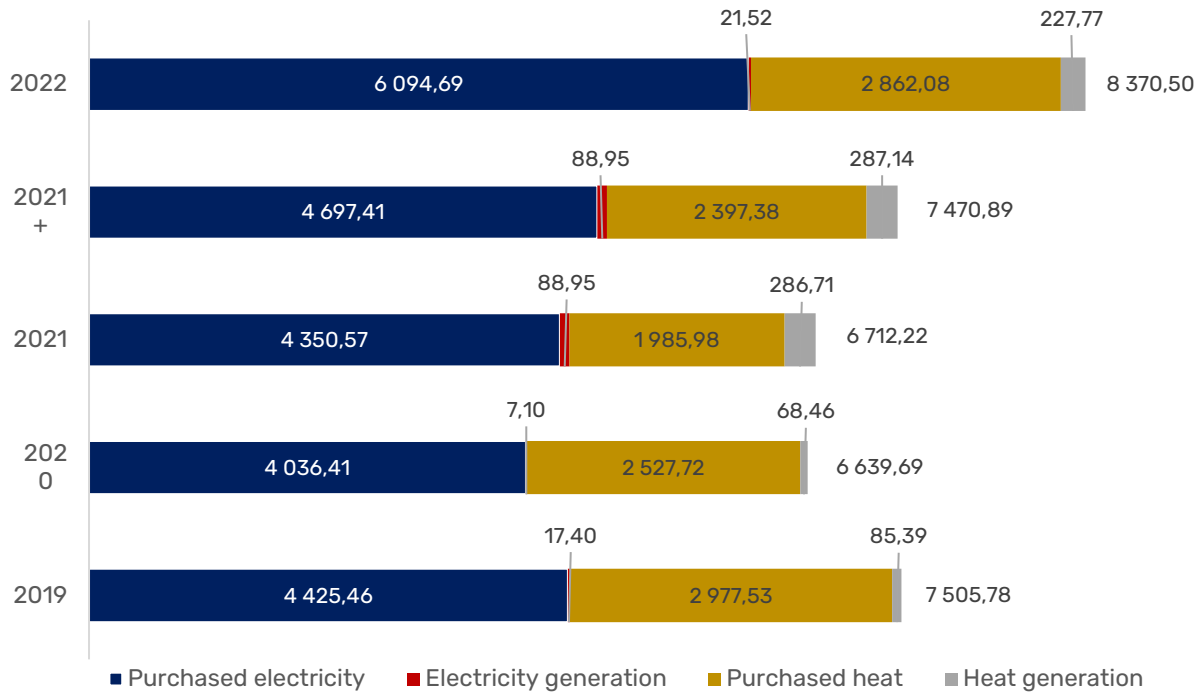
Note: Total energy consumption was based on purchased electricity, purchased heat, fuel consumed for electricity and heat generation. Fuel consumed by the fleet has not been included.

ARICOMA Group - Heat purchased for consumption by subgroup [MWh]

Year	AUTOCONT	Clearcode	Cleverlance			Total
2022	1 384	181	791	252	240 (14)	2 862
2021+	1 011	210	719	201	215 (42)	2 397
2021	1 011		719		215 (42)	1 986
2020	1 531		730		215 (51)	2 528
2019	1 997		715		215 (50)	2 978

■ AUTOCONT ■ Clearcode ■ Cleverlance
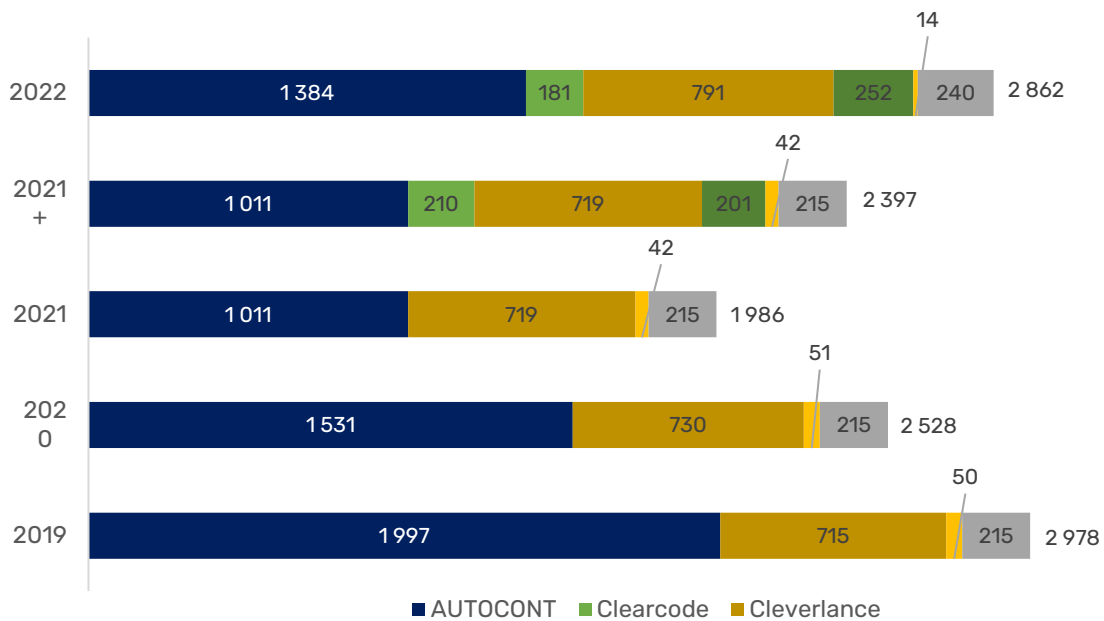
Note: Purchased heat for consumption presented in MWh. Data were estimated partially - see details in the GHG inventory report.

ARICOMA Group - Energy intensity per employee by subgroup [MWh/employee]

2022
- AUTOCONT: 4,79
- Clearcode: 1,71
- Cleverlance: 2,51
- Musala: 1,01
- Seavus: 0,78
- Stratiteq: 2,73
- Aricoma Group Average 2,23

2021+
- AUTOCONT: 3,83
- Cleverlance: 2,58
- Seavus: 0,90
- Stratiteq: 2,62
- Aricoma Group Average 2,24

2021
- AUTOCONT: 3,83
- Cleverlance: 2,58
- Seavus: 0,90
- Stratiteq: 2,62
- Aricoma Group Average 2,57

2020
- AUTOCONT: 3,78
- Cleverlance: 1,94
- Seavus: 1,39
- Stratiteq: 2,61
- Aricoma Group Average 2,58

2019
- AUTOCONT: 4,38
- Cleverlance: 2,10
- Seavus: 2,09
- Stratiteq: 2,94
- Aricoma Group Average 3,12

Legend: ■ AUTOCONT ■ Clearcode ■ Cleverlance ■ Musala ■ Seavus ■ Stratiteq

Note: Energy intensity per employee was based on purchased electricity, purchased heat, fuel consumed for electricity and heat generation. Fuel consumed by the fleet has not been included here. Workers that are not employees have not been considered here.

Renewable energy

Electricity is a critical resource for our operations, reducing the amount of consumption is in some cases impossible and would not be in line with sustainable development. It is therefore important to reduce energy consumption from non-renewable sources and utilise green energy. In this case, the availability of green energy must be considered, as we operate internationally in different countries that have different renewable energy supply options. In general, we are already using or planning to switch to renewables where possible.

- In Stratiteq's office, the electricity is 100 % renewable from water, wind, and nuclear. The office is heated centrally, and 88% of the heat is produced from waste, residual waste gas, rest heat, and flue gas condensation produced in a local controlled plant. Stratiteq's premises have been powered by renewable energy for the last 12 years.

- Prague office in Palmovka (occupied by AEC a.s., Cleverlance Enterprise Solutions s.r.o., and Cleverlance H2B s.r.o.) purchases energy only from renewable sources through the purchase of Guarantee of Origin.

ARICOMA Group – total electricity purchased for consumption by renewable source [MWh]

2022	632,66
2021	351,60
2020	53,70
2019	66,77

■2022 ■2021 ■2020 ■2019
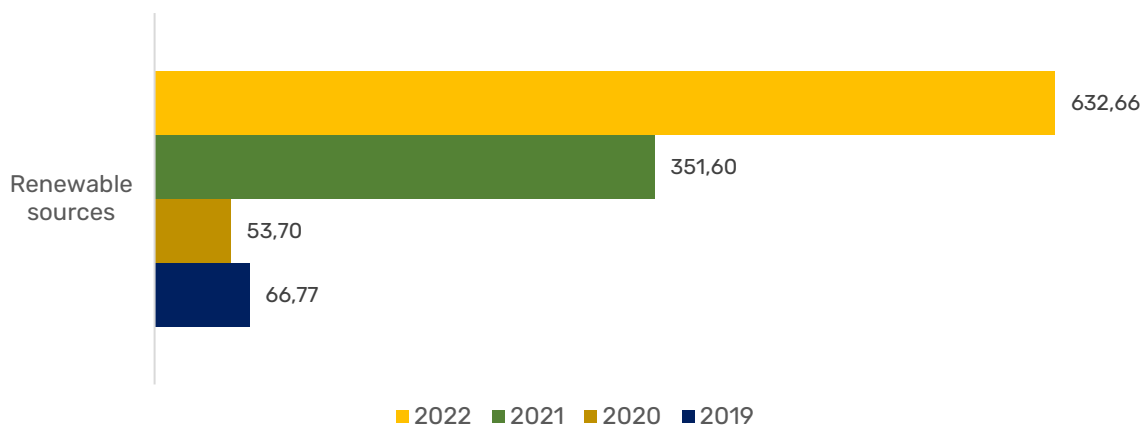
Note: the amount of electricity purchased from renewable sources is displayed only from certified sources. In 2021, only Cleverlance and Stratiteq used renewable resources. In 2022 renewable energy was used by Cleverlance, Stratiteq and AEC.

Energy efficiency

Energy efficiency is the priority in all our locations. Emissions associated with energy consumption are among the most significant and there is a strong focus on reducing them. The aim is therefore to continuously improve the energy efficiency of our operations. Our efforts to reduce energy consumption include the installation of efficient lighting and related electrical equipment, the installation of insulation solutions and, last but not least, improving the energy efficiency of our data centres.

- The most significant aspect is the efficiency of the data centres. One of our data centres in Lužice, Czech Republic, owned by AUTOCONT and operated by DataSpring Cloud Services (former DataSpring s.r.o.), was built in 2015 at a high industry standard, requiring low energy demand. Environmental efficiency is also not left out of the process of designing data centres for our clients. Virtualisation and consolidation of servers enables savings in a client's CAPEX expenses but also significantly increases the expandability of the data centre, reduces space requirements, and finally reduces electricity and cooling demands.
- As the COVID-19 pandemic in 2022 has transitioned to an endemic phase, an upward trend in electricity consumption is exhibited, compared with 2021, in almost all offices, except for Brest where Seavus cancelled the rental agreement. To prevent excessive energy consumption in some offices, such as the Skopje office, the HVAC systems were closely monitored and activated depending on the employment attendance rate on a daily basis. The same principle was applied with

lighting by purchasing energy-efficient LED lights for the newly refurbished office, using LED lighting efficiently, and turning lights off after working hours or for the spaces that are not occupied such as kitchens, restrooms, or meeting rooms, and corridors and taking advantage of natural sunlight when possible.
Also, they advise switching off the equipment when possible (not leaving it on standby).

- Stratiteq only uses LED lights on its premises, supplemented by energy saving lamps.
- Cleverlance also uses standard measures like LED lights, sensors, and equipment with lower consumption in its premises. In addition, a smart automatization system for heating and cooling is being used.
- AEC benefits from sharing office buildings with other companies within the ARICOMA Group across two branches. This arrangement leads to reduced electricity consumption compared to if AEC had separate buildings for each branch.

- At Clearcode, they educate employees on the significance of energy conservation and ways to reduce energy consumption. The company provides tips for energy-efficient practices such as turning off lights and equipment when not in use, utilising power-saving features on computers, and optimising energy settings. An important change was the decision to stop using computers equipped with Intel processors and choose computers based on AMD processors as the primary platform. This made it possible to almost double the computers' performance while reducing their energy consumption by 50%.
- Energy efficiency is one of Musala Soft's main priorities and for that reason, they strive to encourage new and more efficient practices such as replacing onsite business meetings and other types of company events with virtual ones; encouraging the use of public transport; low energy-demand equipment, and efficient lighting.

Fuel consumption

We use the fuel mainly to power our fleet of vehicles and a small amount to generate electricity. Fleet fuel consumption in 2022 increased by approximately 0.98 % compared to the previous year. To maintain the downward trend, we encourage car sharing for business travel.

- AEC regularly replaces older cars with new ones via operative leasing. In AEC, commuting in larger groups in cars is fully supported.
- From the environmental perspective, Seavus is taking care to optimise travelling by company car (car sharing) or always flying in economy class, with low-emission airlines and by avoiding layovers.
- The new trend shows a significant increase in the number of plug-in cars as well as electric cars.
- Electric mobility is one of the key topics of the future when it comes to making road travel sustainable. In recent years, we have significantly expanded our fleet in all entities. As is shown in the chart below, there has been a massive increase in plug-in hybrid vehicles.

- Online meetings at Clearcode eliminate the need for participants to travel, especially over long distances. This reduction in travel results in lower fuel consumption and fewer greenhouse gas emissions from vehicles, thereby reducing the carbon footprint. From the original 2 plug-in hybrids and one electric vehicle, the fleet has grown to 3 plug-in hybrid vehicles and 5 electric vehicles. The consumption of diesel decreased because of this change and by petrol cars.

Aricoma Group - total fuel consumed by fleet by type [litres]
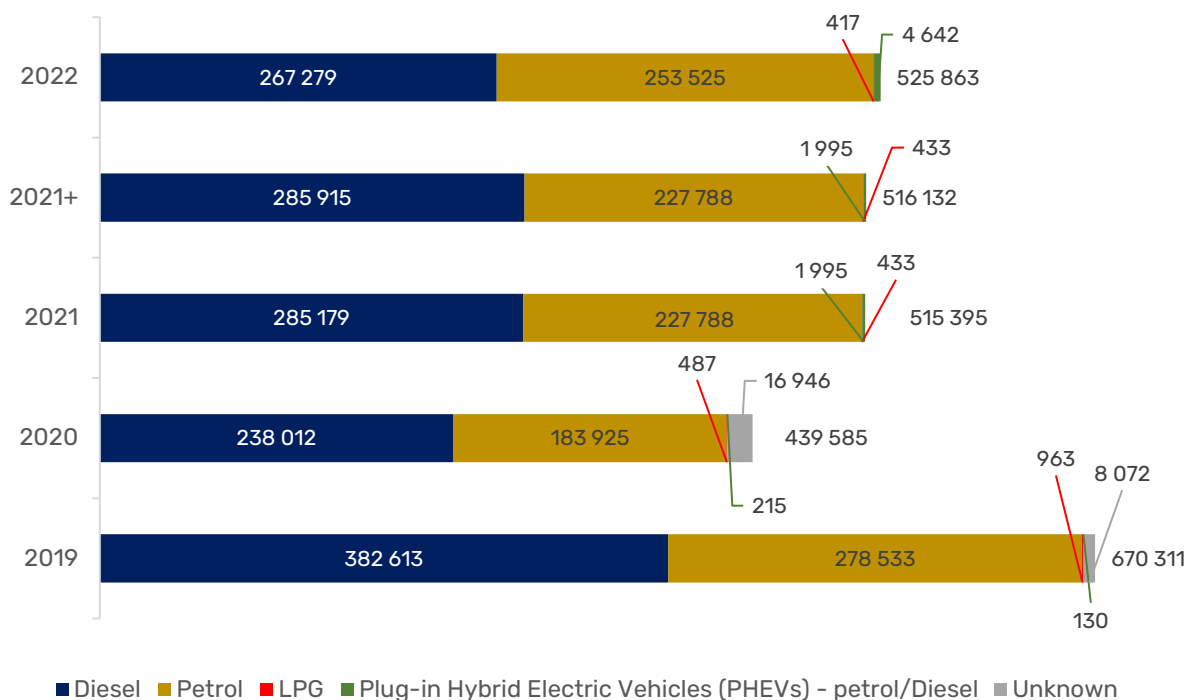
	Diesel	Petrol	LPG	Plug-in Hybrid Electric Vehicles (PHEVs) - petrol/Diesel	Unknown
2022	267 279	253 525	417	4 642	525 863
2021+	285 915	227 788	433	1 995	516 132
2021	285 179	227 788	433	1 995	515 395
2020	238 012	183 925	487	215	16 946 / 439 585
2019	382 613	278 533	963	130	8 072 / 670 311

Note: Estimated consumption for Stratiteq Sweden AB (Sweden) based on km using average car consumption in Sweden.

Total consumption of fuel in the company fleet did not increase because of the use of more plug-in hybrid vehicles and fully electric vehicles in 2022.

Aricoma Group – total fuel consumed by fleet by subgroup [litres]
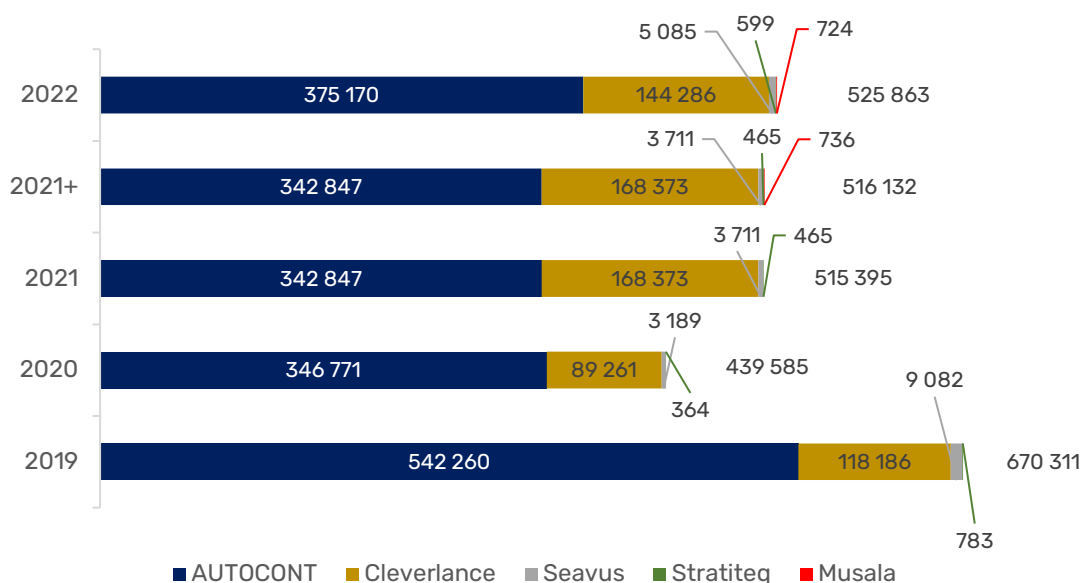
Year	AUTOCONT	Cleverlance	Seavus	Stratiteq	Musala	Total
2022	375 170	144 286	5 085	599	724	525 863
2021+	342 847	168 373	3 711	465	736	516 132
2021	342 847	168 373	3 711	465		515 395
2020	346 771	89 261	3 189	364		439 585
2019	542 260	118 186	9 082	783		670 311

Note: Estimated consumption for Stratiteq Sweden AB (Sweden) based on km using average car consumption in Sweden.

Waste and circular economy

The circular economy is a sustainable model that extends the optimisation of the life cycle value of products and services. Over the past years, we have put circular economy principles into daily practice and made them part of our sustainable corporate DNA.

ARICOMA Group's waste management programme is based primarily on waste management hierarchy. Our waste management philosophy is driven by the rules "Prevent, Reduce, Reuse, Recycle'' which is considered within all aspects of our work.

Across ARICOMA Group's corporate activities we are reducing the amount of waste we produce, which is evident in our statistical results. By increasing the number of entities and therefore the number of employees, the total amount of waste production slightly increased. Besides the usual waste separation (paper, plastic, Tetra Pak, glass), we also separate electronic waste and bring the importance of this to our employees' attention.

- To curb plastic waste, two of AEC branches have adopted environmentally friendly practices. Instead of relying on plastic bottles for beverages, they have installed filtered water dispensers for still water and machines for sparkling water.
- To reduce the amount of plastic waste at Musala Soft, they encourage employees to use glass bottles and cups.

As our companies are mostly based in office buildings, waste removal and disposal are predominantly arranged through the landlords in cooperation with local waste management companies. Therefore, in some cases, waste data is not available for each tenant, and the values are based on calculations provided by the landlord or on averages of comparable entities within the subgroup.

ARICOMA Group – Waste generated by category [t]

Year	Hazardous waste	Other waste	Total
2022	29,85	264,02	293,87
2021+	47,51	253,09	300,60
2021	47,33	234,66	281,99
2020	54,52	179,57	234,09
2019	40,20	212,61	252,81

■ Hazardous waste ■ Other waste
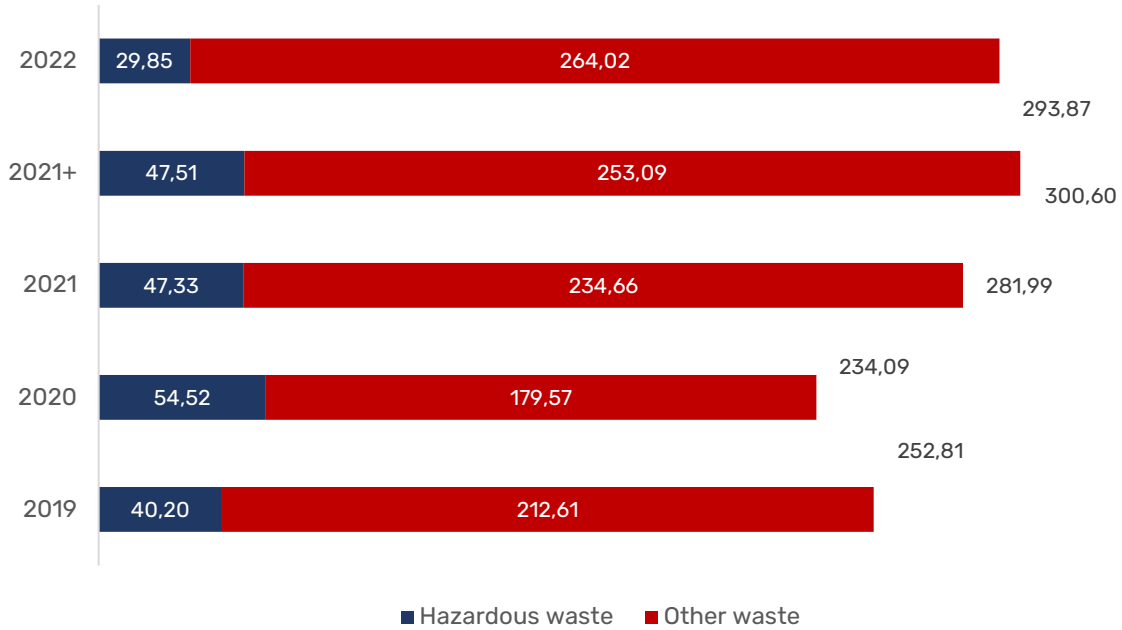
ARICOMA Group – Other waste generated by category [t]

Year	Municipal waste	Paper	Plastic	Glass	Wood	Total
2022	216,42	32,67	13,69	0,86	0,35	264,02
2021+	203,40	35,40	12,85	1,43		253,25
2021	188,56	33,68	11,33	1,09		234,66
2020	141,06	26,33	10,76	1,08		179,57
2019	164,57	32,67	12,99	2,03		212,61

