

ESG Report 2021

ARICOMA Group



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1. Introduction

Message from Chairman of the Executive Committee

During this year, we continued our effort to improve our ESG activities on all fronts: We do believe we have made solid progress.

Our experience and know-how in this field are rapidly expanding. There are some areas where the right ESG approach can bring benefits to society, the company itself, to its customers and, last but not least, its employees.

For example, it is clearly seen that ESG can also drive consumer preference. Our corporate customers are readily willing to prefer suppliers that are successfully implementing ESG policies.

It is also very clear that a strong ESG value proposition attracts and retains motivated employees. Positive social impact correlates with higher job satisfaction. We are very good at employee engagement in volunteering. However, we have the ambition to improve there as well.

Our company is pursuing the target of reducing emissions per employee by 20% in the next 5 years. As a result, we are also going to decrease our energy consumption, which will have a positive impact on our cost base.

Based on the above examples, we can demonstrate that, by fulfilling our ESG target and pursuing the policy, we can achieve a positive impact on our business.

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 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 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 than 2,600* core employees globally as at 31 December 2021, 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 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



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

**Acquired on 1 January 2022 – out of the scope of ESG Report 2021*



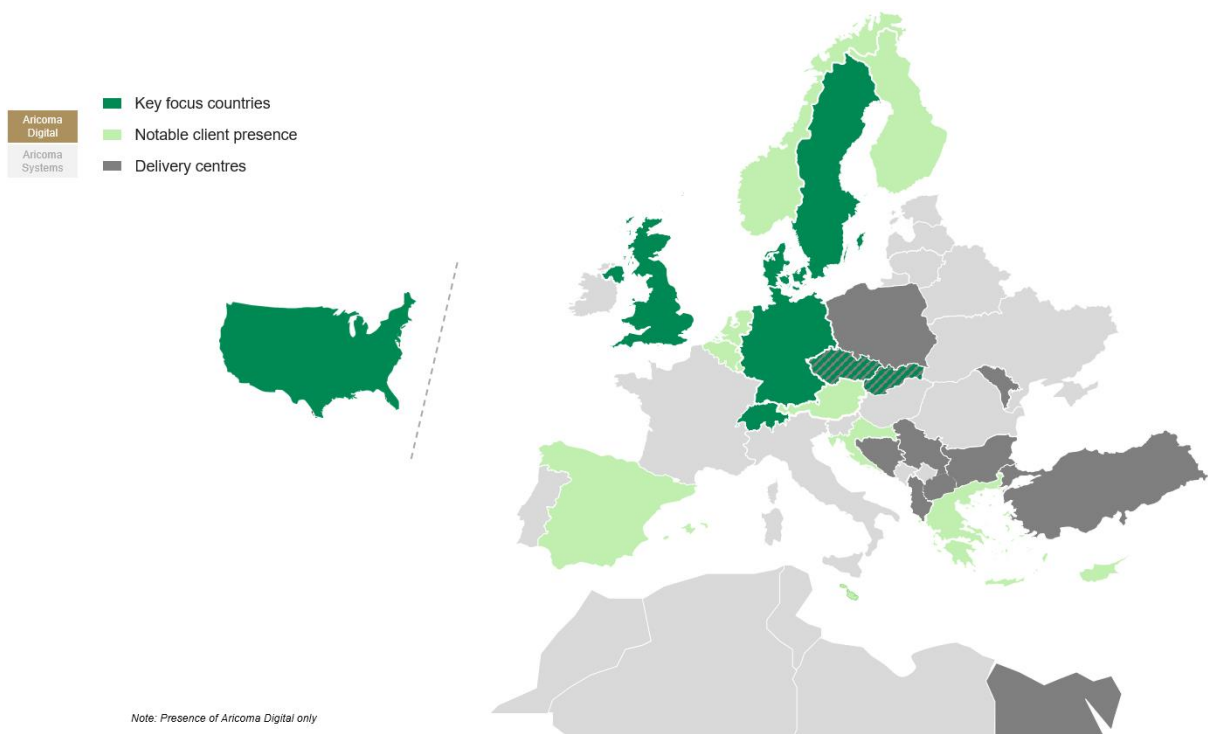


*High-end Software Engineering Services For Global Blue-chip Clients**

- **Founded:** 2000
- **Locations:** Sofia (BG), Skopje (MK), Kosovo, Cairo (EG)
- **Focus area:** Custom SW developer providing high-end SW engineering services for complex AI, Big Data, IoT and Cloud enterprise projects
- **Main portfolio:** TMT, BFSI, Automotive