■ Municipal waste ■ Paper ■ Plastic ■ Glass ■ Food waste ■ Wood
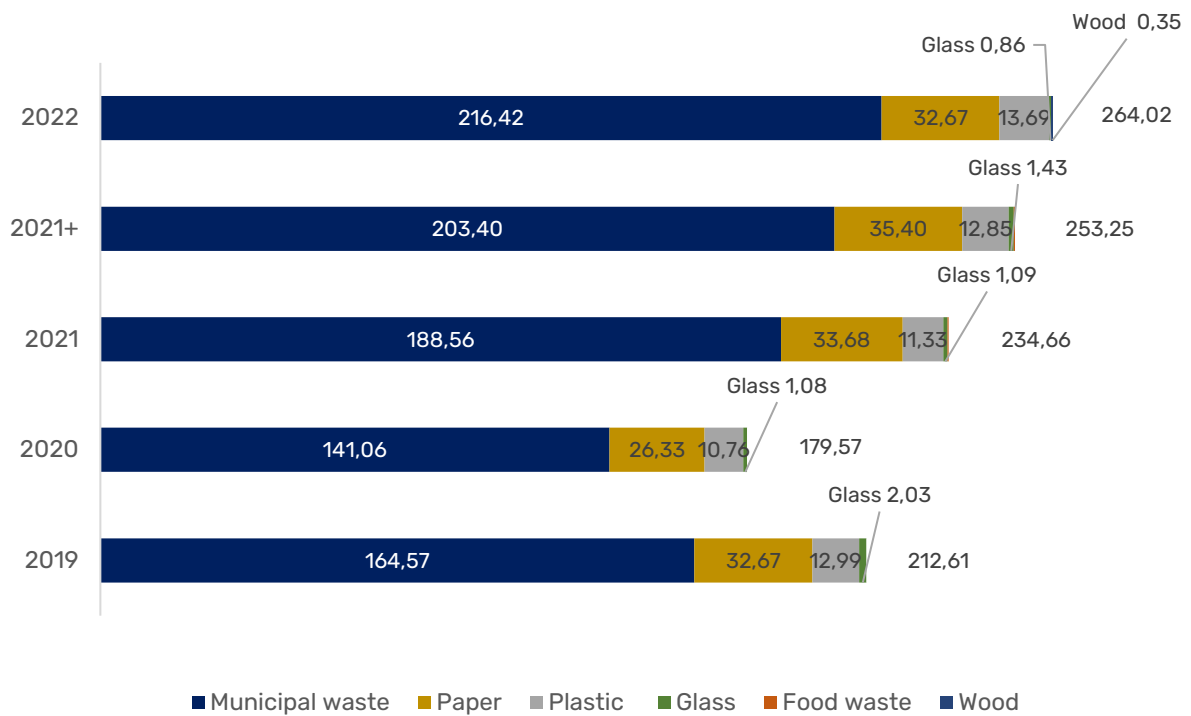
ARICOMA Group – Hazardous waste generated by category [t]

Year	Electric waste	Bateries	Total
2022	29,57	0,28	29,85
2021+	47,19	0,31	47,51
2021	47,03	0,30	47,33
2020	53,45	1,07	54,52
2019	39,81	0,39	40,20

■ Electric waste ■ Bateries
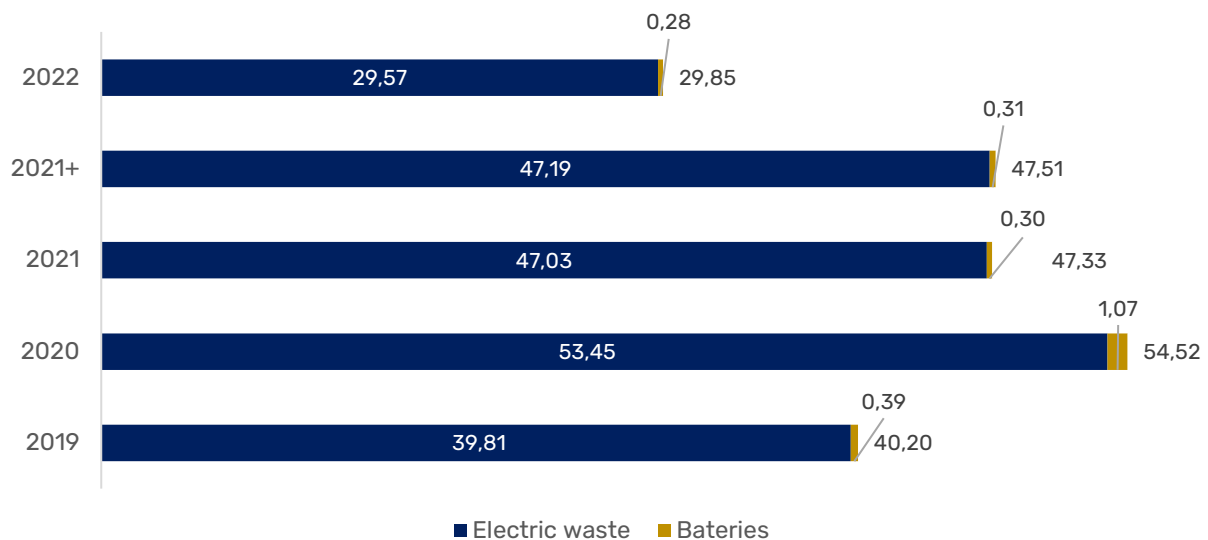
Paperless company

Since ARICOMA Group is an IT company, it is only fitting that we are as digitised as possible. From our employee training all the way down to our marketing materials, every effort has been made at reducing the usage of paper materials to achieve a more environmentally conscious approach to our daily work.

- In AEC, instead of printing and submitting project documentation in physical hard copy, accompanied by an electronic version on CD/DVD, the transition was made to primarily sending project outputs in an electronic format. Whenever feasible, they utilise electronic signatures for signing contracts, subject to the approval of our customers and partners.
- At Clearcode, they encourage a paperless work environment by minimising the use of printed documents by promoting digital storage, electronic communication, and collaboration tools. They have also implemented electronic document management systems to reduce paper waste and improve efficiency.
- The number of printers at Seavus offices was reduced in 2022 to switch from paper use to digital use.

Electronic waste

As we are an IT company, the disposal of electronic waste plays a crucial role in our business practice. We strive to optimise the utilisation of IT equipment considering its entire life cycle. Electronic waste represented 10.06% of our overall waste generation in 2022.

- To reduce electronic waste, AEC offers employees the opportunity to purchase used electronic equipment, including smartphones and laptops, for reasonable prices.
- At AUTOCONT, IT equipment is being used for a minimum of five years. Thereafter, it is utilised by their trainees for at least a couple additional years. Finally, at the

end of its useful life, the equipment will be handed over to a qualified and certified company to be 100% recycled.

- At Cleverlance, instead of disposing of older devices such as mobile phones, they are offered to our employees for residual prices. We also organise the collection of inoperable mobiles which are then being recycled by a sheltered workshop. We perceive this as an initiative with both positive environmental as well as social values.
- At Stratiteq, all IT equipment is leased from sustainable companies who are committed to responsible disposal. At the end of their useful life, the products are sorted, repaired if required and sold to third parties. Alternatively, if there is no other option, they are responsibly disposed of.
- The production of technical waste at Seavus depends on the need to replace hardware due to its ageing or degradation.
- At Clearcode they implemented a battery recycling programme to collect and recycle used batteries from devices such as laptops, smartphones, and other portable electronics. Also, they recycle empty ink and toner cartridges from printers and copiers. Equipment that reaches the end of its service life in the company is often still in good condition. They try to pass on still-functional computers for further use. This can be done either for a fee or by donating such equipment to a charitable organisation. This significantly reduces the amount of electronics requiring disposal than would be expected.

Recycling

The percentage of waste recycled was 14% in 2022. Nevertheless, we are aware that even the most diligent practice on our side sometimes does not ensure a prominent level of recycling efficiency that is in most cases locally conditioned.

Waste management - recycling rate in year 2022

- ■ Incineration with energy recovery ■ Landfill ■ Recyclation
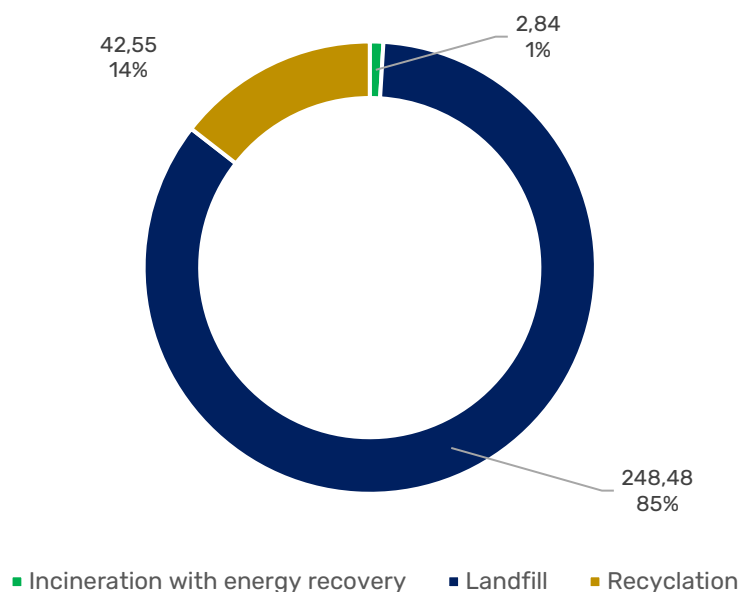
Waste to energy

Another major shift in the waste management hierarchy was away from landfills and the use of waste in energy production in waste incineration plants. Waste is used for incineration unless it is for some reason unsuitable for recycling or reuse. The highest proportion of waste incinerated is in our Stratiteq office, where the residual waste is taken to an incinerator and the energy produced is used to heat houses in Malmö. The graphic below shows a significant increase in waste incineration. The increase in the percentage of energy recovery and recycling of waste is indicative of the improving waste management of our offices, but also of the countries in which the offices are located.

Water

We are fully aware of how precious of a resource water is. Therefore, we are committed to responsible water stewardship with a focus on employee education and motivation to act responsibly, not only at work but also in their homes.

In 2022, we performed an assessment of water stress levels (we used the methodology according to the website: https://www.wri.org/aqueduct) in areas where our offices are located:

Country	Water stress level
Czech Republic	Low - Medium-high
Slovakia	Low
Germany	Low-medium
Macedonia	Low-medium - Medium-high
Sweden	Low-medium
Belarus	Low-medium
Switzerland	Low
Serbia	Low
Bosnia & Herzegovina	Low
Moldova	Low-medium
Poland	Low
US	Medium-high
Belgium	Extremely high
Bulgaria	High
Turkey	High

As our companies are mostly based in office buildings, water withdrawal and discharge are managed on a centralised approach by landlords.

ARICOMA Group –Total water withdrawal [Megalitres]

Year	Value
2022	13,654
2021	10,044
2020	13,505
2019	18,602
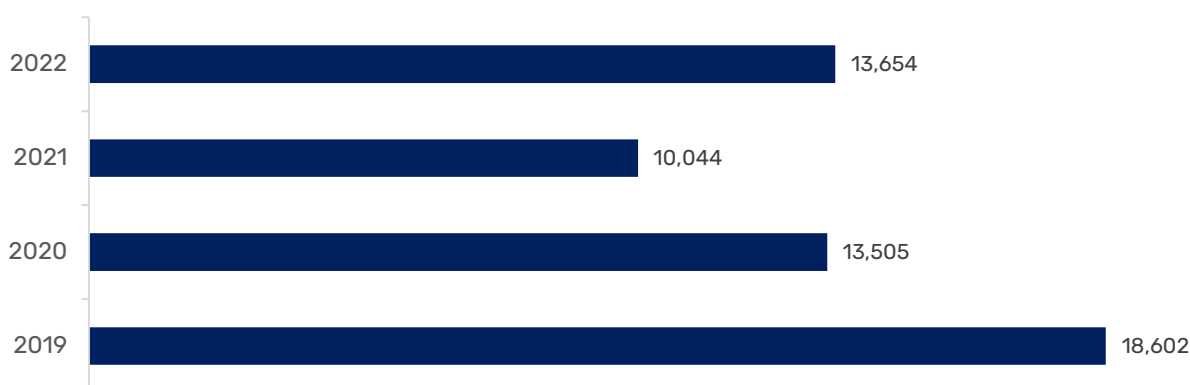
Note: Water withdrawal data is based on freshwater consumption from public utilities. For locations where submetering is not available, the values were estimated based on location average. Seavus' water consumption data is incomplete because it only includes metered consumption from the public water supply. Most of the water in the Seavus' office in Skopje, Macedonia, is taken from a well owned and operated by the landlord without a metering system. As consumption from the well is not metered, no data is available.

Water from public utilities is the primary source in most of our locations except for the Skopje office of Seavus where the water drill was activated in the summer of 2021 to be used for yard irrigation.

Water is consumed predominantly for drinking, hygiene, and sanitation in our premises. In AUTOCONT's Lužice data centre, Czech Republic, water is also utilised for cooling, using two technologies – direct cooling and water circle cooling.

Water consumption increased by 26% compared to 2021 as Musala Soft and Clearcode joined the Group in 2022. We strive to educate our employees in the area of water-reducing-initiatives.

Education and initiatives for employees

We believe that every process starts with an idea that needs to be further nurtured to make a difference. That is why we continuously work on enhancing our people's awareness of environmental topics through various campaigns and events.

At Cleverlance, employees held a talk about zero waste for their colleagues and organised a workshop on natural cosmetics. Also, the last issue of Cleverlance's magazine #IT was focussed on sustainable transformation and areas where IT companies can support these efforts. As part of this issue, we also distributed bookmarks in the form of seed paper in preparation for a guerrilla planting event. Cleverlance also informs its newcomers about environmental topics within the adaptation days.

Seavus Life is an annual event where our employees plant more than 300 office plants and take good care of them throughout the year.

At Clearcode, they plan to organise training programmes, workshops, and awareness campaigns on sustainability and carbon footprint reduction. All to encourage employee suggestions and recognise their contributions to sustainability efforts.

3. Social

In terms of having a positive social impact, ARICOMA Group focusses not only on its own employees, but also on local communities by delivering products with positive social value and building partnerships with the non-profit sector at many levels.

Employee care

When it comes to Human Resources, ARICOMA Group's strategy supports the vision, mission, and overall strategy of our companies by creating conditions for engaging, supporting the company culture, as well as creating workflows and great leadership that supports the employee's professional development. The main goal is to deliver a clear and sustainable recruitment strategy that encourages and enables the development of internal talent, the identification of external talent, and the use of appropriate tools and methods for recruitment.

Key Workforce Statistics
Note: All HR figures are based on headcount at the year-end unless otherwise specified.

ARICOMA Group - Number of employees

Year	AUTOCONT	Seavus	Cleverlance	Musala Soft	Clearcode	Stratiteq	Total
2022	1 155	1 078	677	598	135	108	3 751
2021	1 105	895	545			102	2 647
2020	1 085	778	612			103	2 578
2019	1 049	676	581			96	2 402
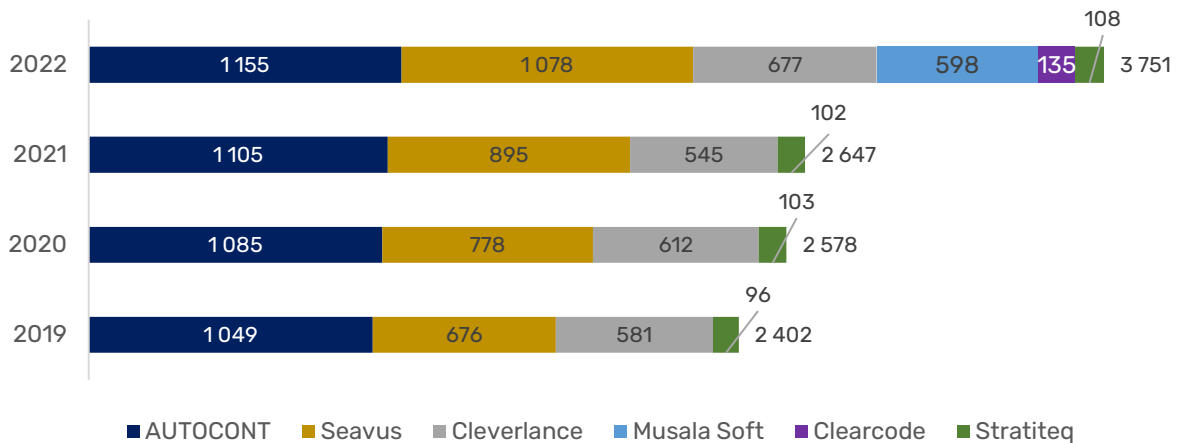
ARICOMA Group - Number of employees by country

Year	Czech Republic	Macedonia	Bulgaria	Slovakia	Serbia	Sweden	Poland	Turkey	Belarus	Moldova	Bosnia & Herzegovina	Other	Total
2022	1 559	792	450	267	228	143	142	67	31	19	21	15	3 751
2021	1 423	562		225	207	149	37	1	1		9	10	2 647
2020	1 387	477		301	182	155	48	8			17		2 578
2019	1 320	475		302	68	169	47	13					2 402
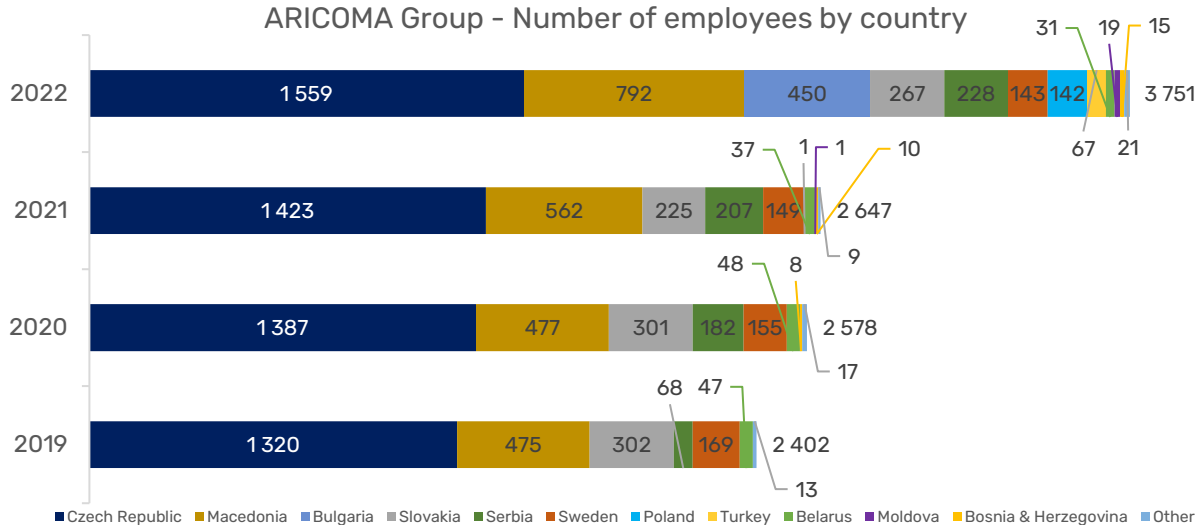
ARICOMA Group - Number of permanent, temporary and non-guaranteed-hours employees

Year	Permanent	Temporary	Non-guaranteed	Total
2022	92% 3 437	4% 146	4% 168	3 751
2021	89% 2 367	5% 143	5% 137	2 647
2020	89% 2 287	5% 141	6% 150	2 578
2019	87% 2 085	6% 146	7% 171	2 402

■ Permanent   ■ Temporary   ■ Non-guaranteed
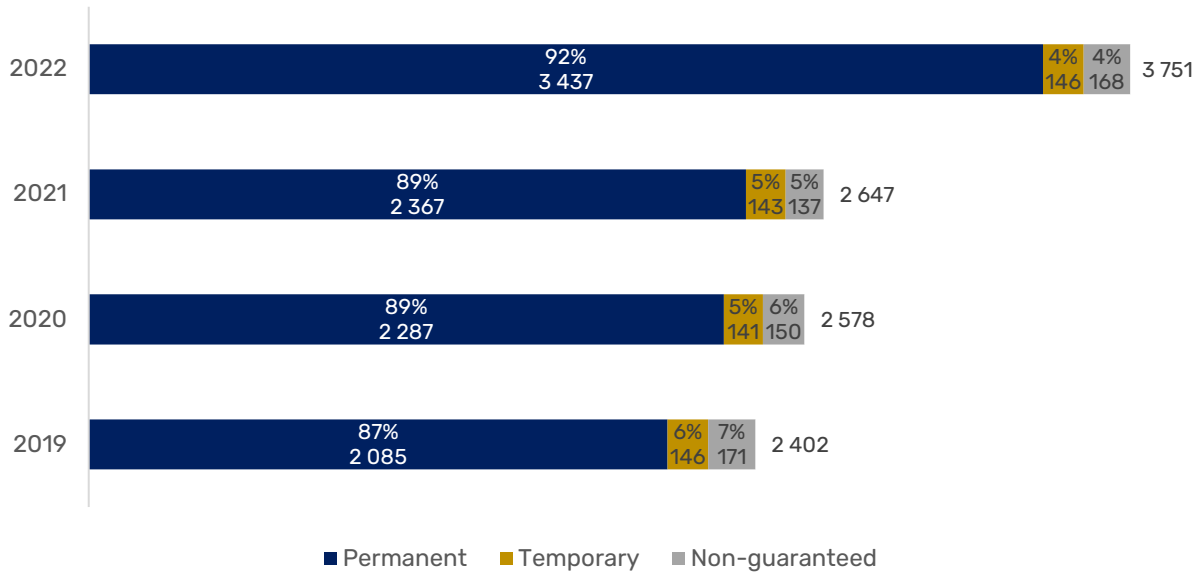
ARICOMA Group - number of full-time and part-time employees

Year	Full-time	Part-time	Total
2022	92% 3 450	8% 301	3 751
2021	92% 2 437	8% 210	2 647
2020	94% 2 417	6% 161	2 578
2019	93% 2 228	7% 174	2 402
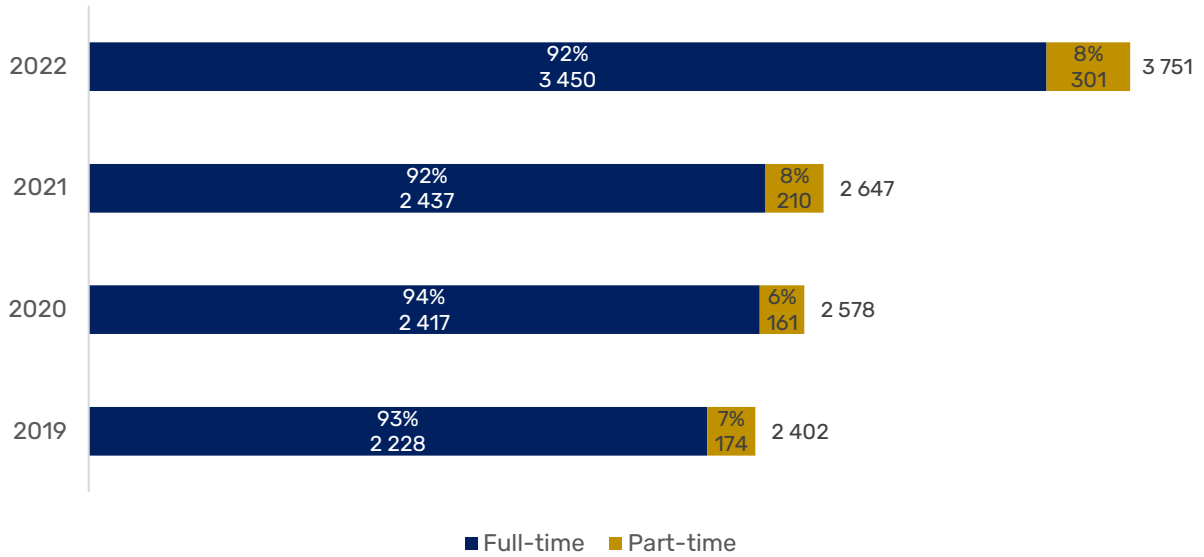
■ Full-time   ■ Part-time

2022						
Gender	Total # of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Male	2 616	2 406	96	114	2 441	169
Female	1135	1 031	50	54	1 009	132
Totals	**3 751**	**3 437**	**146**	**168**	**3 450**	**301**

2021						
Gender	Total # of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Male	1 873	1 698	90	86	1 766	107
Female	774	669	53	51	671	103
Totals	**2 647**	**2 367**	**143**	**137**	**2 437**	**210**

2020						
Gender	Total # of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Male	1 862	1 676	83	107	1 763	99
Female	716	611	58	43	654	62
Totals	**2 578**	**2 287**	**141**	**150**	**2 417**	**161**

2019						
Gender	Total # of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Male	1 726	1 524	97	104	1 618	108
Female	676	561	49	67	610	66
Totals	**2 402**	**2 085**	**146**	**171**	**2 228**	**174**

2022						
Country	Total number of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Czech Republic	1 559	1 385	32	142	1 321	238
Macedonia	792	747	45	0	790	2
Bulgaria	450	450	0	0	442	8
Slovakia	267	232	10	25	233	34
Serbia	228	222	6	0	226	2
Sweden	143	127	16	0	142	1
Poland	142	132	9	1	131	10
Turkey	67	65	2	0	67	0
Belarus	31	8	23	0	29	2
Bosnia & Herzegovina	22	22	0	0	22	0
Moldova	29	28	1	0	28	1
Other	21	19	2	0	19	3
Totals	**3 751**	**3 437**	**146**	**168**	**3 450**	**301**

2021					
Country	Total number of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Czech Republic	1 423	1 290	17	116	1 243	199
Macedonia	562	502	60	0	559	3
Bulgaria	0	0	0	0	0	0
Slovakia	225	201	3	21	202	4
Serbia	207	201	6	0	205	2
Sweden	149	128	21	0	149	0
Poland	1	0	1	0	1	0
Turkey	0	0	0	0	0	0
Belarus	37	6	31	0	35	2
Bosnia & Herzegovina	15	13	2	0	15	0
Moldova	19	19	0	0	19	0
Other	9	7	2	0	9	0
Totals	**2 647**	**2 367**	**143**	**137**	**2 437**	**210**

2020					
Country	Total number of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Czech Republic	1 387	1 263	0	124	1 242	145
Macedonia	477	421	56	0	476	1
Bulgaria	0	0	0	0	0	0
Slovakia	301	269	6	26	291	10
Serbia	182	174	8	0	180	2
Sweden	155	131	24	0	154	1
Poland	0	0	0	0	0	0
Turkey	0	0	0	0	0	0
Belarus	48	6	42	0	46	2
Bosnia & Herzegovina	10	10	0	0	10	0
Moldova	1	1	0	0	1	0
Other	17	12	5	0	17	0
Totals	**2 578**	**2 287**	**141**	**150**	**2 417**	**161**

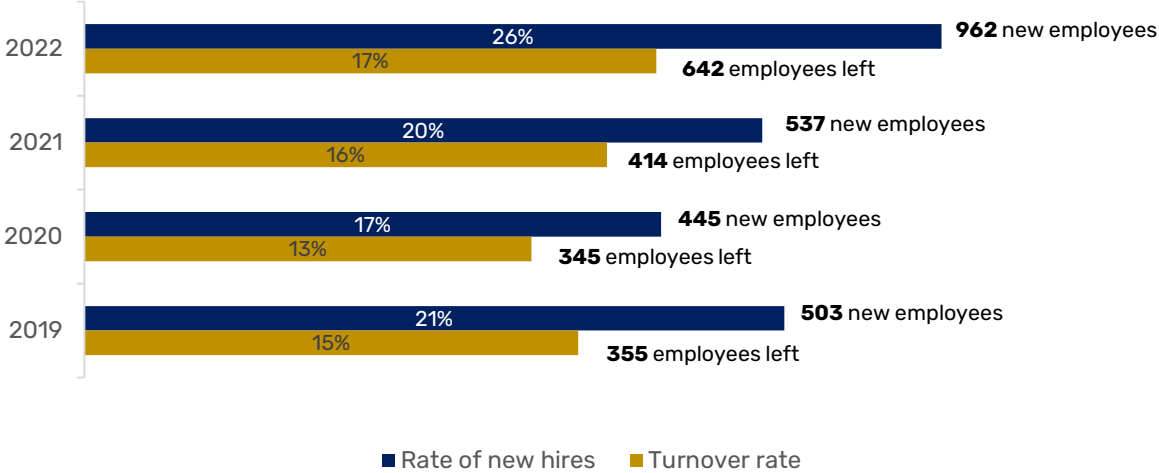| 2019					
Country	Total number of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Czech Republic	1 320	1 183	10	127	1 184	136
Macedonia	475	425	50	0	475	0
Bulgaria	0	0	0	0	0	0
Slovakia	302	239	19	44	270	32
Serbia	68	65	3	0	66	2
Sweden	169	149	20	0	167	2
Poland	0	0	0	0	0	0
Turkey	0	0	0	0	0	0
Belarus	47	7	40	0	45	2
Bosnia & Herzegovina	8	8	0	0	8	0
Moldova	0	0	0	0	0	0
Other	13	9	4	0	13	0
Totals	**2 402**	**2 085**	**146**	**171**	**2 228**	**174**

ARICOMA Group - Number of workers who are not employees

AUTOCONT
- 2022: 76
- 2021: 62
- 2020: 20
- 2019: 18

Cleverlance
- 2022: 620, 64
- 2021: 571, 55
- 2020: 425, 26
- 2019: 431, 15

Seavus
- 2022: 12, 63, 7
- 2021: 4, 47, 8
- 2020: 5, 22, 3
- 2019: 16, 125, 5

Stratiteq
- 2022: 17
- 2021: 15
- 2020: 13
- 2019: 19

Clearcode
- 2022: 133, 12, 2

Musala
- 2022: 75, 2

Legend: ■ Contractors ■ Subcontractors ■ Interns
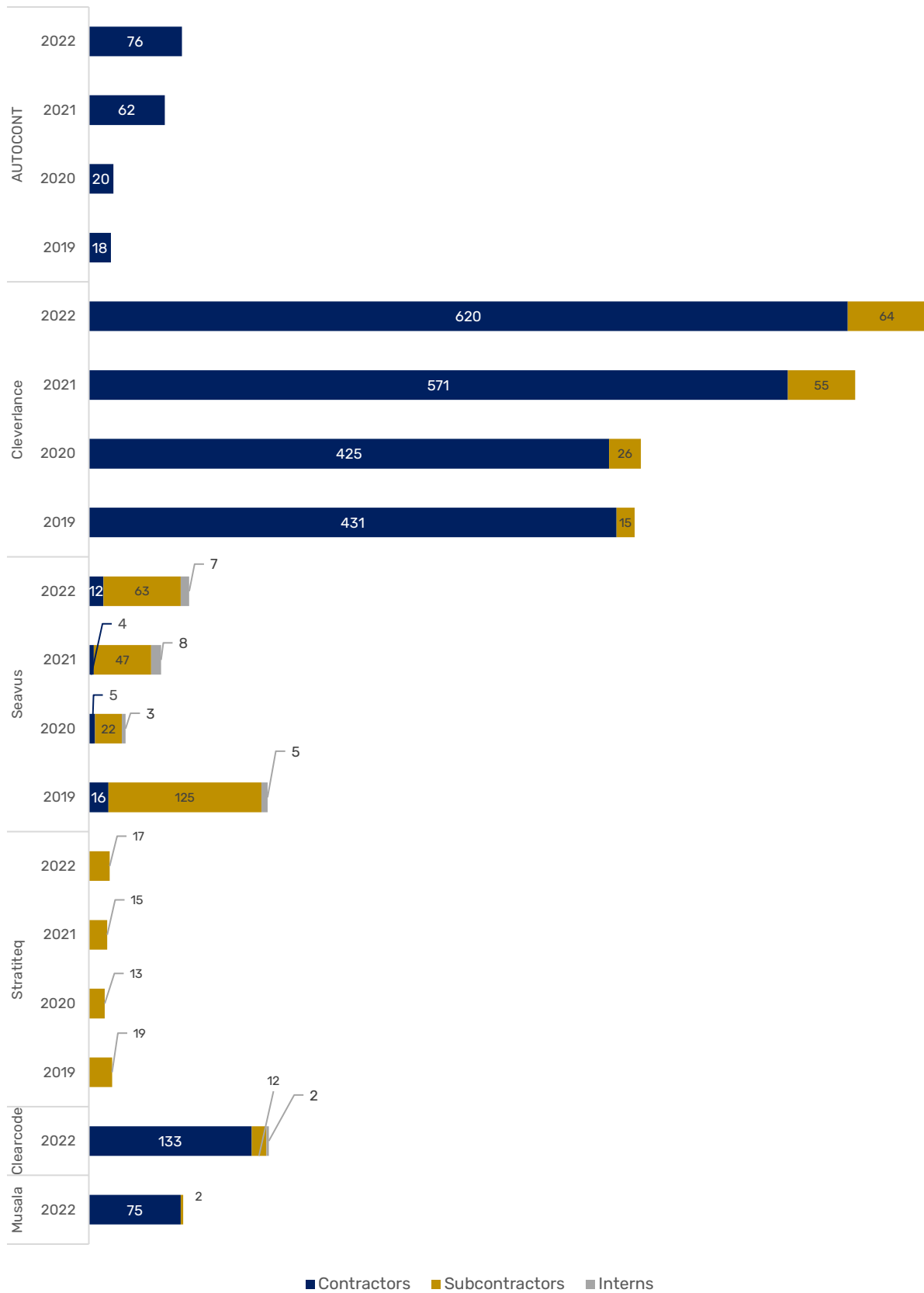
Recruitment & Turnover

ARICOMA Group – Rate of new hires and turnover

Year	Rate of new hires	New employees	Turnover rate	Employees left
2022	26%	**962** new employees	17%	**642** employees left
2021	20%	**537** new employees	16%	**414** employees left
2020	17%	**445** new employees	13%	**345** employees left
2019	21%	**503** new employees	15%	**355** employees left

■ Rate of new hires　■ Turnover rate

Recruitment

Because our people are a critical factor in our success, recruitment is an essential part of our internal processes. The war for talent has become one of the biggest challenges for the IT and application development industry, so we use a variety of tools including social media, headhunting, and various internal or external contacts to reach the desired candidates for open positions. We also encourage recruitment from internal positions to provide career progression opportunities for our employees. Last but not least, we engage with universities and use our own public academy programmes as a unique source of brand-new IT talent and hire the most successful individuals as core employees.

Examples of various recruitment strategies of our companies are:

- AUTOCONT and CES EA are open to all those who have a desire and interest in continuous personal development, and not only within the IT industry. A university degree or 5 years of experience in IT is not a strict requirement. As part of the recruitment process, they aim to respond quickly to candidates in the first instance and then maintain contact with them from the beginning to the end of the process. The company has started to promote the Reference Programme more. The latest results show that about half of the total number of referred candidates have joined AUTOCONT.
- For AEC, the SECURITY conference is one of the ways to attract young talent - a number of university students were given free tickets to the conference.
- Stratiteq works contiguously to attract relevant profiles within the strategy and tech area, for example arranging a bootcamps for new graduates in a certain field if needed. Beyond this work, Stratiteq continuously works to curate a relevant network of potential candidates with the right technical background. The overall

recruitment strategy is based on creating awareness connected to the employer brand, a great employee and candidate experience. This is crucial because recruitment is mainly search-based.

- Through its recruitment initiatives and academies, Cleverlance actively contributes to building a diverse and skilled workforce in the IT sector. By providing opportunities for individuals from various backgrounds and facilitating ongoing professional growth for IT specialists, the company promotes inclusivity and innovation within its workforce. Cleverlance also recognises the importance of employee referrals in finding exceptional talent and has implemented a robust referral programme to harness the power of its employees' networks.
- The recruitment strategy at Clearcode is based on creating awareness related to the employer brand (social media, job portals), great employee and candidate experience. As AdTech is a specific area in the market, long-term recruitment strategy is based on growing its own professionals in this area by giving many opportunities to juniors who are willing to work on themselves and grow within the company. There are many success stories of interns who have been recruited to Clearcode and have grown into team leaders or valued industry specialists. Clearcode also uses an internal referral programme where employees can recommend their friends or former colleagues.
- Recruitment at Musala Soft is conducted through various tools including social media, headhunting, and various internal or external contacts to reach the desired candidates for open positions. Company also encouraged recruitment from internal positions to provide career progression opportunities for employees. Furthermore, Musala has established strong connections and programmes with universities that allow it to have a unique source of a brand-new IT talent pool.

ARICOMA Group - New hires by age group:

Age group	2022			2021			2020			2019		
	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires
Under 30 years old	987	432	44%	604	218	36%	664	184	28%	655	219	33%
30-50 years old	2 383	503	21%	1 689	289	17%	1 599	247	15%	1 452	260	18%
Over 50 years old.	381	27	7%	354	30	8%	315	14	4%	295	24	8%
Totals	3 751	962	26%	2 647	537	20%	2 578	445	17%	2 402	503	21%

ARICOMA Group - New hires by gender:

Gender	2022			2021			2020			2019		
	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires
Male	2 616	662	25%	1 873	387	21%	1 862	329	18%	1 726	376	22%
Female	1 135	300	26%	774	150	19%	716	116	16%	676	127	19%
Totals	**3 751**	**962**	**26%**	**2 647**	**537**	**20%**	**2 578**	**445**	**17%**	**2 402**	**503**	**21%**

ARICOMA Group - New hires by country of operation

Country	2022			2021			2020			2019		
	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires	Total number of employees	Number of new hires	Rate of new hires
Czech Republic	1 559	338	22%	1 423	197	14%	1 387	210	15%	1 320	228	17%
Macedonia	792	205	26%	562	166	30%	477	95	20%	475	115	24%
Slovakia	267	64	24%	225	25	11%	301	43	14%	302	71	24%
Serbia	228	62	27%	207	73	35%	182	41	23%	68	35	51%
Sweden	143	29	20%	149	33	22%	155	27	17%	169	25	15%
Belarus	31	10	32%	37	11	30%	48	19	40%	47	20	43%
Moldova	29	16	55%	19	21	111%	1	1	100%	0	0	0%
Bosnia & Herzegovina	22	10	45%	15	8	53%	10	4	40%	8	7	88%
Others	680	228	34%	10	3	30%	17	5	29%	13	2	15%
Totals	**3 751**	**962**	**26%**	**2 647**	**537**	**20%**	**2 578**	**445**	**17%**	**2 402**	**503**	**21%**

Turnover

In 2022, technology employers increased their efforts to recruit the largest demographic in the labour market, the millennial workforce, given their ever-increasing demand for "go remote." Although remote work remains specific to many industries, the technology industry is taking a leading role in shaping modern, remote and hybrid (semi-remote) workplaces. The lack of remote work options, as the main reason for the ongoing "Great Resignation," force job seekers in tech fields to look for more flexible employers in 2022.

Besides the absence of remote working, there are a number of factors why IT professionals are leaving their jobs, ranging from a desire for a higher salary, lack of flexibility, outdated technology in the current company, poor company culture and management style, poor work-life balance or lack of job prospects and training opportunities. At ARICOMA Group, we make every effort to develop all these areas to maximise employee retention.

ARICOMA Group - Turnover by age group

Age group	2022			2021			2020			2019		
	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate
Under 30 years old	987	229	23%	604	141	23%	664	123	19%	655	127	19%
30-50 years old	2 383	376	16%	1 689	242	14%	1 599	202	13%	1 452	199	14%
Over 50 years old.	381	37	10%	354	31	9%	315	20	6%	295	29	10%
Totals	**3 751**	**642**	**17%**	**2 647**	**414**	**16%**	**2 578**	**345**	**13%**	**2 402**	**355**	**15%**

ARICOMA Group - Turnover by gender:

Gender	2022			2021			2020			2019		
	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate
Male	2 616	448	17%	1 873	309	16%	1 862	283	15%	1 726	280	16%
Female	1 135	194	17%	774	105	14%	716	62	9%	676	75	11%
Totals	**3 751**	**642**	**17%**	**2 647**	**414**	**16%**	**2 578**	**345**	**13%**	**2 402**	**355**	**15%**

ARICOMA Group - Turnover by country of operation

Country	2022			2021			2020			2019		
	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate	Total number of employees	Number of employees left	Turnover rate
Czech Republic	1 559	226	14%	1 423	187	13%	1 387	174	13%	1 320	176	13%
Macedonia	792	144	18%	562	84	15%	477	68	14%	475	84	18%
Slovakia	267	46	17%	225	27	12%	301	14	5%	302	4	1%
Serbia	228	43	19%	207	48	23%	182	34	19%	68	19	28%
Sweden	143	42	29%	149	42	28%	155	35	23%	169	57	34%
Belarus	31	6	19%	37	18	49%	48	16	33%	47	11	23%
Moldova	29	8	28%	19	3	16%	1	0	0%	0	0	0%
Bosnia & Herzegovina	22	3	14%	15	3	20%	10	2	0%	8	2	0%
Others	680	124	18%	10	2	20%	17	2	12%	13	1	8%
Totals	**3 751**	**642**	**17%**	**2 647**	**414**	**16%**	**2 578**	**345**	**13%**	**2 402**	**354**	**15%**

Employee retention

At ARICOMA Group, we consider and deploy various pillars for our employee retention scheme:

> 1. Working conditions
> 2. Brand, values, and culture
> 3. Technology
> 4. Stability and remuneration

The first pillar provides employees with **working conditions that are in line with current trends in the IT labour market**. Our companies offer flexible working hours, part-time work, and home office so that employees can better balance their work and private life. At the same time, fully equipped offices remain available to employees. With COVID-19 as a catalyst, we changed our operation model, predominantly utilising hybrid working.

- For example, Seavus successfully finalised and opened renovated coworking spaces in the Seavus Building in Skopje and introduced the hybrid working model as a regular working standard and practices in all offices. In addition, this year they also changed the location of the office space in Belgrade to a larger, and more modern co-working space with a private parking lot close to the city centre. Over the year, Seavus also reintroduced the practices of conducting Pulse-Check and Employee Satisfaction Surveys, which gave a good indication of the employees' perception of significant work-related topics. Also, several talent and education programmes were finalised, such as: Recruitment Talent Programme, Telecom Talent Programme, Managed Services Talent Programme, Code Talks, Panel Discussions on Test Automation and FrontEnd Expert. The talent programmes and technology-related events are a unique opportunity for professional development by learning from the best people in the field and building a career in the industry in which Digitalisation, 5G, and Predictive Analytics are rolling the dice.

- At AEC, people can professionally grow as much as they want. The company prioritises providing employees with considerable autonomy in managing their work schedules. Flexibility is a key component, and they actively promote options such as remote work and flexible working hours. Their greatest advantage is that the company focusses on IT security in a complex way; therefore, AEC can offer many specialisations to employees which leads to gaining a lot of experience in many different fields of IT security. Employee growth is also one of the company's main values. AEC fosters the growth of junior talents, offering them many opportunities to evolve into senior positions. Nurturing specialised professionals is a core aspect of their long-term strategy.

- Clearcode holds its own "It Depends" meetup, where the speakers discuss various IT topics, meet the IT community, and promote the company. Each team has its own room that it can decorate at will. In addition, they support those working remotely by shipping equipment, or lending desks, chairs, and other necessary furniture for employees to furnish their home office. Considering the voice of employees, a chill room will be created in the Wroclaw office. To find out how it should be decorated, workshops were held with architects that provided information on how to design a chill room according to the expectations of employees.

- Musala Soft offers flexible working hours, part-time work, and work from anywhere so that employees can better balance their work and private life. At the same time, fully equipped offices remain available to employees.
- AUTOCONT provides its employees with working conditions that are in line with current trends in the IT labour market. The company offers time-flexible cooperation, part-time work, and home office so that employees can better balance work and private life. At the same time, fully equipped offices remain available to all employees.

ARICOMA Group - % of employees utilizing flexible working hours

Company	Value
AUTOCONT	91
Cleverlance + CES EA	98
AEC	100
Seavus	100
Stratiteq	100
KOMIX	100
Cleracode	100
Musala Soft	100
ARICOMA Group	97
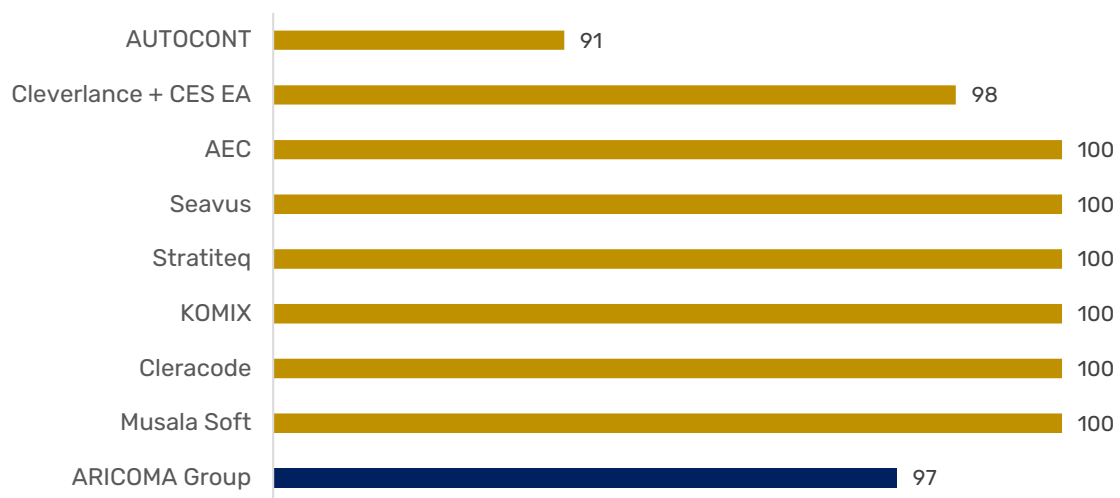
The **brand, values and culture** of our companies are also especially important for employee retention.

- AEC, as a smaller Czech and Slovak company focussed exclusively on IT security, has become highly sought after by candidates. The ability to retain employees stems from captivating projects, avenues for personal improvement, and comprehensive training programmes encompassing both technical and soft skills. The company takes pride in organising our very own Security Conference, which is attended by all team members, as well as providing internal training in diverse security domains. To further enhance employee satisfaction, AEC arranges a variety of company events and team-building activities.
- To strengthen the relationship between employees and further improve the internal culture, Clearcode organises various initiatives, celebrates various major and minor holidays where people can meet, talk, and relax together. Also important is the company's "Keynote" meeting, which is held twice a year. In addition to a speech by the management presenting the company's results and goals, employees can share with the rest of the company what they have recently learned or done or create a lecture on a topic of interest. This helps foster knowledge sharing and transparency, which are important aspects of our culture.
- At Cleverlance, they place great emphasis on employee retention and creating a positive work environment that fosters long-term commitment and satisfaction.

The company organises regular breakfast gatherings where colleagues can come together, socialise, and start their day on a positive note. They also organise an annual Children's Day event, where Cleverlance invites their employees and their partners and children to a fun-filled day at an amusement park.

Another pillar for talent attraction is the opportunity to become a part of the development of **cutting-edge technology, solutions, and services**. For technically oriented individuals, this is a way to be in at the beginning of the latest innovations in the field and a chance to further expand their own expertise.

- Clearcode often allows teams to choose the technology for a given project. In addition, the "PoET" (Presentations of The Engineering Teams) initiative has been running since 2022. It takes the form of, every month, one development team conducts a presentation for the whole company during which they share challenges, interesting solutions from the last months or novelties and technologies they have recently learned. The initiative aims to support the sharing of knowledge and keeping technical knowledge up to date among technical staff.

Finally, is the **stability** of our companies and **competitive salaries**. One of the important stabilising factors for our employees is the inherent stability and size of the employer, who is aware of the value of its human capital. As employee satisfaction is the priority, our companies conduct satisfaction surveys on a regular basis.

- Clearcode tracks the labour market and wages. At least once each quarter, salary research is conducted, which we then compared with the salaries of our employees to keep salaries in the company at the market level. Based on the research, the board and managers regularly receive results so that they can incorporate them into their strategies for retention, competitiveness, and fair remuneration.
- AUTOCONT works to stabilise employees from their first day of work by way of an adaptation plan. The adaptation plan and sharing it with the incoming person is an important guiding element in the period of probation.

Performance evaluation and feedback

We perceive the evaluation of performance as a helpful tool for sharing feedback and career development, as well as adjusting our strategy within employee retention and care. Tools to communicate with our employees are used from the very start, and periodic formalised reviews are in place to ensure fairness and objectivity in the evaluation process, providing essential information for career paths and personal development of each individual employee in our group.