**Acquired on 1 November 2022 – out of the scope of ESG Report 2021*

Overview of geographical areas with ARICOMA Group’s presence



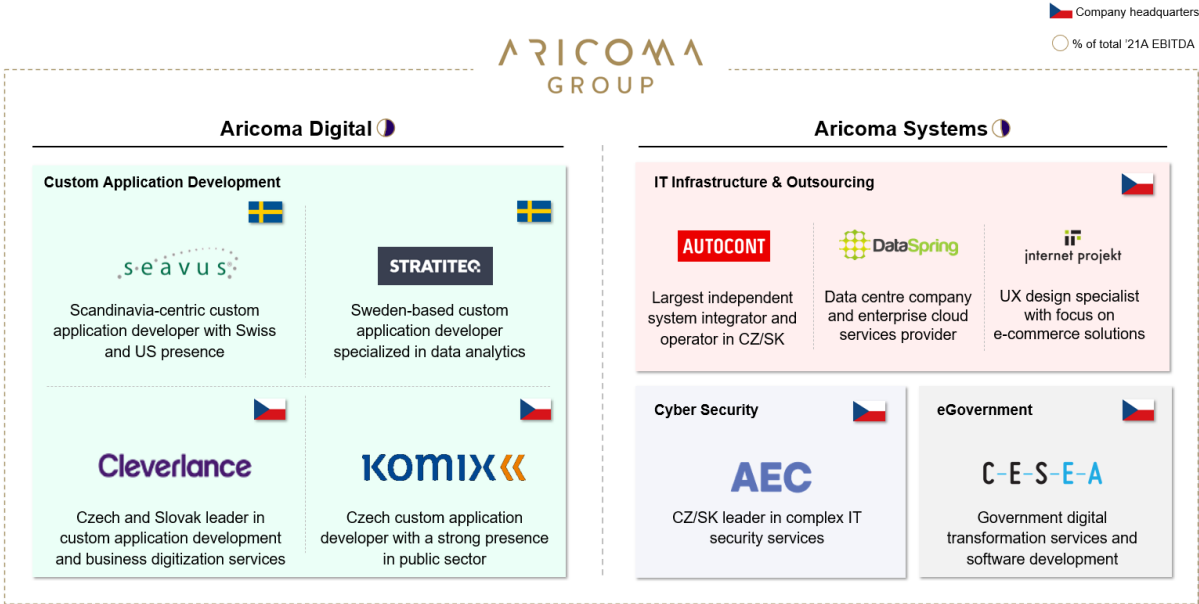
ARICOMA Group Consists of Two Main Pillars – Aricoma Digital and Aricoma Systems

Through the end of 2021, ten acquisitions and one divestiture were completed resulting in a wide portfolio of services offered. In November 2021, ARICOMA Group was regrouped into two platforms, namely Aricoma Digital and Aricoma Systems.

Aricoma Digital is a next-generation IT services player primarily focussed on custom software development and UX design and consulting. Clients are mainly large enterprises and governmental organisations from Western Europe, CEE and the US. Private sector clients come mainly from financial services, telecommunications, and industrial verticals. Aricoma Digital includes Seavus, Cleverlance, KOMIX, and Stratiteq as at 31 December 2021. On 1 January 2022, the Group acquired Clearcode, a Polish software development company which specialises in custom AdTech and MarTech platform development and works with many top-tier AdTech companies, agencies, publishers and global media companies. Clearcode has over 100 employees located in offices in Wrocław (PL), Katowice (PL) and New York (US).