ARICOMA Group – % of employees who received regular performance and career development review by gender
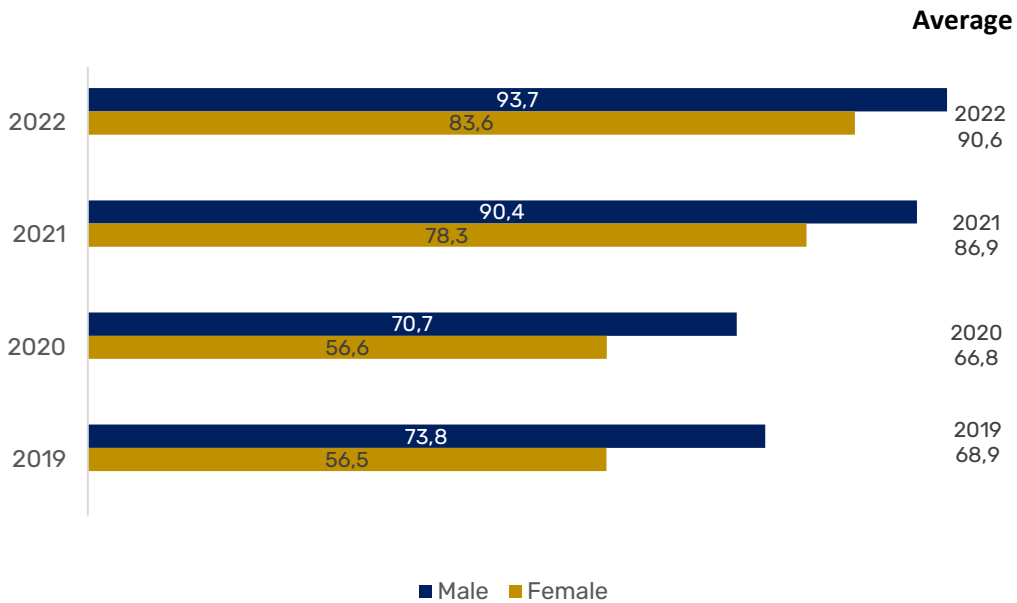
Average

2022	93,7 / 83,6	2022 90,6
2021	90,4 / 78,3	2021 86,9
2020	70,7 / 56,6	2020 66,8
2019	73,8 / 56,5	2019 68,9

■ Male ■ Female

% of employees who received regular performance and career development review by level

Average

2022	88,7 / 57,3 / 92,3 / 0,0	2022 90,6
2021	90,6 / 41,3 / 89,1 / 0,0	2021 86,9
2020	90,0 / 10,8 / 81,2 / 28,4	2020 66,8
2019	90,0 / 13,0 / 85,3 / 23,9	2019 68,9

■ Senior management ■ Middle management ■ Staff ■ Uncategorized
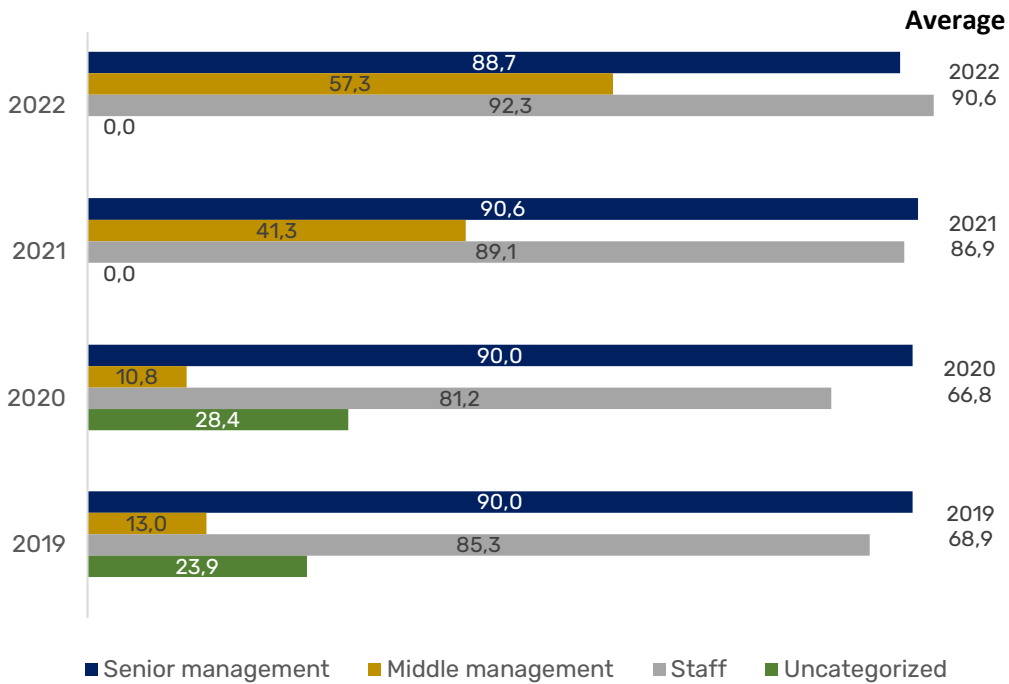
Note: Uncategorised category - created to cover data that was not available in required granularity; Seavus' Senior and Middle management performance review has not been included as it was conducted in a form of non-formal interview without official record.

% of employees who received regular performance and career development review by function
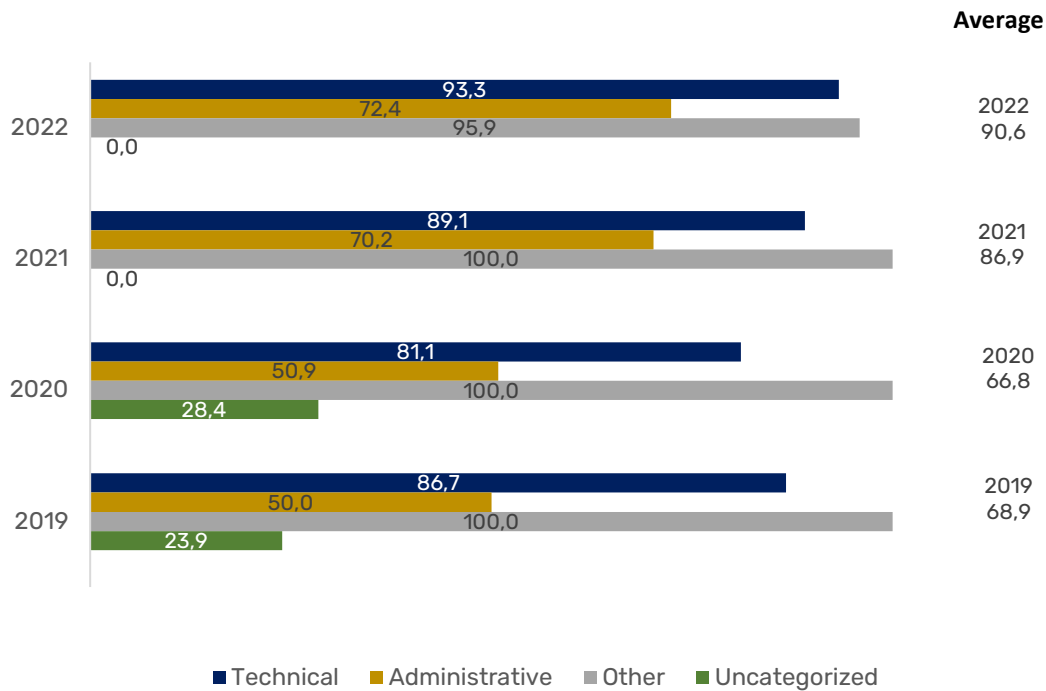
Average

Year	Value
2022	90,6
2021	86,9
2020	66,8
2019	68,9

Chart values:

Year	Technical	Administrative	Other	Uncategorized
2022	93,3	72,4	95,9	0,0
2021	89,1	70,2	100,0	0,0
2020	81,1	50,9	100,0	28,4
2019	86,7	50,0	100,0	23,9

■ Technical ■ Administrative ■ Other ■ Uncategorized

Note: Uncategorised category - created to cover data that is not available in required granularity

- During 2022, Seavus agreed on extension of the Performance Evaluation And Annual Performance Evaluations closure time. In addition, during 2022, Seavus started working on the Performance Evaluation report in Power BI.
- At AEC, performance reviews have been part of the culture for many years. Quarterly evaluations are conducted for the majority of employees, following a structured process. Initially, employees rate themselves using a designated form, which is then reviewed and discussed with their supervisor. This evaluation encompasses AEC's core competency values, as well as learning opportunities. To facilitate navigation and provide a comprehensive overview of available options, AEC has developed a learning map for employees.
- Within Stratiteq, there is a process of ongoing setup between immediate manager and each employee. This means that there are continuously ongoing dialogues regarding development, wellness, work-life balance, and performance. A performance evaluation is done every six months with a goal check-up. Salary reviews and salary discussions based on the employee's performance and achievements are held on an annual basis. In general, Stratiteq collaborates with employee engagement assessment on a weekly basis, where the employees provide feedback to the company and the respective discipline groups. The outcomes serve as a platform of strategic decision making going forward.
- Clearcode operates a tool created by employees for the internal needs of "Development Paths". It enables self-assessment and placement of one's own skills on the Junior - Tech Lead scale. The results are discussed with Project Manager. Each of the Project Managers conducts regular one-on-one feedback sessions with their team members at least once each quarter. These sessions help

employees learn about the aspects of their work that are being done well and those that need improvement. Development goals are also often set during such meetings. Twice a year, feedback surveys for project managers are also used, which are completed by team members. These surveys assess, among other things, the cooperation of the manager with the team, contact between the manager and the client, team representation by the manager in front of the company, or the transparency of the manager's work.

- At Musala Soft, internal tools are used for sharing feedback, praising colleagues and periodic reviews. The company also has a dedicated team that conducts informal one on ones with the employees on a three-month basis.
- In the performance evaluation and feedback processes, Cleverlance encourages employees to leverage their creativity and develop their ideas without unnecessary constraints. The company believes that granting individuals the freedom to explore and innovate leads to increased motivation and enhanced performance. This approach fosters a culture of continuous improvement and empowers employees to take ownership of their work, pushing boundaries to achieve exceptional outcomes.
- AUTOCONT monitors the development of the labour market and average wages. They are part of a regular sample survey of employee remuneration for the Czech Statistical Office.

Parental leave

When it comes to parental leave, we strictly follow the requirements and recommendations of the local labour Laws of each country. We strive to maintain close contact with our employees on parental leave by keeping them informed and inviting them to companies' events. We also support them when they return to work and if the nature of the job allows for part-time work, we are always open to flexible work options, giving our employees the opportunity to balance work and family life.

ARICOMA Group - Number of employees currently on parental leave and returned from parental leave

Year	Category	Female	Male	Total
2022	employees currently on parental leave	106	31	137
2022	employees returned from parental leave	39	27	66
2021	employees currently on parental leave	52	18	70
2021	employees returned from parental leave	25	16	41
2020	employees currently on parental leave	64	15	79
2020	employees returned from parental leave	24	14	38
2019	employees currently on parental leave	50	25	75
2019	employees returned from parental leave	24	27	51

■ Female ■ Male

Education & training

Employee development is a key part of our human resources strategy to ensure ARICOMA Group's long-term growth. We are committed to offering programmes, resources and experiences that enable our employees to grow and maintain momentum in a dynamic IT environment. Our scope of training sessions differs company-wide, from technical training, through language courses to soft-skills training; however, regardless of the company, every single employee must undergo mandatory training required by local legislation.

ARICOMA Group – Total training hours and average training hours per employee

Year	Total training hours	Average training hours per employee
2022	66 355	17,7
2021	33 709	12,7
2020	21 152	8,2
2019	26 923	11,2

■ Total training hours ■ Average training hours per employee
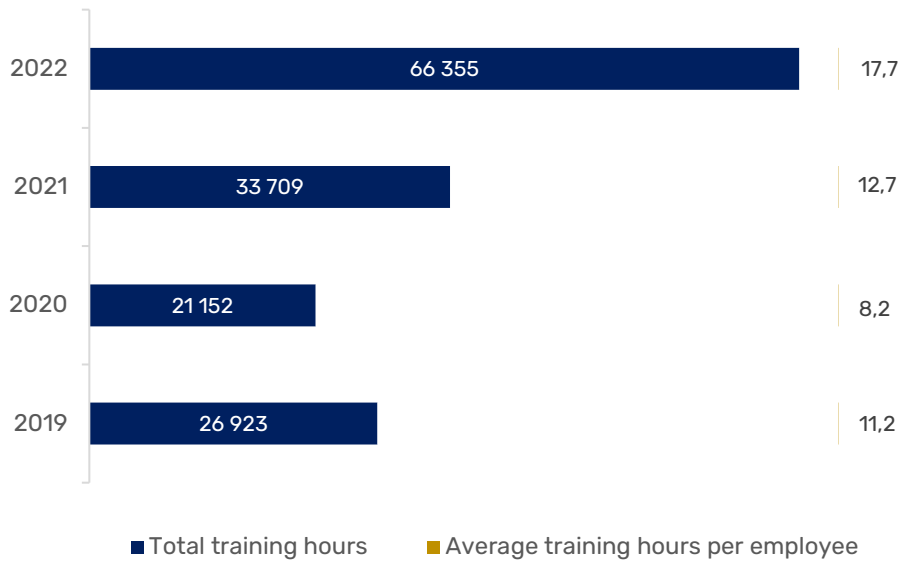
*Note: Average number of training hours were calculated based on the formula: (number of attends * hours of training)/total number of employees).*

ARICOMA Group – Average training hours per employee by gender
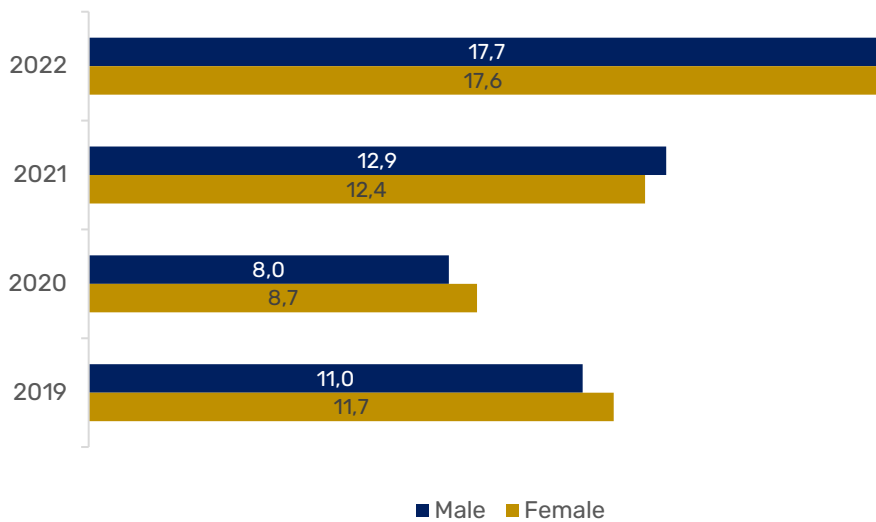
Year	Male	Female
2022	17,7	17,6
2021	12,9	12,4
2020	8,0	8,7
2019	11,0	11,7

■ Male ■ Female

Note: Uncategorised category - created to cover data that was not available in required granularity

ARICOMA Group – Average training hours per employee by level

2022
- Senior management: 8,6
- Middle management: 23,8
- Staff: 17,6
- Uncategorized: 0,0

2021
- Senior management: 11,3
- Middle management: 14,2
- Staff: 10,2
- Uncategorized: 53,8

2020
- Senior management: 11,9
- Middle management: 15,9
- Staff: 9,2
- Uncategorized: 4,1

2019
- Senior management: 12,5
- Middle management: 23,6
- Staff: 13,0
- Uncategorized: 4,6

■ Senior management ■ Middle management ■ Staff ■ Uncategorized

Note: Uncategorised category - created to cover data that is not available in required granularity

ARICOMA Group – Average amount EUR spent per FTE employee on training and development

- AUTOCONT: 226
- Cleverlance: 243
- AEC: 1,003
- Seavus: 106
- Stratiteq: 1,201
- KOMIX: 951
- Clearcode: 77
- Musala Soft: 77
- ARICOMA Group: 230
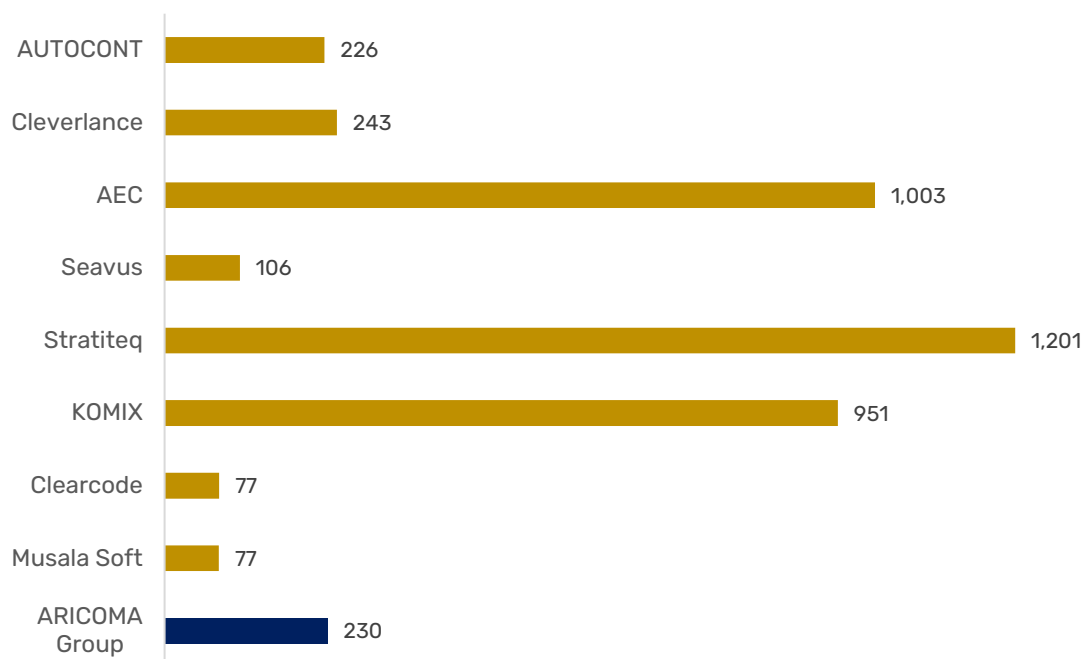
- Stratiteq runs an internal leadership academy aligned with business goals and strategy for all leaders. Each employee also has an individual development plan with an attached competence budget. Stratiteq also prides itself on hosting both a hackathon and a competence-conference each year.
- In 2022, AEC introduced special training and coaching for team leaders and delivery managers to help them grow and adapt to their roles. In 2021, AEC introduced a long-term training programme in collaboration with the University of Applied Management and continued this collaboration in 2022. This initiative focuses on enhancing management and leadership skills among our workforce through coaching and specialised courses. There are also new training opportunities thanks to ARICOMA Group that are focussed on presentation skills, negotiating and other soft skills. The company places a strong emphasis on supporting students, employing many of them and assisting them in their academic pursuits through study leave and thesis supervision.
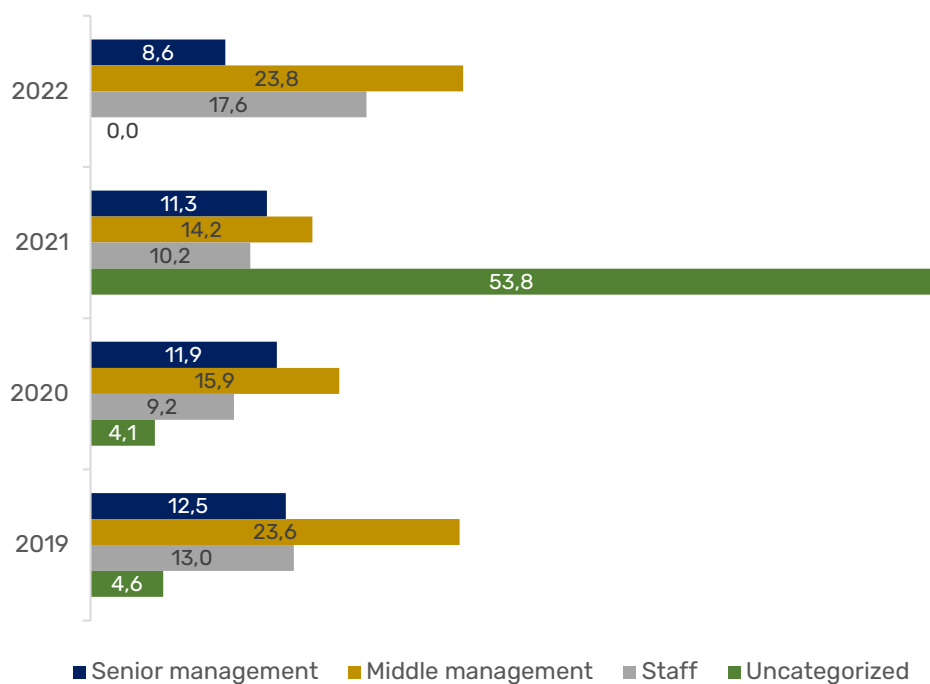Throughout the year, the company conducts in-house training sessions covering a diverse range of IT security areas. Partnerships with external entities grant access to a wealth of training on security products.
- In 2022, Seavus successfully moved all its development activities to a digitalised system, by introducing the Events Module in Seavus Space, linking it with the already existing ticketing system for tracking purposes. They also started working on the PowerBI reporting that allowed Seavus to centralise the database of certificates on a corporate level. In addition, the company introduced a new education platform and substituted the existing Thinkific Edu Platform, with the new KnowBe4 platform, which provided the possibility of not just transferring educational content in a digital format, referring to Induction, Onboarding processes and Soft-skills training sessions, but also offering more frequent short training videos on Security Awareness and GDPR offered by the platform itself.
- Upon joining AUTOCONT, new employees undergo mandatory training such as GDPR, Compliance, Information Security supplemented by Decree 50 and Working at Height training for technical staff, as well as "FAST START'' training, where they will learn about the history, present and future of AUTOCONT. In addition to the training for newcomers, employees are provided with cutting-edge technical training, including the necessary certifications, complemented by soft-skills training, not only at management level, provided by external companies and tailored to AUTOCONT's needs. Employees are also encouraged to use the services of the AUTOCONT training centre. The language courses are available - individual or group language lessons, in the form of online or face-to-face training. Employees can also take advantage of another alternative, which is English language teaching in the form of e-learning, through the domain onlinejazyky.cz. Those interested in studying can also find other languages on offer, not only English. Among other things, AUTOCONT provides our employees with training and the necessary certifications they need to perform their work, such as PRINCE 2, Microsoft Dynamics 365 for Sales, Navision 4.0, Axapta Finance, MS Transcript, and others. They place great emphasis on the development of software skills, not only at the managerial level. They have created a 3-year training programme for successors to management positions.
- Clearcode offers a series of internal soft skills trainings conducted by members of the People & Culture team on the following topics: basics of communication, work

in a distributed team, conflict resolution, or strengths based on the Clifton Strengths test. Clearcode offers teams a development budget (2000 PLN/per person/per year). Employees can use it throughout the year to purchase development books, training or conference tickets or other activities and initiatives related to their own professional development. From 2022, Clearcode allows employees to take part in group English lessons with a native speaker. Everyone can freely sign up for lessons and after completing the placement test, they are added to the group according to their skills.

- At Musala Soft, they constantly strive to improve the Training and Certification options available to employees. The Talent Development Team is responsible for the development, organisation, and phasing-out of training and certification initiatives: Musala Soft Knowledge Sharing events, Internal Training Programme, Self-paced Learning and Certification

Health and work life balance

We believe that the health of our people is one of our most significant values, so we are committed to protecting it to the maximum degree possible and extending it not only by complying with local health and safety requirements in all our locations and minimising chances for any incidents or illnesses, but also by encouraging our employees to have a healthy lifestyle and protect their mental health.

Occupational Health & safety

Even though most of our positions are office-based with a low risk of potential incidents, the health and safety of our employees is our top priority, a statement that is backed up by the fact that some of our locations have ISO 45001 certification. All employees undergo mandatory health and safety training as well as mandatory health checks, the frequency of which is defined by local legislations.

- Most of our positions are office-based except for AUTOCONT, where in addition to office positions there are also risky technical positions. The safety aspects are managed by an external company, which regularly monitors occupational safety at all sites and issues an output from each inspection to ensure that all the workplaces are maintained in a safe and compliant manner. All the positions are organised into occupational health & safety groups to determine the limitations of the activities and the associated risks as well as reflect the need for protective work equipment. Technical workers are also regularly trained for working in high places.
- AEC has taken measures to ensure the safety of employees by training them in first aid. Moreover, AEC offers guidance through our HR department, connecting them with specialists and providing essential tips for handling emergencies. While most positions in Clearcode are office-based, with the minimal risk of potential incidents, the health and safety of employees is top priority. All employees undergo mandatory health and safety training and mandatory medical examinations, the frequency of which is determined by local law.
- In 2022, Musala Soft EAD was certified with ISO 45001 and proved once more that its main concern is for the people and their well-being.

2022 Statistics

No work-related illnesses were reported in 2022, and four recordable work-related injuries occurred in the form of a car accident, tripping -dislocated shoulder, injury while lifting a box and stepping on a wire while walking.

ARICOMA Group - Injuries			
	2022	**2021**	**2020**
Total hours worked by own employees	6 384 524	4 751 514	4 712 299
Recordable work-related injuries	4	1	1
Recordable work-related injuries rate	0.12 / 200,000 hours worked	0.04 / 200,000 hours worked	0.04 / 200,000 hours worked

Healthy lifestyle

We encourage our people to have a healthy lifestyle by organising internal sport events for employees and their families, paying the starting fee for various sport competitions to individuals, company relays or teams, organising sport classes in the office premises and providing employees with cafeteria systems that could be utilised for relaxation and recovery trips or contributions for sport activities. We also support our employees in maintaining a healthy work-life balance.

- Fresh water is always available at Clearcode, and fresh juices, fruit, and vegetables are delivered to the office once a week. The company supports various groups focussing on sports, e.g., running or cycling. Employees agree to spend time together in a way that is interesting for them. Once a year, willing employees of the company take part in the Company Run, during which they form relays of five, in which each member has to run 5 kilometres. The profit from the Company Run supports charity.
- Stratiteq has an annual health benefit budget that each employee can use for wellness activities and training. There are initiatives for weekly training sessions at the office.
- In 2022, Seavus started preparations to reopen the corporate gym in the Skopje office and initiated the gym available in the Belgrade office with a personal trainer for the first time. Also, they continued offering Yoga and Aerobic classes via online digital link. The sports activities offered to the employees grew proportionally in number as COVID restrictions proportionally subsided. The private health care insurance policies of different countries were reevaluated and allowed using services targeting both the physical and the mental health of the employees, broadening the scope and the quality of healthcare services.
- When it comes to the sense of belonging and building rapport on different levels, in 2022 Seavus organised many different events, such as: Hiking, Cycling, Marathons, Triathlons, Beat Yourself Challenge, Plant a Flower Day Challenge, International Beer Day, Cocktail Day Challenge, Barbeque Summer Event, Coffee Day, World Pizza Day, Pasta Day Challenge, National Espresso Day Challenge, Movember, Love your Pet Challenge, World Book Day, Charities on versatile causes, etc. Furthermore, the company provided different remote deliverables, packages, and prizes on various occasions, such as: Plant Deliveries, New Year's Presents,

Concert Ticket Giveaways etc. Also, during 2022, they reintroduced the sport's Football League of the company and introduced for the first time a special sport's benefit for our valuable staff in Macedonia, that allow them to use an assortment of sports, recreation and SPA/Wellness activities and programmes, with more than 70 facilities supported, available for them to choose from.

- At Cleverlance, they understand the importance of physical and mental well-being. To support this, the company offers regular yoga sessions in the office. These sessions provide employees with an opportunity to unwind, reduce stress, and improve their flexibility and overall fitness. As part of a comprehensive benefits package, Cleverlance provides employees with a Multisport card. They believe that small steps towards a healthier lifestyle can make a substantial difference, which is why the company offers fresh fruit and vitamins on-site, ensuring that employees have access to nutritious options throughout the day.
- As part of the steps taken to strengthen relationships and further improve internal cooperation, AUTOCONT organises sports events and staff days for employees, often including families. The company supports small employee sports teams - runners (e.g., Vltava-Labe run, etc.), hiking teams - climbing Lysá mountain and also organises hockey matches in Brno, AC bikes, ski alps, dragon boats and squash tournaments.
- Recognising the importance of work-life balance, AEC has invested in comprehensive training programmes for all employees. This training equips them with practical guidance on establishing and maintaining a healthy work-life balance. At AEC, they believe in the value of fostering a vibrant and enjoyable work environment. Themed afternoons are actively organised, including table football tournaments, board games, quizzes, and communal breakfasts. These initiatives reflect commitment to creating a well-rounded experience beyond just work.
- Musala Soft provides competitive social and professional benefits to employees, striving to achieve professional and personal life balance.
- AUTOCONT has introduced health days at its branches, where a day is organised once a year to prevent health problems and to visit various medical specialists.

Mental health

The mental health of our employees is by no means less important than their physical health, which is why our companies put various measures in place to best support employee mental health.

- At Seavus, employees have access to an internal 'Wellbeing' page, coaching programme, and a helpline with professional counsellors available every day from 8am to 6pm.
- Stratiteq organised various seminars on mindfulness and meditation.
- AEC continuously expands the benefits package, for example employees have the opportunity for consultations with both coaches and psychologists and they also offer doctor's consultations free of charge.
- Each employee at Clearcode has access to a psychiatrist and psychologist through private medical care offered and paid for by the company. They celebrate Depression Day by making employees aware of taking care of their mental health.

Also, they encourage employees to take time off or sick leave if they feel it will improve their mental health.
- Musala Soft has an Employee Assistance Programme, which provides mental health support for employees.

Diversity and Non-discrimination

We perceive diversity as an asset at ARICOMA Group. Diverse teams consisting of people with diverse backgrounds, experiences and world views prove to be more creative and enable team members to enrich and build on each other's experiences. Our work environment is based on mutual respect for differences between individuals and encourages our people to act naturally and speak up. We have non-discrimination policies in place, supported by internal training on diversity topics.

We focus on following diversity areas:

- Parents at work, support to employees returning from parental leave.
- Employee work-life balance.
- Women in leadership.
- Age diversity - multiple generations in the workplace - students, trainees, and 50+.
- Extending the active phase of life, support to employees at different life stages, flexibility, and mobility of people 50+.
- Supporting the entry and inclusion of young people into the labour market.
- Recruiting expat employees across countries and continents.
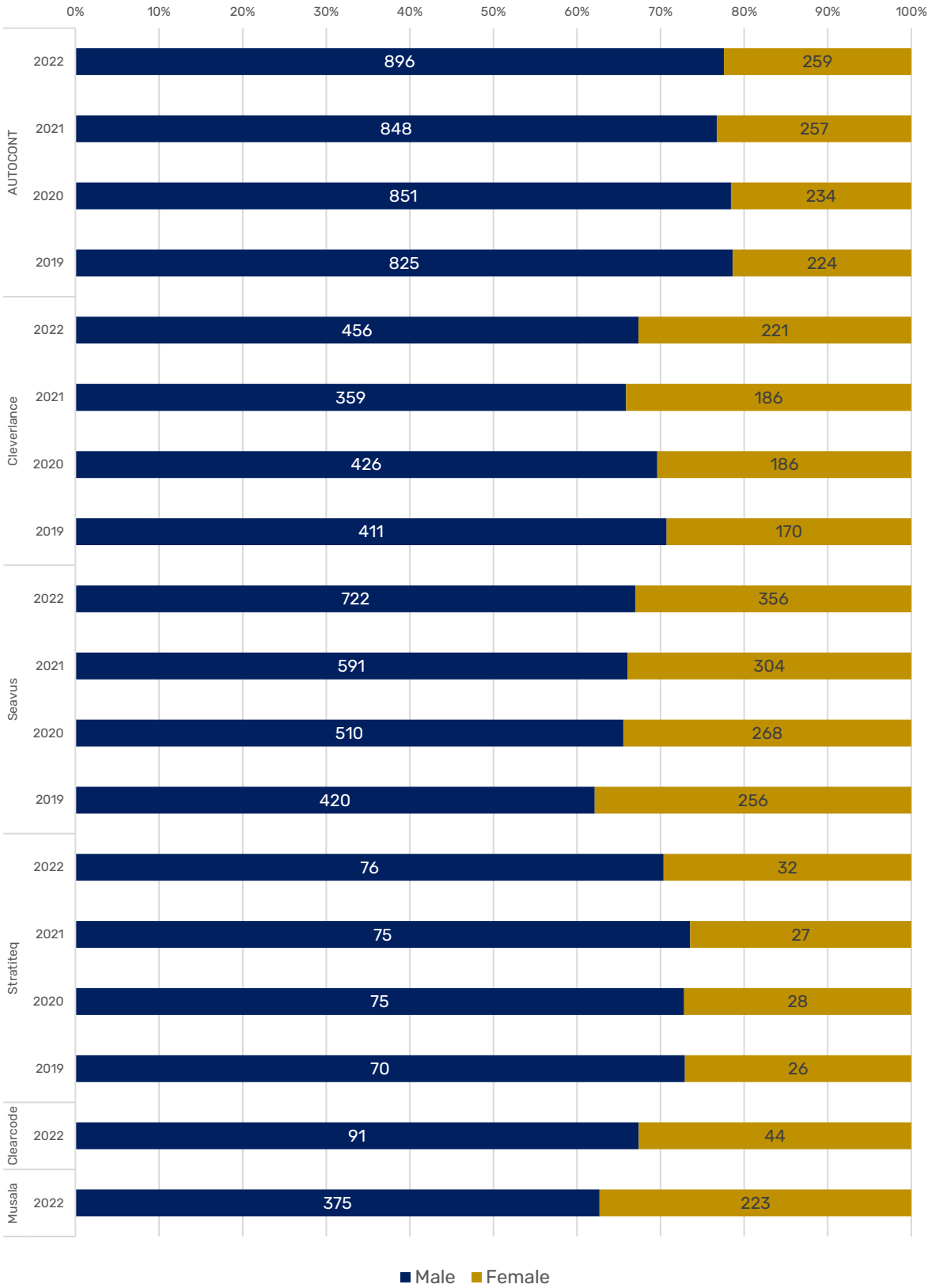
We select our candidates based on qualities and or the expertise they possess, regardless of gender or other social categories. We are proud of our diverse teams that contain women and men, young and old, people of various nationalities, people with disabilities, working parents, people from the LGBT community, people with various religious beliefs, faith, and culture.

- Seavus is committed to promoting diversity and supporting the career advancement and inclusion of women in IT. Its approach includes training and development for women, a strong culture of diversity supported by, for example, the publication of its own Seavus Women in IT Report, and the introduction of a flexible working model, including a hybrid model that enables employees to better balance work and family life. To integrate diversity into company processes, Seavus finalised and officialised the corporate Code of Conduct document, which tackles and profoundly elaborates on the topics of diversity, inclusion, and non-discrimination as well. The company updated and reviewed the content of the Seavus Compliance Training that targets the topic of gender equality, diversity, before launching this training to the new training platform KnowBe4.
- AEC embraces diversity wholeheartedly. The company actively seeks to enhance the representation of women in recruitment efforts, surpassing the numbers from previous years both in management and tech roles. As part of our future vision, ARICOMA Group empowers us to expand our recruitment of security specialists beyond borders. Presently, we are proud to have team members from Ukraine, contributing their expertise and perspectives to the organisation.
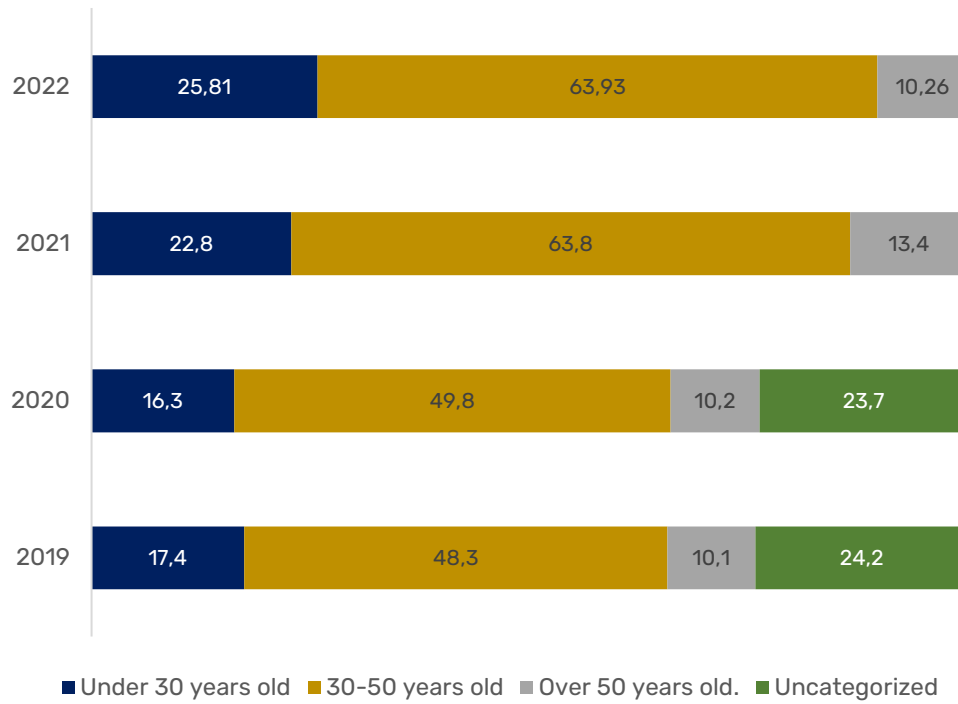
Employee diversity
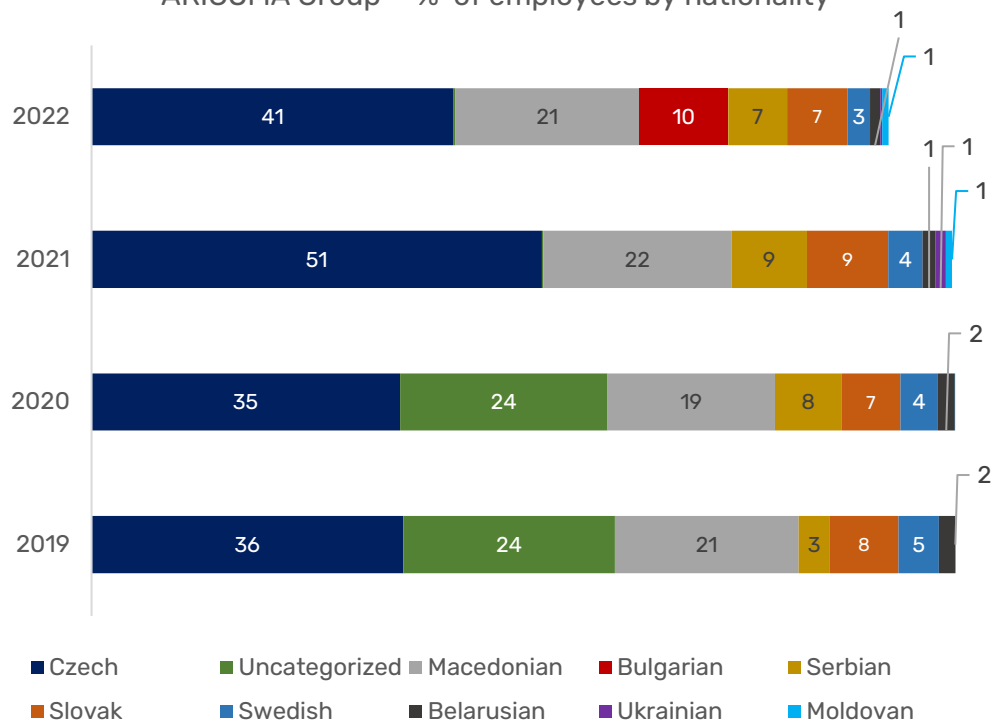
ARICOMA Group - Number of employees by gender

		Male	Female
AUTOCONT	2022	896	259
	2021	848	257
	2020	851	234
	2019	825	224
Cleverlance	2022	456	221
	2021	359	186
	2020	426	186
	2019	411	170
Seavus	2022	722	356
	2021	591	304
	2020	510	268
	2019	420	256
Stratiteq	2022	76	32
	2021	75	27
	2020	75	28
	2019	70	26
Clearcode	2022	91	44
Musala	2022	375	223

■ Male ■ Female

ARICOMA Group –% of employees by age group

Year	Under 30 years old	30-50 years old	Over 50 years old.	Uncategorized
2022	25,81	63,93	10,26	
2021	22,8	63,8	13,4	
2020	16,3	49,8	10,2	23,7
2019	17,4	48,3	10,1	24,2

■ Under 30 years old ■ 30-50 years old ■ Over 50 years old. ■ Uncategorized

Note: Uncategorised category - created to cover data that was not available in required granularity

ARICOMA Group - % of employees by nationality

Year	Czech	Uncategorized	Macedonian	Bulgarian	Serbian	Slovak	Swedish	Belarusian	Ukrainian	Moldovan
2022	41		21	10	7	7	3		1	1
2021	51		22		9	9	4	1	1	1
2020	35	24	19		8	7	4	2		
2019	36	24	21		3	8	5	2		

■ Czech ■ Uncategorized ■ Macedonian ■ Bulgarian ■ Serbian
■ Slovak ■ Swedish ■ Belarusian ■ Ukrainian ■ Moldovan

Note: Uncategorised category - created to cover data that was not available in required granularity

Management diversity

ARICOMA Group -% of individuals within C-level management by age group

Year	30-50 years old	Over 50 years old.
2022	70,1	29,9
2021	64,1	35,9
2020	62,9	37,1
2019	62,3	37,7

■ 30-50 years old   ■ Over 50 years old.
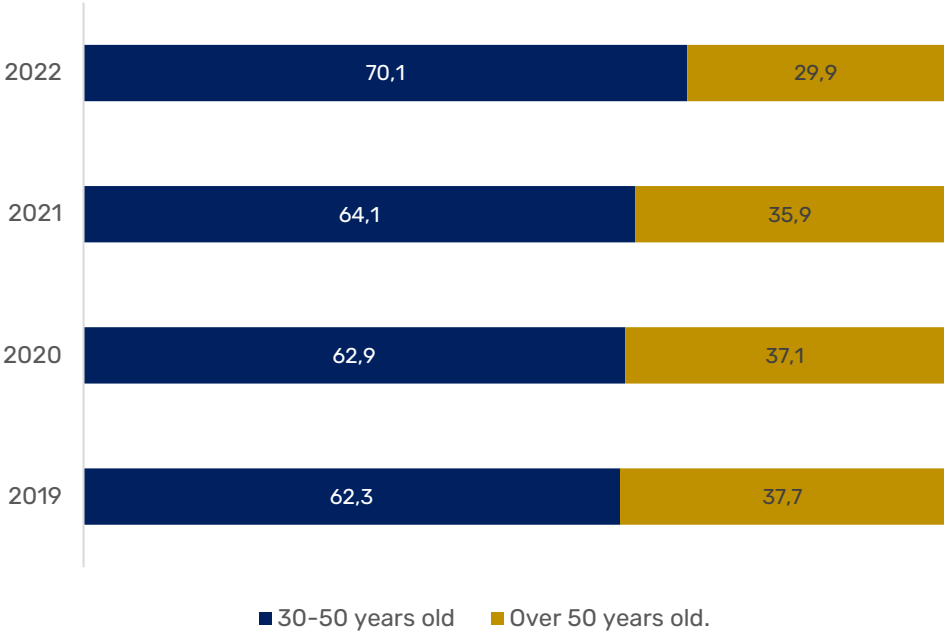
ARICOMA Group -% of individuals within C-level management by gender

Year	Male	Female
2022	79,4	20,6
2021	82,8	17,2
2020	80,6	19,4
2019	83,6	16,4

■ Male   ■ Female
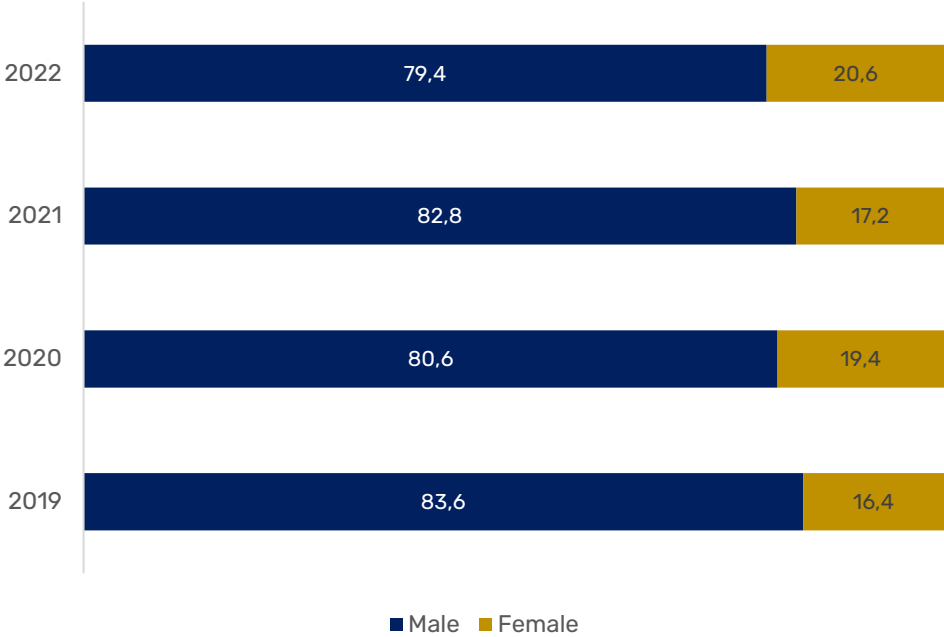
Charities & Non-profit

We are dedicated to maximising the positive impact of our activities on local communities. There are many long-term and short-term engagements with charities and non-profit organisations at the organisational level, such as sponsorships, corporate donations, as well as at the employee level initiatives such as volunteering or employee giving. Last but not least, we strive to develop products that bring positive value to society and local communities and provide systematic IT upskilling programmes for children, young people, and women. Our support of local communities is diverse due to the multiple locations in which we operate, but our goal is always the same, to bring something positive to the world we live in.

Charities indicator	2022	2021
Total amount spent on CSR activities (EUR thousands)	244	250
Number of partnerships with NGOs	13	8
Number of programmes for communities enhancing professional skills and knowledge	39	28
Total number of employee volunteering hours in CSR activities	1,811	446

Note: Number of programmes for communities enhancing professional skills and knowledge means any co-operation with non-profit organisation, schools, industry associations etc. where business-based knowledge is shared. The co-operation is based on agreement, memorandum, or any other alternative.

Company giving

AEC donated educational platforms to SOS Children's Villages, the NGO that helps children in need. AEC has provided free licences to use all Security Academy courses for three years to the employees of this non-profit organisation. They also provided a Phishing module for free in response to cyber-attacks as a reaction to the war in Ukraine.

In 2022, AUTOCONT continued to support the Memory of Nations Institutes (Paměti národa) – Post Bellum. The direct support in 2022 was EUR 33,755 for the Creation of Educational Institutes in given cities. Since 2000, AUTOCONT has been the main partner of the National Theatre in Prague. Its support continued in 2022. The annual amount of support is more than EUR 80,000. A small portion of the donation was in the form of ticket purchases enjoyed by AUTOCONT employees and their guests.

AUTOCONT also supported other various organisations in 2022. For example, the support donation of EUR 3,376 to Ze srdce VZP (pojišťovna Všeobecného zdravotního pojištění), organising charity Fenix Runs, EUR 2,110 to Brno's Masaryk Oncological Hospital, or EUR 2,532 to House of Ronald McDonald nonprofit organisation to equip a hospital room.

In Slovakia, AUTOCONT donated EUR 5,000 to Child Hero of The Year, as well as the donation of EUR 10,000 to Plamienok NPO. Besides that, EUR 2,590 was provided to each of the following subjects: ZÁMOK – support of children from the Children´s Home in Bytča, Children with cancer NPO and Filipko NPO.

In response to the onset of the conflict in Ukraine, Cleverlance initiated several charitable initiatives to support those affected by the crisis - collecting essential supplies and resources, purchasing an artwork by a Ukrainian artist, IT skills education tailored for individuals from Ukraine.

In the autumn of 2022, Cleverlance supported the restoration of a historical bell dating back to 1497. After careful renovation, the bell rang once again, echoing its significance as a historical treasure. The company takes pride in contributing to the preservation of this cultural heritage for future generations.

Clearcode organised a Company run - an initiative to raise money for disabled children. Employees from different companies in Wrocław take part in a five-kilometre run. Over 10 years, a total of 2200 committed companies, 66000 participants took part. The company has donated 50,000 PLN to an organisation that helps people affected by the war in Ukraine. They support Ukrainian employees, their families, and friends by helping them with transport to Poland or finding and paying for accommodation. Clearcode celebrates International Dog Day - a company competition where employees match dogs with their owners. Winners (first 3 places) receive cash vouchers to support animal-friendly foundations. And they also celebrate International Cat Day - a company competition where employees choose cat miss and mister from the employee's cats. Winners (2 places) receive cash vouchers to support animal-friendly foundations.

Musala Soft is dedicated to doing business that brings positive value to society and local communities. They not only have a large portfolio of CSR activities on their own, but they stimulate, and support endeavours driven by our employees and partners. Over the years, the company has supported numerous organisations that aim to help people in need.

Employee giving

Clearcode donated to a worthy cause - an initiative carried out in December together with other companies in Wrocław. It consisted of collecting clothes from employees and delivering them to the charity shop "Na dobrą sprawy", which is run by the Go'n'ActFoundation and uses the profit from sales to help children and young people.

Musala's Christmas Charity Bazaar is one of the most anticipated internal events. Employees are enthusiastically involved in initiatives such as Race for the Cure®, Europe's biggest sporting event for women's health that helps breast cancer organisations and hospitals to collect funds and raise awareness.

Stratiteq has offered all employees a fixed number of hours in volunteering for different charity start-ups.

## Society education support

AUTOCONT Training Centre

AUTOCONT Training Centre offers IT courses as well as mobile classroom and technology rentals for the public. A varied scope of courses is offered depending on the target audience, ranging from Office 365 for users through OS, servers, databases, networks, security, development courses for IT specialists or strategy, process management, ITIL,

PRINCE2 courses for IT managers. Other popular courses include Excel for Intermediate, IT Strategy for Your Business, Team Training, Power BI - Data Analysis and Reporting, Visio and more.