Aricoma Systems 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 organisations to small and medium-sized businesses. As at 31 December 2021, it consists of AUTOCONT, CES EA, Internet Projekt and AEC, and focusses on advanced IT infrastructure, cloud solutions, a wide range of enterprise applications and cybersecurity.

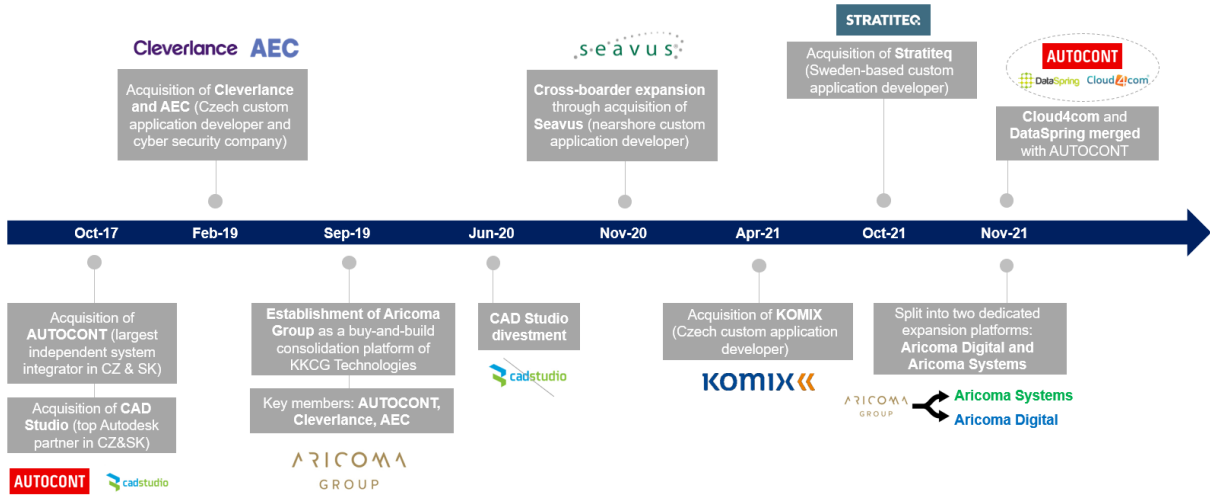
Aricoma Digital and Aricoma Systems composition as at 31 December 2021¹



¹ Valid as of 31 December 2021



History at a Glance²



For ARICOMA Group structure, please refer to [chapter Governance](#).

Economic performance

Market Overview and ARICOMA Position

In terms of recent market developments, the COVID-19 pandemic has become a major accelerator for the digitisation of businesses and the public sector worldwide.

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.

Forecasts predict that global IT services spending will continue to grow, reaching nearly \$1.3 trillion in 2022 (+7% vs. 2021), while next-generation players that focus primarily on custom software development forecast revenue growth of more than 25% for 2022.

Within ARICOMA’s portfolio, the EBITDA growth drivers are as follows:

AUTOCONT+

- In SME segments- growth mainly in cloud-related services & products (divisions Mid Market & C4C)
- Focus on large-scale projects in enterprise and public segments
- Recently started project with European Commission

² Valid as of 31 December 2021



Cleverlance

- Continued demand for team augmentation of software developers driven by lack of resources on the market
- Established client base of blue-chip customers (big telcos, banks, automotive)

AEC

- Generally increasing demand for IT security services
- Expansion to foreign markets
- Synergies with ARICOMA Group

KOMIX

- Stable long-term contracts for maintenance of core government systems
- New projects driven by digitalisation of government services