IThink Academy

IThink is the introductory Academy for children in the field of technology organised by the Seavus Education Development Centre in Skopje. The main goal is affirmation among young people through the logical and creative solving of challenges and problems with the help of technology. Taking place in premises that are attractive for kids and youngsters, the academy consists of three modules based on the level of experience, when the elementary Basic programme introduces the design, internet programming and robotics, while at the end of the Advanced programme, each student will have their own design of a real web site, and the final product of the Upper level programme is the student's own design of a game. Several additional events are organised for students and the public, such as Codefest, Kid's Day, Open Day, Zoo events, etc.
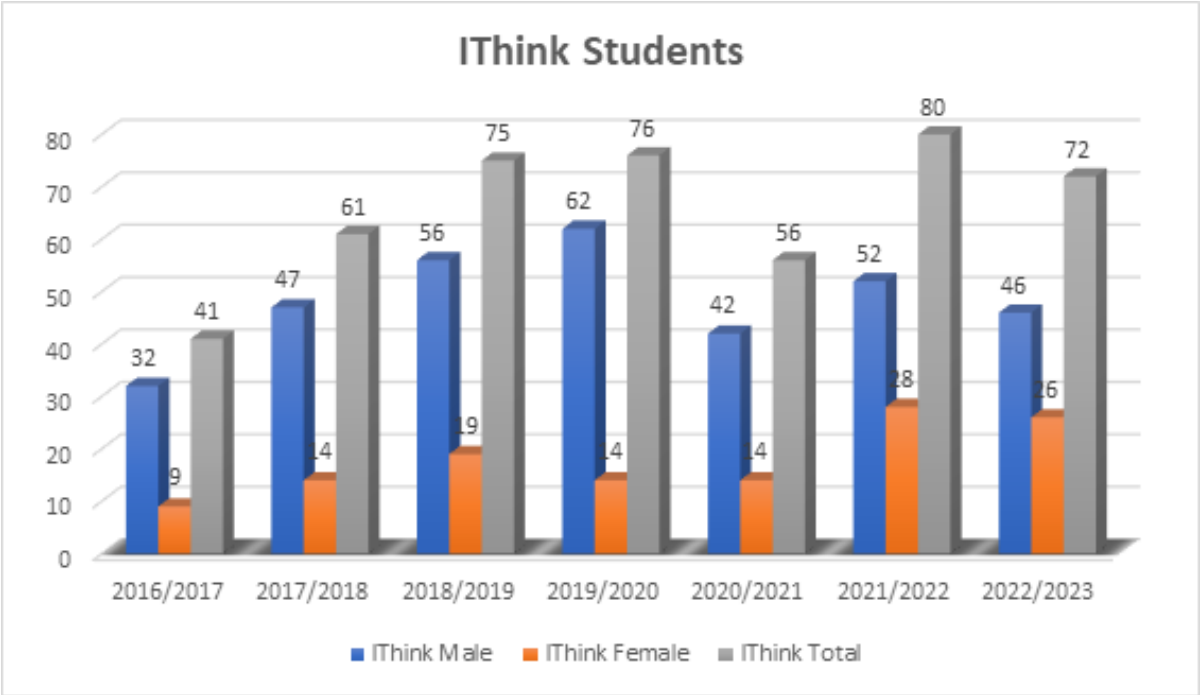
Seavus Education and Development Centre (SEDC)

In addition to in-house training, Seavus Education and Development Centre also offers development programmes for the public. Anyone interested in growing in the IT education field can participate in high quality training that results in 85% of participants being employed after engagement with the SEDC. Programmes range from Prometric, Pearson VUE, Certiport and ECDL certifications to the delivery of various commercial IT and business courses and academies.

AEC Academy

As part of the commitment to security education, AEC Academy was developed - an animated e-learning platform. This resource is available to the public and serves as an internal tool for IT security education within our organisation.

4. Governance

Our approach to corporate governance is based on balancing the interests of stakeholders such as regular shareholders, employees, customers, suppliers, and the communities in which we operate. We believe that clear and transparent governance processes help cultivate a corporate culture of integrity. As an IT company, we are committed to a high level of data security and protection.

High governance body, Governance structure and composition

Operationally, ARICOMA Group is composed of two groups of companies, Aricoma (formerly Aricoma Systems) and QINSHIFT (formerly Aricoma Digital). Each group has its own CEO (Milan Sameš for Aricoma and Ludovic Gaudé for QINSHIFT). For both groups, the ARICOMA Group Executive Committee is represented by 4 committee members (Milan Sameš, the Chairman; Michal Tománek, the Vice-Chairman: Ludovic Gaudé and Ondřej Matuštík). Executive committee members are appointed by the KKCG AG shareholder. The nomination criteria are based on common aspects such as experience, integrity, and credibility. The tenure of the committee members has been effective since 1 November 2021 when ARICOMA Group was regrouped into Aricoma (formerly Aricoma Systems) and QINSHIFT (formerly Aricoma Digital). All Committee members are male with the following diversity composition:

Age group	Number of Committee members	% of Committee members
30-50 years old	2	50
Over 50 years old	2	50
Totals	**4**	**100**

Nationality	Number of Committee members	% of Committee members
Czech	3	75
French	1	25
Totals	**4**	**100**

Governance body model
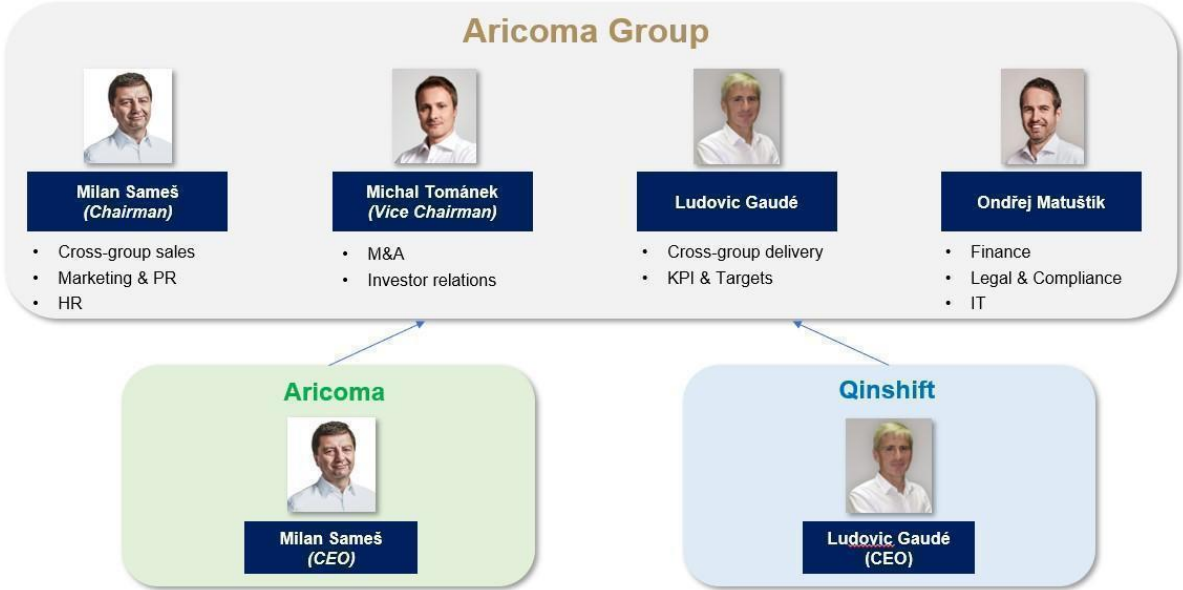
Mr. Milan Sameš holds the post of Chairman of the Executive Committee and also CEO of Aricoma and chair of the board of Aricoma Group a.s., with a 5-year tenure.

There are measures in place to prevent conflict of interest of Chairman and Executive Committee members that are aligned with Act 90/2012 Coll. on Commercial Companies and Cooperatives (Business Corporations Act).

From the statutory point of view, ARICOMA Group is composed of several companies that have their representatives registered in the respective commercial registers.

As of 4 January 2023, the holding entity Aricoma Group Holding a.s., is at the top of the organisational structure of ARICOMA Group. This holding entity falls under the ownership of KKCG Technologies s.r.o. Under this holding entity, there are two main branches. Aricoma Branch is represented by the holding entity Aricoma Capital a.s., and QINSHIFT branch is represented by the holding entity QINSHIFT Capital a.s. This separation of Aricoma and QINSHIFT groups was the main reason for the reorganisation.

There are three main sub-holdings: Aricoma Group a.s., (Czech and Slovak operations), Aricoma Group AB (Scandinavia, Eastern Europe, Balkans, and North America) and Aricoma Group International AB (international operations and Czech operations under QINSHIFT CE). Companies with the name "Aricoma" in QINSHIFT part are now undergoing renaming process and name "Aricoma" will be changed to QINSHIFT.

Compared to the previous reporting period, the main changes were the acquisitions of Clearcode, Musala, and Sabris, all taking place in 2022. Additionally, in January 2023, part of Komix was demerged into Komix Digital.

Governance structure as of 4th January 2023 was following:

Aricoma Group Holding a.s. (Czechia)

ARICOMA
- Aricoma Capital a.s. (Czechia)
  - Aricoma Group a.s. (Czechia)
    - AUTOCONT a.s. (Czechia)
    - AUTOCONT SRL (Belgium)
    - Sabris Consulting s.r.o. (Czechia)
    - Sabris Consulting SK s.r.o. (Slovakia)
    - Consulting 4U, s.r.o. (Czechia)
    - Aricoma Brand s.r.o. (Czechia)
    - AEC a.s. (Czechia)
    - SYSCOM SOFTWARE spol. s.r.o. (Czechia)
    - ALOE spol. s.r.o. (Czechia)
  - AUTOCONT s.r.o. (Slovakia)
  - Cloud4com SK, s.r.o. (Slovakia)
  - Internet Projekt, s.r.o. (Czechia)
  - AEC s.r.o. (Slovakia)

QINSHIFT
- QINSHIFT CAPITAL a.s. (Czechia)
  - QINSHIFT a.s. (Czechia)
  - Aricoma Group International AB (Sweden)
    - QINSHIFT CE a.s. (Czechia)
      - Cleverlance Enterprise Solutions s.r.o (Czechia)
      - Cleverlance H2B s.r.o. (Czechia)
      - Cleverlance Slovakia s.r.o. (Slovakia)
      - Cleverlance Deutschland GmbH (Germany)
      - KOMIX s.r.o. (Czechia)
      - KOMIX Digital s.r.o. (Czechia)
      - KOMIX SK s.r.o. (Slovakia)
      - CES EA s.r.o. (Czechia)
    - Aricoma Espana (Spain)
    - Stratiteq Sweden AB (Sweden)
      - Seavus AB (Sweden)
        - Seavus GmbH (Switzerland)
        - Seavus sp. z o. o. (Poland)
        - SEAVUS SOFTWARE TECHNOLOGIES J.S.C. (Turkey)
      - Seavus FLLC (Belarus)
    - Aricoma Group AB (Sweden)
      - Seavus DOOEL (Macedonia)
        - Seavus Educational and Development Center DOOEL (Macedonia)
        - Seavus Educational and Development Center DOO (Serbia)
        - Seavus DOO (Serbia)
        - Seavus DOO (Bosnia Herzegovina)
      - Seavus S.R.L. (Moldova)
      - Seavus USA Inc. (USA)
    - Clearcode Services S.A. (Poland)
      - Clearcode LLC (USA)
    - Musala Soft EAD (Bulgaria)
      - Musala Soft Dooel (Macedonia)
      - Musala Soft Kosovo LLC (Kosovo)
      - Musala Services EOOD (Bulgaria)
      - Musala Soft LLC (Egypt)

Remuneration and compensation

Members of the ARICOMA Group Executive Committee, as well as members of the senior management, are remunerated based on written contracts with extraordinary remuneration to be approved by the highest corporate body, specifically, the shareholder or the General Meeting.

The KPIs, for which these seniors are responsible, are based on their individual performance, combined with the assessment of the performance of the respective part of the group. Currently, KPIs do not consider the ESG performance.

ESG Governance

Our ESG strategy, as well as due diligence in identifying and managing our impact on the economy, environment, and people, is guided by the Executive Committee.

In terms of the delegation of authority, Ondřej Matuštík has been appointed as the senior executive overseeing the ESG agenda within the ARICOMA Group. As Ondřej is also a member of the ESG team within KKCG, his role is, among other things, to relay important ESG-related information from KKCG to ARICOMA Group and contrariwise on a regular basis.

The Executive Committee is afterwards responsible for developing, approving, and updating ESG-related purpose, value or mission statements, strategies, policies, and goals if they are supposed to be developed on ARICOMA Group level. In terms of statements, strategies, policies, and goals that are company-specific, the responsibility lays on the Board of Directors of the particular company.

When it comes to ESG operational roles, a multidisciplinary team of SMEs representing all ESG-related functions across the whole group has been appointed. The Executive Committee and SMEs are being provided with the relevant information from external and internal resources to possess sufficient collective knowledge, skills, and experience needed to manage the ESG agenda and due diligence adequately.

In terms of sustainability reporting, the Executive Committee is responsible for reviewing and approving the reported information, including the Group's ESG material topics. The first step of the process is initial approval of SMEs that participate in the annual corporate sustainability reporting process and taking responsibility for the reported information. Representation of all subgroups is ensured. The final version of the ESG report is subsequently reviewed and approved by the Executive Committee prior to the official release.

Communication of critical concerns

Critical concerns are communicated to respective parties based on their severity. The least severe concerns are communicated at a company level to the Board of Directors. In case of greater severity, the concern is brought by the company representative to the Executive Committee. All critical concerns are communicated, including complaints from the whistleblowing and grievance mechanism.

Ethics and compliance

Our compliance programme has been compiled on the KKCG level and put in place to ensure that we comply with all applicable laws and regulations and conduct our day-to-day business in an ethical manner.

The programme includes policies addressing bribery, corruption, anti-money laundering, charitable contributions, political donations, facilitation payments, gifts and hospitality, fair competition, know-your-client principles (including sanction lists) and other compliance topics. These policies are codified in internal guidelines and each company has a person dedicated for compliance.

Employees are regularly educated via compliance training sessions, and each new joiner is required to undergo compliance training as well. These compliance training sessions are held regularly to reflect on proper addressing of identified issues. Since 2022, compliance training has been conducted through a new universal group-wide training platform that provides us with real-time information about the training completeness across the whole group.

We plan to establish a new role of Compliance Director in 2023 at the ARICOMA Group level to reflect specifics of compliance within IT business.

As we have been growing continuously, it is absolutely crucial for us to ensure that our compliance programme is embedded into the processes of newly acquired companies. As a part of our standard due diligence processes, we check the status of formal compliance processes within the target company including any potentially pending compliance

issues so that we can effectively roll out our standard compliance programme in the target companies after acquisition and deal swiftly with any issues identified.

Following the acquisition, we require each new company to join our compliance standards and prepare a plan on how these compliance standards would be introduced. The progress of implementation is assessed on a monthly basis. Our position is that there will be the same level of compliance within ARICOMA Group, regardless of the country of incorporation of each company and timing of the company ARICOMA Group incorporation.

In 2022, the group-wide policies were fully implemented in all locations, and 100% of the workforce passed through compliance training except for Musala and Sabris that were acquired at the end of 2022 and completed the training in 2023. All Executive Committee members undergo the compliance training in prescribed intervals.

Besides compliance with local legislation in all locations where we operate, any policy commitments such as the Paris Agreement, ILO conventions, UN Guiding principles on business and human rights have not been officially articulated; however, these have been considered when creating our general ESG direction.

Each company in the group is required to include standard compliance provisions in its contractual templates with its employees, and the breach of such provisions can lead to termination of the respective contractual relationships.

No significant instances of non-compliance with laws and regulations or corruption were confirmed in 2022.

Governance indicator	2022	2021
Business ethics training - employee passing rate	86%	92%
AML training – designated employee passing rate	86%	88%
Number of money laundering incidents	0	0
Total number of cases reported by internal whistleblowers	0	0

Processes to remediate negative impacts

One unified process has been established to cover grievance mechanisms and whistleblowing mechanisms. Grievance mechanisms enable all internal and external stakeholders to raise concerns about, and seek remedy for, the organisation's potential and actual negative impacts on their human rights whereas whistleblowing mechanisms enable internal and external stakeholders to raise concerns about wrongdoing or breaches of the law in the organisation's operations or business relationships, regardless of whether the stakeholders themselves are harmed or not. We plan to straighten our

whistleblowing process in 2023 to meet the requirements of upcoming whistleblowing law.

As part of our compliance programme, each company is required to post the compliance@aricoma.com email address on its website that is dedicated to these issues. In the event of a concern being sent in, the relevant case is properly addressed, communicated to the Board of Directors, and also communicated with the specific stakeholder to remedy the negative impact of our actions. Subsequently, all concerns are evaluated, and the process is concluded with an annual compliance report.

There were no concerns reported in 2022.

Collective bargaining agreements

ARICOMA Group companies are not involved in collective bargaining agreements, except for Seavus Group where Seavus AB is a part of trade unions and has a collective bargaining agreement with Almega. Communication with this trade union is performed through an HR representative in Seavus AB. Similarly, Seavus DOOEL is bound by the General collective bargaining agreement for the private sector in accordance with applicable Macedonian Law.

Despite there being no official agreements in most of the locations, freedom of association is not limited by any means and transparent communication channels between employees and company are in place. Our employees are encouraged to ask any potential questions as well as express their concerns, comments, or suggestions for improvements.

Membership associations

ARICOMA Group companies are members of respected professional organisations in their countries. For example, in the Czech Republic, AUTOCONT is a member of ICT UNIE, which is a professional association of companies active in the field of information technology and electronic communication.

Apart from that, ARICOMA Group companies are ISO certified and hold certifications such as ISO 9001, ISO 20000, ISO 27001, ISO 14001, TISAX, VMware Master Services Competency certification for Cloud Management and Automation and others.

Customer privacy (GDPR), Data security and management

It is critical to our business that we protect customer data, manage it responsibly, and ensure we are collecting and storing it in the most compliant, secure, and effective way. Our global cyber security, data privacy and data protection processes are standardised to meet the requirements of all applicable laws and regulations as well as the relevant certifications.

To further improve our overall security posture and strategic planning in information protection, we have engaged a dedicated Chief Information Security Officer at Group level, focussing on information security, risk, governance, compliance, and data Privacy. As a result, the information security roadmap for the group is defined, communicated, and updated annually.

One of 2022's information security roadmap outcomes were the group-wide deployment of a learning management system from KnowBe4 and mandatory user-security awareness training for all employees on a monthly basis. We have also introduced regular phishing test campaigns for at least 30% of employees approximately every 60 days. Both measures are bringing measurability and sustainability into our cyber security programme.

We have not experienced any confirmed personal data incidents and have not received any substantiated complaints concerning personal data from external parties or regulatory bodies in 2022.

In terms of process enhancements, we have shifted processing GDPR documents from paper form to a fully digital environment. This shift is not only giving us greater savings of human labour and paperwork, but also giving more rights to employees in expressing their consent with use of their personal data.

Cybersecurity is currently one of most critical concerns for companies, especially for those that have moved their key processes to the cloud. Our cyber security programme is designed to meet all potential challenges that might occur in terms of cyber risks. We undergo internal audits, external certifications, and audits on a regular basis (ISO 20000, ISO 27001, TISAX) as well as client account audits. We have not experienced any cyber security incidents within our operations in 2022.

Cyber security indicator	2022	2021
Number of business continuity disruptions:		
• caused by a cybersecurity related incidents	0	1
• caused by a technology malfunction-related incident	0	1
Employees with a completed cybersecurity training	100%	93%

As few companies in ARICOMA Group's portfolio will be subject to the EU NIS2 Directive, we have launched a group-wide gap analysis to identify areas of improvement to fully comply with upcoming compliance requirements. We are extensively implementing multi-factor authentication in all newly acquired companies and preparing to adopt Zero Trust Network Architecture concept.

Another enhancement in managing external cyber risks is teaming up with Security Scorecard, which allows us as a group to observe and respond to vulnerabilities reported by third independent parties. We aim to maintain the score above 90 points / A category out of 0- 100 points / A – F category scale in the long term.

Considering ARICOMA Group's portfolio, AEC is the Czech and Slovak leader in IT security. In order to protect our clients from cyber threats, AEC provides a wide range of products and services from a variety of security analyses, through the design of customised security solutions within safeguard proposals considering legislative and client requirements, integration of cyber security throughout the whole organisation, testing applications and infrastructure, to conducting independent audits to correct the defects.

Also, other companies actively help their clients to manage cyber security threads:

- For instance, AUTOCONT deals with the security of end-devices, including mobile platforms, networks and connections to the Internet or cloud, protection and management of user identities, data protection against leakage and theft, as well as protection of applications and data centres, and implements systems for security management. Security monitoring and ICT security consulting services are a very important part of the offer as well.
- Also, Seavus offers services provided by a team of Security professionals in the form of Security Assessment service, the detailed evaluation of the external and internal threats, by delivering vulnerability assessment and penetration testing services, including recommendations for improving the overall security posture as well.

Responsible purchasing

We recognise our suppliers as essential partners in creating successful services and product offers for our customers and therefore are an important aspect of our value chain. Our supply chain could be broken down into 4 main segments: hardware & software, people we need to acquire and energy. Our suppliers represent the critical resources that could be perceived as the upstream of our operations. We strive to utilise these resources in a sustainable manner and bring value to our customers when delivering our downstream products and solutions such as IT and SW infrastructure, IT solutions, digitalisation and data and cloud solutions.

ARICOMA Group Value chain
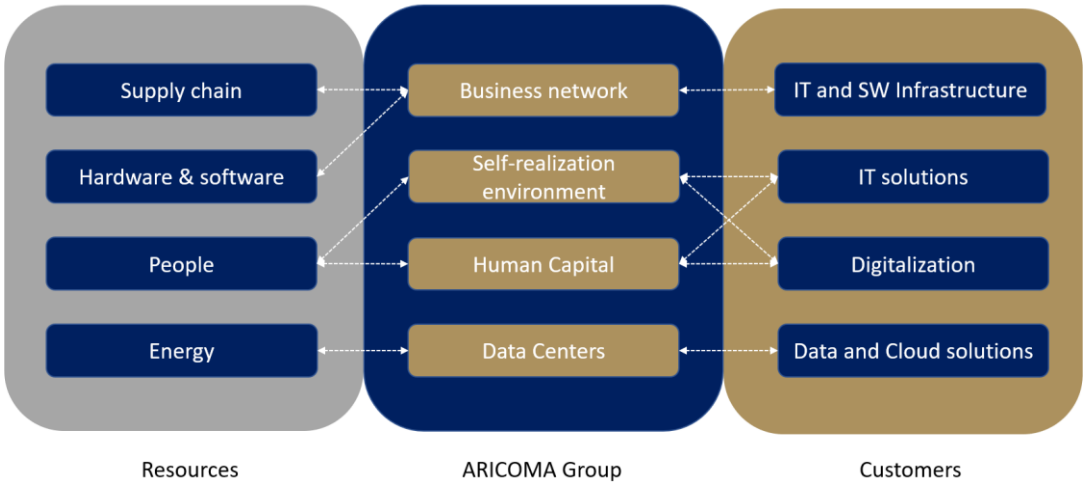
In 2022, we spent almost EUR 230 million in purchases from our suppliers worldwide. Purchased items have been grouped into 7 main categories – Building rent, Transportation, IT&IS, Telco, Education, IT & Software for resell and Capex.
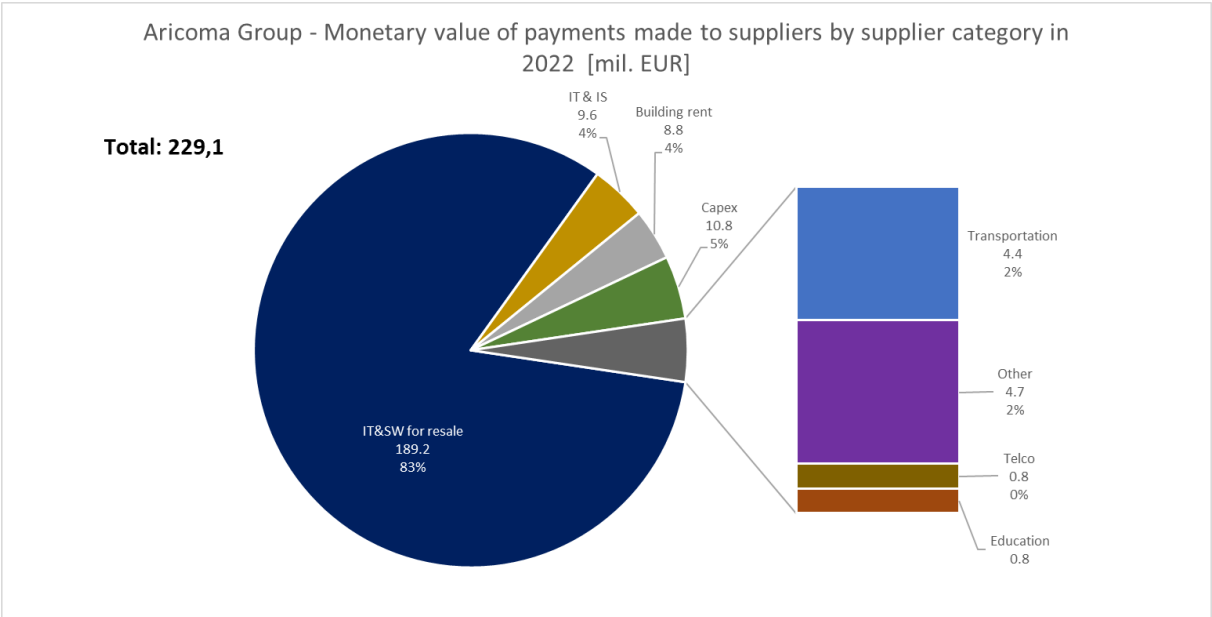
Note - Categories explanation:

Building rent	*Expenses for buildings and premises rent*
Transportation	*Expenses for external transportation, operative leasing, fuel expenses, service expenses*
IT & IS	*Expenses for internal IT (HW & SW), expenses for IT vendors*
Telco	*Telecommunication, mobile phones, internet*
Education	*External training, Employee education, awareness campaigns*
IT&SW for resale	*HW/SW for resale*
Capex	*capital expenditure*
Other	*Office supplies, refreshment, coffee*

Supplier selection and evaluation

Our long-term goal is to achieve a balanced supplier selection process across the whole group to choose suppliers not only based on past positive experience and economical advantage, but to also take other aspects into consideration, such as their approach to environmental, social, and human rights aspects. Currently, our companies have their own approach to these topics and each of them is characterised by their respective level of maturity. In general, we preferably collaborate with globally recognised brands where the alignment with ESG principles is, in most cases, ensured by sound ESG strategies with a good track record.

- At AUTOCONT, approximately 80 % of suppliers have an ESG programme in place, and the trend is being monitored over time. AUTOCONT maintains targets and achieves the same with its major vendors such as DELL, HPE, HPI, Microsoft, Lenovo. Vendors are selected based on Gartner Magic Quadrant technology grants, our own research in the IT sector, and customer requirements. Purchasing is managed in two ways - directly from the manufacturer and indirectly through an approved distribution channel. Approved suppliers are then evaluated twice a year against set criteria. As part of that, all key suppliers were found eligible in 2022.
- Cleverlance prefers hardware manufacturers and distribution partners that keep their carbon footprint at a low level. As some cloud services are being utilised, the providers are selected not only with respect to the high level of security measures, but also to ensure a low impact on the environment (*e.g.,* Microsoft).
- At Seavus, the well-structured and effective procurement process is achieved through compliance with established internal processes such as Procurement procedure documents and others. Seavus prefers cooperating with larger suppliers that have similar standards and processes in terms of environmental and social matters. A periodic assessment of the procurement process is performed,

including supplier evaluation. This evaluation is also based on ESG criteria: Sustainability (10% weight) and Environmental and social responsibility (5% weight). The major suppliers are regional distributors of IT equipment, such as Dell and Cisco.

- In accordance with Stratiteq's Environmental policy, requisitions from suppliers that offer eco-labelled and, if possible, locally produced products are encouraged and the purchasing personnel are obligated to strive for choice of the most environmentally friendly alternative at every opportunity. This is also encouraged by Stratiteq's employees who support environmentally approved products. Relevant directives, such as RoHS and WEEE, are followed during the purchasing process. There is also a Supplier environmental policy in place, which considers the responsible disposal of IT equipment, as IT equipment is rented from a third party in Stratiteq. As most of Stratiteq's electronic equipment is supplied by the hardware suppliers Caperio Finance AB and Dell AB, Stratiteq follows their environmental policies in these respects. Caperio Finance takes great responsibility towards its surroundings and the environment. Both Stratiteq and Caperio Finance do their best, even beyond the scope of the applicable regulations, to avoid and minimise the burden on the environment together with their partners in this area. This applies in particular to the management of used IT products with respect to the circular economy.

- For KOMIX, the most important group of suppliers in terms of volume and number are the individual employees working as freelancers. When selecting suppliers, there is a commitment to ISO 14001, ISO 9001 and ISO 27001 and compliance. There is no set code of conduct for suppliers. Approximately 80 suppliers are assessed annually for ISO 9001. All suppliers have been assessed as eligible.

- At Clearcode, they try to allow only equipment from reputable manufacturers to be purchased. In the case of computers, these are: Lenovo, Dell, HP, and Apple, and for selected models, Asus. In the case of monitors: Dell, Benq, Ilyama, LG.

- It is integral to Musala's business strategy and success to have a positive impact when dealing with clients, suppliers, employees, and the wider community wherever they do business. Therefore, the company is committed to ensuring that all procurement activities conducted are conducted in an honest, competitive, fair, and transparent manner, and that incumbent suppliers are appropriately managed on an ongoing basis. Musala Soft has a set of internal rules for those involved in procurement activity, to support this commitment. Musala Soft is continuously engaged with its suppliers to ensure that principles are met, and that the Supplier Code of Conduct is adhered to by all the company's suppliers and throughout the supply chain.

Innovations

Our primary goal is to support our clients with innovative solutions that help them serve end-clients and solve long-term problems, increase productivity and efficiency, and achieve their goals. We leverage the broad portfolio of IT services offered by our companies to design, implement. and operate customised and comprehensive solutions tailored to our customers. Our main workstreams are:

- Custom software development

- UI/UX design
- Technology consultancy services

ESG and innovation

We believe that there is a strong link between ESG and innovation. Firstly, ESG as the transforming force moving the whole world towards sustainability, drives innovation. This presents us with an incredible opportunity as our clients look for products and services to help them with this transformation.

Secondly, we always consider the ESG perspective when working on a new innovative solution, and a new product or service should in no way harm the environment or society but should deliver a positive impact whenever possible. We are convinced that this is the main area for us to actively contribute to the sustainability transition.

When it comes to the environmental impact of our innovative products, our main goal is to ensure that each new product is as efficient as possible. This means embedding efficiency principles in all development processes, making sure that our code has optimal energy consumption and maximising memory space, thus optimising CPU usage and reducing hardware requirements. It is part of the agenda of our newly hired Head of Delivery to oversee that these principles are embedded in all work we do. Even small improvements in our code efficiency can have sizable impacts, as our products are eventually used by millions around the world.

Another venue for efficiency and sustainability is our approach to international cooperation and the use of resources. As ARICOMA Group grows, more opportunities are arising to pool resources together, so to share and use less as a result. In combination with post-COVID reality, this translates into reducing office space to suit our needs, conducting most of our international meetings virtually to limit travel carbon footprint, and pooling many central support functions in order not to waste human capital by duplicating work.

Social impact and governance

In terms of social impact of our innovative products, we recognise two main aspects:

- The human brain as unlimited resource - unlike other resources, the human brain is truly unlimited. Because we believe that innovation is a product of energy and can be organised, our goal is to provide our people with tools and an environment that allows them to use their brains efficiently and progressively, thereby fostering innovation. As part of this, we prefer a flat organisation that holds teams accountable. We also believe that innovation is born in healthy tension, so we challenge our people to step out of their comfort zone, providing them with a safe environment at the same time in the form of a respectful team spirit, but also a physical environment, as our office space is designed for integration and collaboration.
- Digital inclusion - a concept we are trying to implement primarily internally by providing career opportunities to people who come from any underrepresented

groups or face any kind of disability. However, we offer the same opportunity to our customers by providing them with user-friendly software that, provided they have the necessary hardware and internet connection, brings inclusion to people who might otherwise feel excluded due to physical or mental barriers.

Our commitment to governance principles runs strong throughout ARICOMA Group. We operate in an extremely dynamic, youthful, and informal environment of IT and software development, and we fully reflect this in our governance and organisation. We are building an extremely flat and open organisation, we maintain a collegial informal attitude throughout, and we bridge cultures through the development of international cooperation. On the people front, we drive natural diversity, boosted by our skill-oriented meritocratic approach. Leading by example, our management team fully represents this approach, bringing together a truly diverse set of people. As we grow and expand, the clear objective is to continue in this direction.

Examples of innovative solutions delivered to our clients:

Oversight of security incidents and events for Colt Group (Czech Company Česká Zbrojovka - member of Colt Group)
Since 2017, Česká Zbrojovka has decided to use the services of AUTOCONT´s AC SOC and entrusted the supervision of security incidents to an experienced team of external specialists. AC SOC provides highly qualified and fast support in the field of Cyber security.

Kofola (Czech beverage manufacturer) has cybersecurity under control thanks to AUTOCONT
Due to the increasing number of cyber-attacks and their increasing complexity, it was necessary to change the security protection philosophy and deploy an EDR/XDR security solution. The goal of the project was to provide automated data collection from endpoints with the possibility of future extension to third-party sources. At the same time, it was a requirement to find an administrator-friendly solution that would not burden the administrator unnecessarily thanks to the abundance of pre-prepared or easily completed analytical queries.

Modernisation of the infrastructure for the operation of critical applications of the travel agency Invia.cz
Invia.cz has long used AUTOCONT as a contractual service partner. AUTOCONT holds the highest partner certification, HPE Platinum, and their specialists fulfil the conditions of several implementation and service competencies. Business-critical applications are now running on the new converged HPE solution, which gives flexibility and allows optimizing operating costs in combination with the use of AUTOCONT DCS pleAzureStack and MICROSOFT Azure cloud services.

Generali Paperless

The paperless initiative aims to digitise insurance policies, transforming them from paper-based to digital format. Musala Soft's team has designed and developed a comprehensive solution for issuing and managing policies within Generali's Core Insurance System. This innovative solution encompasses the generation, archiving, and digital signing of various documents, including insurance policies, annexes, payment receipts, terms, and conditions, and more. As part of this initiative, a new database has been developed to store all electronically issued documents, with the objective of reducing the reliance on paper documents and their storage in physical repositories. The project was successfully delivered in 2022 and is widely adopted in Generali Bulgaria as part of the Generali strategy for paperless policies.

EU VAT Tax reclaims

Working for a Danish client, Seavus has finalised implementation of a modern solution for EU Vat tax reclaims that supports the automated EU-VAT reclaim process instead of doing it manually. The solution is a fully automated open-API solution for EU-VAT financing, VAT reclaim management for admin and Liquidity Providers, and a Mobile App solution for usage by employees.

EURO currency support

Seavus has worked on a big project to adapt several applications from the banking ecosystem to support the Euro operations as official country currency instead of the Croatian Kuna, following the resolution of the European Council for Croatia to becoming a member of EU. The project was finalised on time by the end of Dec 2022 as per the regulation, and the bank is now successfully running the EURO currency transactions.

AEC CE Digital & Enviro Grouping member

AEC is a member of CE Digital & Enviro Grouping (CEDEG) which is a research, business, and networking group that operates within the Central European area. Through its activities, the organisation has the nature of a non-profit organisation, a transnational cluster grouping (metacluster). The metacluster is dedicated to research, development, dissemination, and monetisation of activities in two important topics of contemporary global society - the field of digitalisation and environmentally advanced technologies. The main goals of the group are:

- Innovation and support of its own members.
- Dynamisation and growth of small and medium-sized member companies.
- Promoting the principle of the digital and environmental ecosystem.
- International cooperation.

Automatic invoice handling

Lekolar's (Nordic leader in developing learning environments for children and young people) challenge was high shipping costs, without detailed information on exactly where the costs arise and how they impact the margin on an individual order. Stratiteq has built an automated solution that retrieves information on shipping costs for each individual

shipment, visualised in a Qlik Sense report. Lekolar has gained increased insight into how the costs are allocated per customer/order/shipment.

- Lekolar has a foundation for making decisions on new business rules.
- Lekolar can identify repetitive behaviour at the customer level and take action.
- Lekolar can calculate the actual margin per shipment/order/customer using the provided information.

Digital fine collection in Transport

Stratiteq has built an ecosystem for seamless digital fine collection in a public transport setting. The solution also introduces a new process for the issuing and tracking fines, end-to-end.

- New section implemented into the existing validation app.
- Feature for handheld validation devices (Zebras)
- Scan standardised identification papers (Swedish Drivers Licence & Passport)
- Manual input for non-standardized ID papers
- API to collection partner handling invoicing
- Invoice pages for travellers
- Admin UI for PTA

Cooperation platform in healthcare

Stratiteq also built an ecosystem for seamless digital collaboration in a decentralised health care environment, to enable communication, education, connectivity, and to create a more cohesive organisational culture.

- An easy to sign up on portal where the patient gets relevant information based on their diagnosis. A way for the patient to share self-monitoring data, allowing the doctor to follow the progress remote and digital. It enables the possibility to intervene if any pattern deviates.
- A one-stop-shop for medical personnel to get all the relevant information about their day and their patients, sourcing data from different systems to create an easy-to-use overview.

Enhanced customer experience - Real Estate

Stratiteq has an improved customer portal with access to relevant information from Real Estate core system bundled in a solution with Microsoft Dynamics Customer Service.

Examples of internal innovative solutions:

<u>Development of agile project management methodologies - SCRUM</u>

Another major step towards innovation was the development of agile project management methodologies such as SCRUM. This approach allows KOMIX and its teams to react quickly to changes in customer requirements and better plan and organise their projects. SCRUM promotes collaboration, transparency, and ongoing communication between teams and customers, which increases the efficiency and success of projects. By implementing agile methodologies, KOMIX has a greater ability to deliver quality solutions in a short timeframe and better adapt to market dynamics.

Industry recognitions

<u>Excellence in New Business Development and Excellence in Client Solutions Sales award for AUTOCONT</u>
At the end of November and December 2022, HP recognised its best partners in Prague and Bratislava. AUTOCONT, as a sales and service partner of HP, proved that it is the most important commercial partner of HP in the corporate sector in the Czech Republic and Slovakia. Probably the most valuable award is the "Excellence in New Business Development", which AUTOCONT received for the biggest contribution of new business for Dell, both in terms of the number of new customers and sales volume, in both server and storage categories.
The "Excellence in Client Solutions Sales" award, which is regularly awarded by Dell for the highest sales volume in the area of client systems on the Czech market, is also significant.

<u>IBM Security Partner of the Year 2022</u>
The category in which AUTOCONT was awarded refers to the services and competencies of the partner with a link to the technologies that IBM delivers in the form of several editions of IBM Cloud Pak for Security or individual products separately.

Report Summary

2022 ESG report is the third issuance of an ARICOMA Group-wide sustainability report.

The information cited in the GRI Content Index has been reported with reference to the GRI Standards. The disclosures are based on the early adopted Revised Universal standards (2021).

For the GRI Content Index, please refer to Attachment no. 1.

The 2022 ESG Report contains disclosures that present the economic, social, and environmental impacts connected with ARICOMA Group business activities.

We aim to continue to further improve internal processes, awareness, and comprehensiveness of non-financial reporting.

Restatement of 2021 carbon footprint data has been made to reflect the recent acquisitions as well as the change of the methodology of base year. See more in the section About the report.

This report was reviewed by the ARICOMA Group Executive Committee.

Audit assurance according to ISAE 3410 has been provided by the independent auditor, PricewaterhouseCoopers Audit, s.r.o., over the Carbon Footprint Calculation.

The Independent practitioner's limited assurance report is an integral part of the 2022 ESG report.

All relevant details on the calculating of ARICOMA Group's carbon footprint including the methodology used, organisational and operational boundaries, sources excluded from inventory, reporting period, consolidation approach, base year and detailed GHG results are contained in the Greenhouse Gas Emissions Inventory Report ("GHG Report").

GHG Report should be read along with the GHG results published in ESG Report 2022.

For the GHG Report, please refer to the Greenhouse Gas Emissions Inventory Report.

For further details regarding this report, please refer to the chapter About the report.

If you wish to share your feedback with us, please contact us at sustainability@aricoma.com.

Attachments

Attachment no. 1 – GRI Content Index

GRI Content Index							
Statement of use		Aricoma Group has reported the information cited in this GRI content index for the period 1 January - 31 December 2022 with reference to the GRI Standards.					
GRI 1 used		GRI 1: Foundation 2021					
					Omissions		
GRI Standard	**Disclosure Number**	**Disclosure Name** Individual requirements ('a', 'b', 'c', etc.) are not listed here	**Location of Disclosure**	**Note**	**Requirement(s) omitted**	**Reason**	**Explanation**
General Disclosures							
GRI 2: General Disclosures 2021	2-1	Organizational details	Company profile, About the report				
GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	About the report				
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	About the report				
GRI 2: General Disclosures 2021	2-4	Restatements of information	About the report				
GRI 2: General Disclosures 2021	2-5	External assurance	About the report				
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships	Company profile Economic performance Responsible purchasing				
GRI 2: General Disclosures 2021	2-7	Employees	Key workforce statistics				

GRI 2: General Disclosures 2021	2-8	Workers who are not employees	[Key workforce statistics](#)				
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	[High governance body, Governance structure and composition](#), [ESG Governance](#)				
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	[High governance body, Governance structure and composition](#)				
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	[High governance body, Governance structure and composition](#)				
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	[ESG Governance](#)				
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	[ESG Governance](#)				
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	[ESG Governance](#)				
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	[High governance body, Governance structure and composition](#)				
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	[Communication of critical concerns](#)				
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	[ESG Governance](#)				
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	[Remuneration and compensation](#)				
GRI 2: General Disclosures 2021	2-19	Remuneration policies	[Remuneration and compensation](#)				

GRI 2: General Disclosures 2021	**2-20**	Process to determine remuneration	[Remuneration and compensation](#)					No independent committee in place, determined by shareholders
GRI 2: General Disclosures 2021	**2-21**	Annual total compensation ratio			X		Confidentiality constraints	Information is not available to public
GRI 2: General Disclosures 2021	**2-22**	Statement on sustainable development strategy	[Message from CEO](#)					
GRI 2: General Disclosures 2021	**2-23**	Policy commitments	[Ethics and compliance](#)					
GRI 2: General Disclosures 2021	**2-24**	Embedding policy commitments	[Ethics and compliance](#)					
GRI 2: General Disclosures 2021	**2-25**	Processes to remediate negative impacts	[Processes to remediate negative impacts](#)					
=B33:I121GRI 2: General Disclosures 2021	**2-26**	Mechanisms for seeking advice and raising concerns	[Processes to remediate negative impacts](#)					
GRI 2: General Disclosures 2021	**2-27**	Compliance with laws and regulations	[Ethics and compliance](#)				No non-compliance	
GRI 2: General Disclosures 2021	**2-28**	Membership associations	[Membership associations](#)					
GRI 2: General Disclosures 2021	**2-29**	Approach to stakeholder engagement	[Stakeholders](#)					

GRI 2: General Disclosures 2021	**2-30**	Collective bargaining agreements	Collective bargaining agreements	0.93% employees covered by collective bargaining agreements (Seavus AB)			

Material Topics							
GRI 3: Material Topics 2021	**3-1**	Process to determine material topics	Materiality Analysis				
GRI 3: Material Topics 2021	**3-2**	List of material topics	Materiality Analysis				
GRI 3: Material Topics 2021	**3-3**	Management of material topics		Captured within particular section			
Economic							
GRI 201: Economic Performance (2016)	**201-1**	Direct economic value generated and distributed	Economic performance				
GRI 201: Economic Performance (2016)	**201-2**	Financial implications and other risks and opportunities due to climate change	ESG-related risks and opportunities				
GRI 203: Indirect Economic Impacts (2016)	**203-2**	Significant indirect economic impacts	Charities and Non-profit				

GRI 205: Anti-corruption (2016)	205-2	Communication and training about anti-corruption policies and procedures	Ethics and compliance	Covered in Business ethics training - employee passing rate			
GRI 205: Anti-corruption (2016)	205-3	Confirmed incidents of corruption and actions taken	Ethics and compliance	No incidents			
GRI 206: Anti-competitive Behaviour (2016)	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Ethics and compliance	No legal actions			
Environmental							
GRI 302: Energy (2016)	302-1	Energy consumption within the organization	Energy and fuel	Total fuel consumed by fleet reported in litres. Total energy consumption is reported in MWh.			
GRI 302: Energy (2016)	302-3	Energy intensity	Energy and fuel				
GRI 303: Water and Effluents (2018)	303-1	Interactions with water as a shared resource	Water				
GRI 303: Water and Effluents (2018)	303-2	Management of water discharge-related impacts	Water				
GRI 303: Water and Effluents (2018)	303-3	Water withdrawal	Water				
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	Carbon footprint and emissions				

GRI 305: Emissions (2016)	**305-2**	Energy indirect (Scope 2) GHG emissions	Carbon footprint and emissions				
GRI 305: Emissions (2016)	**305-3**	Other indirect (Scope 3) GHG emissions	Carbon footprint and emissions				
GRI 305: Emissions (2016)	**305-4**	GHG emissions intensity	Carbon footprint and emissions				
GRI 306: Waste (2020)	**306-1**	Waste generation and significant waste-related impacts	Waste				
GRI 306: Waste (2020)	**306-2**	Management of significant waste-related impacts	Waste				
GRI 306: Waste (2020)	**306-3**	Waste generated	Waste				
Social							
GRI 401: Employment (2016)	**401-1**	New employee hires and employee turnover	Recruitment and Turnover				
GRI 401: Employment (2016)	**401-3**	Parental leave	Parental leave			Information incomplete	Only number of employees currently on parental leave and returned from parental leave is monitored, by gender
GRI 403: Occupational Health and Safety (2018)	**403-1**	Occupational health and safety management system	Occupational Health & safety				
GRI 403: Occupational Health and Safety (2018)	**403-5**	Worker training on occupational health and safety	Occupational Health & safety				
GRI 403: Occupational Health and Safety (2018)	**403-6**	Promotion of worker health	Healthy lifestyle Mental health				

GRI 403: Occupational Health and Safety (2018)	**403-9**	Work-related injuries	[Occupational Health & safety - 2022 Statistics](#)				
GRI 403: Occupational Health and Safety (2018)	**403-10**	Work-related ill health	[Occupational Health & safety - 2022 Statistics](#)				
GRI 404: Training and Education (2016)	**404-1**	Average hours of training per year per employee	[Education & training](#)				
GRI 404: Training and Education (2016)	**404-2**	Programs for upgrading employee skills and transition assistance programs	[Education & training](#)	Point a.			
GRI 404: Training and Education (2016)	**404-3**	Percentage of employees receiving regular performance and career development reviews	[Performance evaluation and feedback](#)				
GRI 405: Diversity and Equal Opportunity (2016)	**405-1**	Diversity of governance bodies and employees	[Diversity and Non-discrimination](#) [High governance body, Governance structure and composition](#)				
GRI 406: Non-discrimination (2016)	**406-1**	Incidents of discrimination and corrective actions taken	[Diversity and Non-discrimination](#)	No incidents			
GRI 413: Local Communities (2016)	**413-1**	Operations with local community engagement, impact assessments, and development programs	[Charities and Non-profit](#)			Information incomplete	We disclose initiatives and programs, no formal impact assessment available.
GRI 418: Customer Privacy (2016)	**418-1**	Substantiated complaints concerning breaches of customer privacy and losses of customer data	[Customer privacy (GDPR), Data security and management](#)				

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Service Practitioner's Assurance report

Independent practitioner's limited assurance report on Aricoma Group's combined Greenhouse Gas Emissions Inventory Report

To the management of Aricoma Group a.s. and Aricoma Group International AB

Report on GHG Statement

We have undertaken a limited assurance engagement of the sustainability subject matter - Scope 1, Scope 2 and Scope 3 Greenhouse Gas ("GHG") emissions reported as tCO2e included in Appendix A (hereinafter "Subject matter"), presented in the combined Greenhouse Gas Emissions Inventory Report (hereinafter "GHG Statement") of Aricoma Group a.s. and Aricoma Group International AB (hereinafter "ARICOMA Group") for the calendar year ended 31.12.2022 (hereinafter "reporting period") on pages 5 – 18.

ARICOMA Group's Responsibility for the GHG Statement

The management of each entity comprising the ARICOMA Group is responsible for the preparation of the GHG Statement in accordance with GHG Protocol Corporate Standard and GHG Protocol Scope 2 Guidance (hereinafter "GHG Protocol"), applied as explained on page 7 in the GHG Statement. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of a GHG Statement that is free from material misstatement, whether due to fraud or error.

GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gasses.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Subject matter presented in GHG Statement based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements* ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board. That standard requires that we plan and perform this engagement to obtain limited assurance about whether the Subject matter represented in the GHG statement is free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3410 involves assessing the suitability in the circumstances of ARICOMA Group's use of applicable criteria, defined in GHG Protocol, as the basis for the preparation of the GHG statement, assessing the risks of material misstatement of the GHG statement whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the GHG Statement. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment   and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Through inquiries, obtained an understanding of ARICOMA Group's control environment and information systems relevant to emissions quantification and reporting, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness.
- Evaluated whether ARICOMA Group's methods for developing estimates are appropriate and have been consistently applied. However, our procedures did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate ARICOMA Group's estimates.
- Evaluated the relevance of the source data and documentation used for the quantification of the CO2 emissions for the reporting period.
- Evaluated the accuracy of the GHG emission calculation for the reporting period using analytical procedures based on sample selection. Based on the selected sample and obtained data, we further evaluated significant values included in the subject matter.
- Evaluated the appropriateness of the quantification and qualitative methods.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether ARICOMA Group's GHG statement has been prepared, in all material respects, in accordance with the applicable criteria, defined in GHG Protocol applied as explained on page 7 to the GHG statement.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that ARICOMA Group's GHG statement for the reporting period is not prepared, in all material respects, in accordance with the applicable criteria, defined in GHG Protocol.

Restrictions on use

This report has been prepared by PricewaterhouseCoopers Audit s.r.o. solely for the management of ARICOMA Group to assist the ARICOMA Group's management in reporting on their sustainable development performance, specifically GHG Statement report.

We permit the disclosure of this Limited assurance report within the ARICOMA Group's GHG Statement for the reporting period, to enable the management to demonstrate they have responded to their governance responsibilities by commissioning an independent assurance report in connection with the Selected performance indicators included in the ARICOMA Group's GHG Statement for the reporting period.

In connection with this report, PricewaterhouseCoopers Audit s.r.o. does not accept any liability (including for negligence) to anyone other than the ARICOMA Group, whether in contract or howsoever otherwise arising in the context of this report. The above does not relieve PricewaterhouseCoopers Audit s.r.o. of liability where such release is excluded by law.

31 August 2023

PricewaterhouseCoopers Audit s.r.o.
Prague, Czech Republic

Greenhouse Gas Emissions Inventory Report

ARICOMA Group

Contents

Introduction

The subject GHG emissions report has been prepared in accordance with the GHG Protocol Corporate Standard A Corporate Accounting and Reporting Standard revised Edition, GHG Protocol Scope 2 Guidance An amendment to the GHG Protocol Corporate Standard.

In the "Required information" section, we present information that, according to the GHG Protocol, should be published along with the presentation of the GHG results.

In the Optional information section, we present additional, non-mandatory information that specifies the method and results of the calculations.

In the Attachment section are detailed data for each group which can provide further information on the sources of the emissions and their structure.

Required information

Description of the company and inventory boundary

Description of the company

ARICOMA Group is a European information technology company that combines the capabilities of its individual group companies to provide customers with high-quality individualised and complex solutions that help them to achieve their goals. Founded in 2017 with a vision of becoming a major European IT services player, ARICOMA Group offers IT services, via its member companies, to corporate and government clients, including software development, integration and implementation of IT systems, managed services, data centres, hardware sale, cyber security services and cloud services.

This inventory GHG report is issued on behalf of two main sub-holdings: Aricoma Group a.s. and Aricoma Group International AB. Under these two legal entities 6 subgroups/clusters have been formed for GHG emissions reporting purposes. For the calculation of carbon footprint of ARICOMA Group, entities listed in the table below represent 6 reporting subgroups and these entities are at the same time considered to be in scope.

Subgroup/Cluster	Entity (incl. country of operation)
AUTOCONT	Aricoma Brand s.r.o. (Czechia)*
	Aricoma Group a.s.*
	AUTOCONT a.s. (Czechia)
	AUTOCONT s.r.o. (Slovakia)
	AUTOCONT SRL (Belgium)*
	Internet Projekt, s.r.o. (Czechia)
	Sabris Consulting s.r.o. (Czechia)*
Cleverlance	AEC a.s. (Czechia)
	AEC s.r.o. (Slovakia)
	Aricoma Digital CE a.s. (Czechia)*
	Aricoma Espana (Spain)*
	CES EA s.r.o. (Czechia)
	Cleverlance Enterprise Solutions s.r.o. (Czechia)
	Cleverlance H2B s.r.o. (Czechia)
	Cleverlance Slovakia s.r.o. (Slovakia)
	Cleverlance Deutschland GmbH (Germany)*
	KOMIX s.r.o. (Czechia)
	KOMIX Digital s.r.o. (Czechia)*

	KOMIX SK s.r.o. (Slovakia)*
Seavus	Seavus AB (Sweden)
	Seavus GmbH (Switzerland)*
	Aricoma Group AB (Sweden)*
	Seavus FLLC (Belarus)
	Seavus DOOEL (Macedonia)
	Seavus Educational and Development Center DOOEL (Macedonia)
	Seavus Educational and Development Center DOO (Serbia)*
	Seavus DOO (Bosnia Herzegovina)
	Seavus DOO (Serbia)
	Seavus S.R.L. (Moldova)
	Seavus USA Inc. (USA)*
	Seavus Sp. z.o.o. (Poland)*
	Seavus Software Technologies J.S.C. (Turkey)
Stratiteq	Stratiteq Sweden AB (Sweden)
Musala	Musala Soft DOOEL (Macedonia)
	Musala Soft EAD (Bulgaria)
	Musala Services EOOD (Bulgaria)*
	Musala Soft Kosovo LLC (Kosovo)*
	Musala Soft LLC (Egypt)*
Clearcode	Clearcode Services S.A (Poland)
	Clearcode LLC (USA)*

* Not in the scope

During the course of 2022, two clusters were added to the Aricoma Group: Musala and Clearcode. Following the principle of a rolling base year, data for 2021 are shown twice: without these two new clusters (2021) and with them (2021+).

The calculation of carbon footprint excludes Aricoma Brand s.r.o. (Czechia), Aricoma Digital CE a.s. (Czechia), Aricoma Espana (Spain), Clearcode LLC (USA), Cloud4com SK, s.r.o. (Slovakia), KOMIX Digital s.r.o. (Czechia), KOMIX SK s.r.o. (Slovakia), Musala Services EOOD (Bulgaria), Musala Soft Kosovo LLC (Kosovo), Musala Soft LLC (Egypt), Seavus GmbH (Switzerland), Seavus S.R.L. (Moldova) and Seavus USA Inc. (USA), as these don't have any physical offices, data centres, company cars or other significant source of emissions and they are therefore out of the scope of the calculation. Calculation also excludes Seavus Sp. z.o.o. (Poland), this entity is considered non-material as the office was established at the end of 2021 and there were only 10 employees by the end of 2021.

There were no company cars or other significant sources of emissions. Calculation also excludes AUTOCONT B.V. (Belgium) and Cleverlance Deutschland GmbH (Germany), as these entities are considered non-material. The calculation also excludes Sabris Consulting s.r.o. (Czechia) as only a part of the company was acquired by Aricoma Group a.s. (Czechia) during 2023.

Carbon footprint related strategy and decarbonisation KPIs

ARICOMA has at this moment no internal policies or strategies related to carbon footprint. The company has also not yet developed and published any measurable targets and commitments to reduce GHG emissions.

Operations and/or emissions sources have been excluded from this inventory

Business trips by employees have not been included due to lack of data and poor quality of data. Their impact on GHG emissions is expected to be significant, but the reporting system in the organisation is not designed to allow for the provision of this data across the Group. Process changes have been identified to ensure data collection in future years. The calculation tool used by ARICOMA Group is designed to enable the organisation to process and report this data in future years.

Reporting period covered by this inventory

From 01.01.2022 to 31.12.2022

Consolidation approach

Operational Control

Scope 3 emissions included in this inventory (types of emissions)

Waste

Information on emissions

Total emissions independent of any GHG trades such as sales, purchases, transfers, or banking of allowances	Scope 1	Scope 2*	Scope 3	Total emissions
2019 TOTAL (tCO2e)	1,962.08	3,011.52	50.97	**5,024.57**
2019 Emission intensity **(tCO2e/number of employees)**	0.82	1.25	0.02	**2.09**
2020 TOTAL (tCO2e)	1,417.82	2,551.09	92.27	**4,061.18**
2020 Emission intensity **(tCO2e/number of employees)**	0.55	0.99	0.04	**1.58**
2021 TOTAL (tCO2e)	1,352.05	2,537.02	59.53	**3,948.60**
2021 Emission intensity **(tCO2e/number of employees)**	0.51	0.96	0.02	**1.49**
2021+ TOTAL (tCO2e)	1,354.21	2,782.89	68.28	**4,205.38**
2021+ Emission intensity **(tCO2e/number of employees)**	0.41	0.83	0.02	**1.26**
2022 TOTAL (tCO2e)	1,343.74	4,132.24	103.59	**5,579.57**
2022 Emission intensity **(tCO2e/number of employees)**	0.36	1.10	0.03	**1.49**

* For scope 2 emissions calculations the market-based method was used. More detailed overview of the scope 2 emissions including comparison of both methods could be found below.

All GHG emissions data in this report are reported in CO2 equivalent (CO2e).

2021 - rolling base year (same-year, all year approach)

Context for any significant emissions changes that trigger base year emissions recalculations

Not applicable

Base year emissions - 2021+	TOTAL (tCO$_2$e)	Emission intensity (tCO2e/number of employees)
Scope 1	1,354.21	0.41
Scope 2*	2,782.89	0.83
Scope 3	68.28	0.02
Total emissions	4,205.38	1.26

* For scope 2 emissions calculations we used the market-based method. More detailed overview of the scope 2 emissions including comparison of both methods could be found below.

Information on methodologies used to calculate or measure emissions
Input data

Vehicle combustion:

Diesel, petrol, LPG - The data on fuel consumption for AEC, AUTOCONT, Cleverlance, KOMIX, Musala, Seavus (except for Seavus DOO (Serbia)) and Stratiteq are calculated using measured driven distance in km. The data on fuel consumption for Stratiteq are estimated using an average emissions for each car from the government register and a distance measured in km. For Seavus DOO (Serbia), the data on fuel consumption are estimated.

The conversion from kilometres has been used to estimate fuel consumption in litres for the purposes of this report. The source for the conversion was the IEA; Global Fuel Economy Initiative 2021, (December 2021). Emissions calculations were based on measured or estimated miles driven.

The estimated data represents 0.54 % of vehicle combustion emissions in 2022.

Consumption of fuels per fuel type in litres	2019	2020	2021	2021+	2022
Diesel	382,612.94	238,011.82	285,179.12	285,915.38	267,278.79
LPG	963.00	487.00	433.21	433.21	416.79
Petrol	278,533.17	183,925.15	227,787.86	227,787.86	253,525.72
Plug-in Hybrid Electric Vehicles (PHEVs) - petrol	129.82	215.16	538.72	538.72	4,641.92
Plug-in Hybrid Electric Vehicles (PHEVs) - diesel	-	-	1,456.54	1,456.54	-
Unknown	8,072.00	16,946.00	-	-	-
Total consumption	**670,310.93**	**439,585.12**	**515,395.45**	**516,131,71**	**525,863.22**
Total tCO2e	**1,632.05**	**1,048.78**	**1,223,65**	**1,225.72**	**1,296.86**

Electric vehicles and plug-in hybrid electric vehicles (PHEVs):

The consumption of plug-in hybrid electric vehicles is divided into electricity consumption and fuel consumption. Electricity consumption is included in the electricity purchased if the vehicles are recharged directly at charging stations managed by ARICOMA. If they are recharged outside these stations, it is not yet possible to track electricity consumption. In the future, refuelling cards for EV chargers are planned for this measurement. Fuel consumption is included in scope 1 as petrol or diesel. The electricity consumption of plug-in hybrid and electric vehicles is methodologically classified in Scope 2.

Fuel consumption as well as electricity consumption is calculated based on kilometres driven, for this reason kilometres are used as an indicative unit of data displayed in this report.

The estimated data represents 27.16 % of electric vehicle emissions in 2022.

Total kilometres driven and carbon footprint emissions [tCO2e] from electric car operation	2019	2020	2021	2021+	2022
Cleverlance [km]	0.00	0.00	23,398.00	23,398.00	89,560.00
Stratiteq [km]	120.00	609.00	5,785.00	5,785.00	7,839.00
Total [km]	120.00	609.00	29,183.00	29,183.00	97,399.00
Total tCO2e	0.00	0.01	2.87	2.87	8.83

Stationary combustion:

Natural gas consumption data for AEC s.r.o., AUTOCONT s.r.o. (Slovakia) a AUTOCONT a.s. (Czechia) comes from invoices, for Cleverlance Slovakia s.r.o. (Slovakia) it is estimated. The rest of the companies reported no stationary combustion of natural gas.

Diesel consumption data for AUTOCONT a.s. (Czechia) comes from invoices and there was no need for estimation. The data on diesel consumption for Musala Soft Dooel (Macedonia), MUSALA SOFT AD (Bulgaria) and Seavus DOO (Serbia) was estimated based on fuel combustion needed for the office's area. The rest of the companies reported no stationary combustion of diesel.

The estimated data represents 26.35 % of stationary combustion emissions in 2022.

Consumption of fuels per fuel type in GJ	2019	2020	2021	2021+	2022
Diesel	62.63	25.56	320.22	321.76	80.44
Natural Gas	307.42	246.47	1,032.17	1,032.17	817.00
Total	370.05	272.03	1,352.39	1,353.93	897.44
Total tCO2e	19.96	14.30	73.63	73.73	46.88

Fugitive emissions:

In previous years, ARICOMA's fugitive emissions were associated with cooling systems used in data centres. In 2022, no refrigerant leakages were recorded.

Amount in tonnes per type	2019	2020	2021	2021+	2022
HFC-134a	0.0000	0.0000	0.0000	0.0000	0.0000
R407C	0.0100	0.0100	0.0200	0.0200	0.0000
R410A	0.1400	0.1614	0.0100	0.0100	0.0000
Total	0.1500	0.1714	0.0300	0.0300	0.0000
Total tCO2e	310.06	354.74	54.76	54.76	0.0000

Purchased energy:

Electricity – Most of the electricity consumption data are estimated. Data for subgroups and companies AEC, AUTOCONT (except for AUTOCONT s.r.o. (Slovakia)), Cleverlance and Seavus are estimated from utility bills. Data for subgroups and companies Clearcode, KOMIX, Stratiteq, AUTOCONT s.r.o. (Slovakia) and Musala are measured.

The share of emissions produced by electricity consumption in 2022 was approximately 65.80 % of ARICOMA's total emissions.

Heat – Most of the data on the consumption of purchased heat is estimated. The data for subgroups and companies AEC, AUTOCONT (except for AUTOCONT s.r.o. (Slovakia), Clearcode, Cleverlance, KOMIX, Seavus and Stratiteq are estimated based on share of the leased area and the heat consumption of the whole building, in the case of Musala estimates are based on average heat consumption in Bulgaria per m2. The heat consumption data for AUTOCONT s.r.o. (Slovakia) are measured and obtained from utility bills.

Electricity – the estimated data consist of 85.32% of the total purchased energy in 2022. Heat – the estimated data consist of 95.00% of the total purchased energy in 2022.

Energy consumption per type in kWh	2019	2020	2021	2021+	2022
Electricity consumption	4,425,455.00	4,036,406.00	4,350,562.08	4,697,409.26	6,094,689.17
Heat consumption	2,977,532.41	2,527,720.70	1,985,982.25	2,397,384.16	2,862,079.20
Total consumption	**7,402,987.41**	**6,564,126.70**	**6,336,544.33**	**7,094,793.42**	**8,956,768.37**
Total tCO2e (location based)	**2,812**	**2,496**	**2,180**	**2,166**	**2,810**
Total tCO2e (market based)	**3,011.52**	**2,551.08**	**2,534.16**	**2,780.03**	**4,123.41**

For calculation of the total company carbon footprint was used the market-based method.

Waste:

The data on waste production of batteries and electronic waste for AUTOCONT is measured. The data on municipal waste of KOMIX s.r.o. (Czechia) is measured and comes from internal reports from the landlord. The rest of the data is estimated using average waste production per person from offices where such reports are available, average waste production per person from previous year, or waste production per m2 multiplied by m2 of leased area and occupancy rate. In the case of Clearcode, the estimate is based on frequency of waste disposal multiplied by container capacity and density of waste.

The waste category "Municipal waste" includes the waste types "Commercial and industrial waste", "Other waste", "Wooden waste" and "Household waste".

The estimated data represent 90.23 % of the waste production in 2022.

Produced waste by type in tonnes	2019	2020	2021	2021+	2022
Batteries	0.39	1.07	0.30	0.31	0.28
Food waste	0.35	0.35	0.00	0.02	0.02
Glass	2.03	1.08	1.09	1.43	0.86
Municipal waste	164.57	141.06	188.56	203.41	216.77
Paper waste	32.67	26.33	33.68	35.40	32.67
Plastic waste	12.99	10.76	11.33	12.85	13.68
Electronic waste	39.81	53.45	47.03	47.19	29.57
Total production	**252.81**	**234.09**	**281.99**	**300.60**	**293.86**
Total tCO2e	**50.97**	**92.27**	**59.53**	**68.28**	**103.59**

Emission intensity:

The number of employees was used for emissions intensity.

Emission intensity (tCO2e/number of employees)	2019	2020	2021	2021+	2022
Scope 1	0.82	0.55	0.51	0.41	0.36
Scope 2*	1.25	0.99	0.96	0.83	1.10
Scope 3	0.02	0.04	0.02	0.02	0.03
Total emission intensity	**2.09**	**1.58**	**1.49**	**1.26**	**1.49**

* For scope 2 emissions calculation was used the market–based method. More detailed overview of the scope 2 emissions including a comparison of both methods could be found above.

Emission factors

Type of emissions	Reference
Fugitive emissions	Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4) over a 100-year period
Stationary combustion	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2022)
Vehicle combustion	The conversion from kilometres: IEA Global Fuel Economy Initiative 2021 ;December 2021 DEFRA - UK Government GHG Conversion Factors for Company Reporting (2022)
Electric vehicles	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2022)
Purchased electricity	Location based: EIB Project Carbon Footprint Methodologies Market based: European Residual Mixes (AIB 2022)
Purchased heat	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2022)
Waste management	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2022)

Optional information

Detailed breakdown of the carbon footprint

Emissions of tCO2e by source	2019	2020	2021	2021+	2022
Scope 1					
Fugitive emissions	310.06	354.74	54.76	54.76	0.00
Stationary combustion	19.96	14.30	73.63	73.73	46.88
Vehicles combustion	1,632.05	1,048.78	1,223.65	1,225.72	1,296.86
Scope 1 Total	**1,962.08**	**1,417.82**	**1,352.05**	**1,354.21**	**1,343.74**
Scope 2					
Electric vehicles	0.00	0.01	2.78	2.87	8.83
Purchased electricity	2,525.15	2,151.89	2,227.80	2,403.43	3,671.28
Purchased heat	486.37	399.20	306.35	376.59	452.13
Scope 2 Total	**3,011.52**	**2,551.09**	**2,537.02**	**2,782.89**	**4,132.24**
Scope 3					
Waste management	50.97	92.27	59.53	68.28	103.59
Scope 3 Total	**50.97**	**92.27**	**59.53**	**68.28**	**103.59**
Grand Total	**5,024.57**	**4,061.18**	**3,948.60**	**4,205.38**	**5,579.57**

Share of emissions of tCO2e by source	2019	2020	2021	2021+	2022
Scope 1					
Fugitive emissions	7.63%	8.73%	1.39%	1.30%	0.00%
Stationary combustion	0.40%	0.35%	1.86%	1.75%	0.84%
Vehicles combustion	32.48%	25.82%	30.99%	29.15%	23.24%
Total Scope 1	**39,05%**	**34.91%**	**34.24%**	**32.20%**	**24.08%**
Scope 2					
Electric vehicles	0.00%	0.00%	0.07%	0.07%	0.16%
Purchased electricity	50.26%	52.99%	56.42%	57.15%	65.80%
Purchased heat	9.68%	9.83%	7.76%	8.95%	8.10%
Total Scope 2	**59.94%**	**62.82%**	**64.25%**	**66.17%**	**74.06%**
Scope 3					
Waste management	1.01%	2.27%	1.51%	1.62%	1.86%
Total Scope 3	**1.01%**	**2.27%**	**1.51%**	**1.62%**	**1.86%**
Grand Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

Attachment – carbon footprint overview for each Group

Group	Data type	Unit	2019	2020	2021	2021+	2022
AUTOCONT	Carbon footprint	tCO2e	3,172.50	2,480.01	2,605.00	2,605.00	3,870.75
	Emission intensity	tCO2e/employee	3.02	2.29	2.36	2.36	3.35
Cleverlance	Carbon footprint	tCO2e	650.83	558.46	720.35	720.35	715.69
	Emission intensity	tCO2e/employee	1.12	0.91	1.32	1.32	1.06
Seavus	Carbon footprint	tCO2e	1,198.99	1,020.66	617.97	617.97	669.47
	Emission intensity	tCO2e/employee	1.77	1.31	0.69	0.69	0.66
Stratiteq	Carbon footprint	tCO2e	2.24	2.06	5.28	5.28	4.80
	Emission intensity	tCO2e/employee	0.02	0.02	0.05	0.05	0.04
Musala	Carbon footprint	tCO2e	-	-	-	170.14	234.81
	Emission intensity	tCO2e/employee	-	-	-	0.29	0.39
Clearcode	Carbon footprint	tCO2e	-	-	-	86.64	84.05
	Emission intensity	tCO2e/employee	-	-	-	0.82	0.62
Grand Total	**Carbon footprint**	**tCO2e**	**5,024.57**	**4,061.18**	**3,948.60**	**4,205.38**	**5,579.57**
	Emission intensity	**tCO2e/employee**	**2.09**	**1.58**	**1.49**	**1.26**	**1.49**

Emissions of CO2e in tonnes	2019	2020	2021	2021+	2022
AUTOCONT					
Scope 1					
Fugitive emissions	0.0	44.68	33.48	33.48	0.00
Stationary combustion	4.26	1.71	58.51	58.51	27.30
Vehicles combustion	1,310.20	818.64	801.66	801.66	879.17
Total Scope 1	**1,314.46**	**865.03**	**893.64**	**893.64**	**906.48**
Scope 2					
Purchased electricity	1,471.38	1,305.98	1,535.62	1,535.62	2,688.31
Purchased heat	351.64	264.33	172.55	172.55	236.23
Total Scope 2	**1,823.03**	**1,570.31**	**1,708.17**	**1,708.17**	**2,924.54**
Scope 3					
Waste management	35.01	44.66	3.18	3.18	39.74
Total Scope 3	**35.01**	**44.66**	**3.18**	**3.18**	**39.74**
Cleverlance					
Scope 1					
Stationary combustion	15.70	12.59	15.12	15.12	19.38
Vehicles combustion	299.06	221.97	412.19	412.19	403.53
Total Scope 1	**314.76**	**234.56**	**427.31**	**427.31**	**422.91**
Scope 2					
Purchased electricity	206.63	194.25	165.66	165.66	144.80
Purchased heat	125.95	126.04	122.70	122.70	135.11
Electric vehicles	-	-	2.78	2.78	8.71
Total Scope 2	**332.58**	**320.29**	**291.1**	**291.14**	**288.62**
Scope 3					
Waste management	3.50	3.60	1.90	1.90	4.17
Total Scope 3	**3.50**	**3.60**	**1.90**	**1.90**	**4.17**
Seavus					
Scope 1					
Fugitive emissions	310.06	310.06	21.29	21.29	-
Stationary combustion	-	-	-	-	0.10

Emissions of CO2e in tonnes	2019	2020	2021	2021+	2022
Vehicles combustion	20.99	7.32	8.67	8.67	12.09
Total Scope 1	**331.05**	**317.38**	**29.96**	**29.96**	**12.19**
Scope 2					
Purchased electricity	847.13	651.65	526.52	526.52	606.22
Purchased heat	8.78	8.78	7.11	7.11	2.41
Total Scope 2	**855.91**	**660.48**	**533.63**	**533.63**	**608.63**
Scope 3					
Waste management	12.03	42.80	54.38	54.38	48.66
Total Scope 3	**12.03**	**42.80**	**54.38**	**54.38**	**48.66**
Stratiteq					
Scope 1					
Vehicles combustion	1.81	0.84	1.13	1.13	0.22
Total Scope 1	**1.81**	**0.84**	**1.13**	**1.13**	**0.22**
Scope 2					
Electric vehicles	-	0.01	0.09	0.09	0.12
Purchased electricity	-	-	-	-	-
Purchased heat	-	-	4.00	4.00	4.40
Total Scope 2	**-**	**0.01**	**4.09**	**4.09**	**4.52**
Scope 3					
Waste management	0.43	1.21	0.07	0.07	0.06
Total Scope 3	**0.43**	**1.21**	**0.07**	**0.07**	**0.06**
Musala Soft AD					
Scope 1					
Stationary combustion	-	-	-	0.10	0.10
Vehicles combustion	-	-	-	2.07	1.85
Total Scope 1				**2.17**	**1.95**
Scope 2					
Purchased electricity	-	-	-	133.01	188.83
Purchased heat	-	-	-	34.34	43.07
Electric vehicles	-	-	-	-	-
Total Scope 2				**167.35**	**231.90**

Emissions of CO2e in tonnes	2019	2020	2021	2021+	2022
Scope 3					
Waste management	–	–	–	0.62	0.95
Total Scope 3				**0.62**	**0.95**
Clearcode Services S.A.					
Scope 1					
Stationary combustion	–	–	–	–	–
Vehicles combustion	–	–	–	–	–
Total Scope 1	**-**	–	–	–	–
Scope 2					
Purchased electricity	–	–	–	42.62	43.11
Purchased heat	–	–	–	35.89	30.92
Electric vehicles	–	–	–	–	–
Total Scope 2				**78.51**	**74.03**
Scope 3					
Waste management	–	–	–	8.12	10.02
Total Scope 3	**-**	**-**	**-**	**8.12**	**10.02**
Grand Total	**5,024.57**	**4,061.18**	**3,948.60**	**4,205.38**	**5,579.57**