Seavus

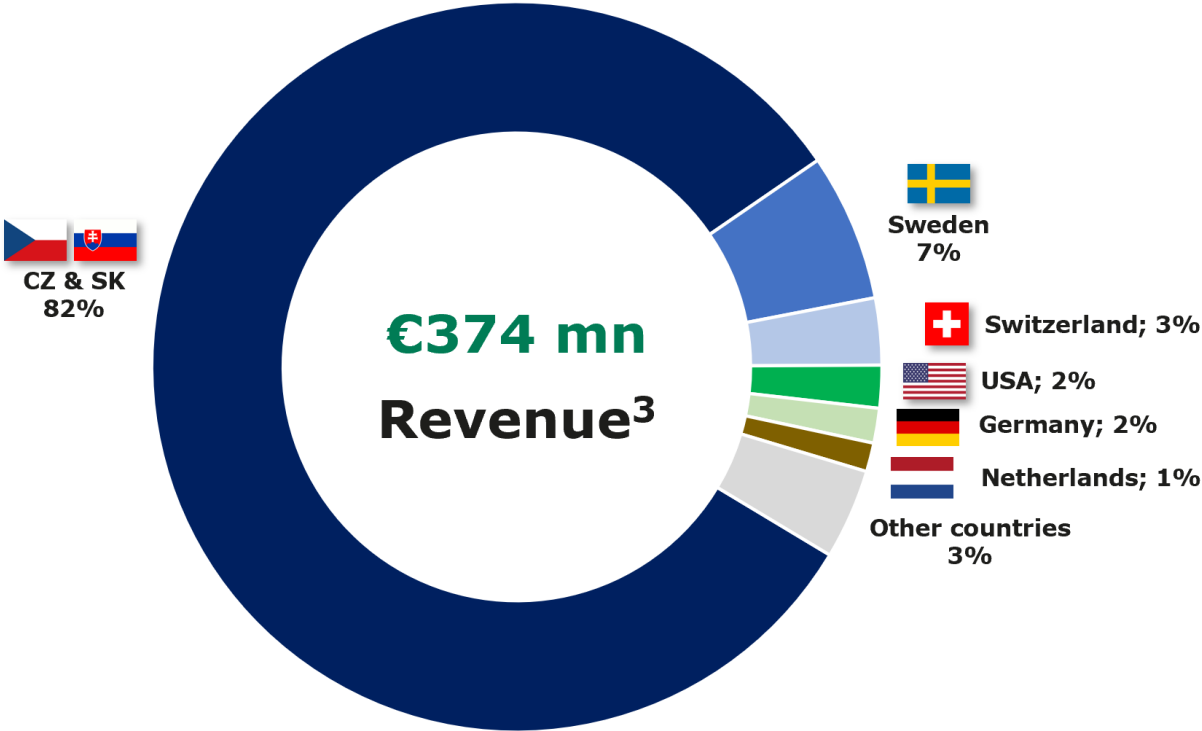
- Sales growth acceleration plan underway - focus on large accounts, expanding office in Sweden and all current countries

Stratiteq

- Internalisation (outside of Sweden)
- Synergies with ARICOMA Group



Revenue by Geography



Thanks to the diverse portfolio of our companies, we are enabled able to 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.

³ Pro forma consolidated revenue for 2021 incl. KOMIX and Stratiteq; EUR/CZK = 25.5



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

<i>EUR ths.</i>	ARICOMA GROUP	
	<i>Jan-Dec 2020</i>	<i>Jan-Dec 2021</i>
Revenues		
Total income	345,891	369,453
Interest income	433	1,801
Finance income	699	2,633
Direct economic value generated	347,023	373,887
Operating Costs		
Materials and consumables	(135,008)	(145,135)
Services	(72,684)	(77,819)
Other operating expenses	(5,955)	(6,309)
Employee wages and benefits		
Personnel expenses	(96,184)	(107,690)
Payments to provider of capital		
Finance costs	(6,960)	(8,655)
Dividends PAID	(185)	(1,119)
Dividends paid - majority shareholder		0
Dividends paid		(1,119)
Payments to government		
Income tax PAID	(4,256)	(5,647)
Other taxes	(3,907)	(3,735)
Donations	(370)	(250)
Economic value distributed	(325,509)	(357,479)
Economic value retained	21,514	16,408

Note: Pro forma consolidated figures including KOMIX and Stratiteq, CZK/EUR = 25.5.

About the report

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

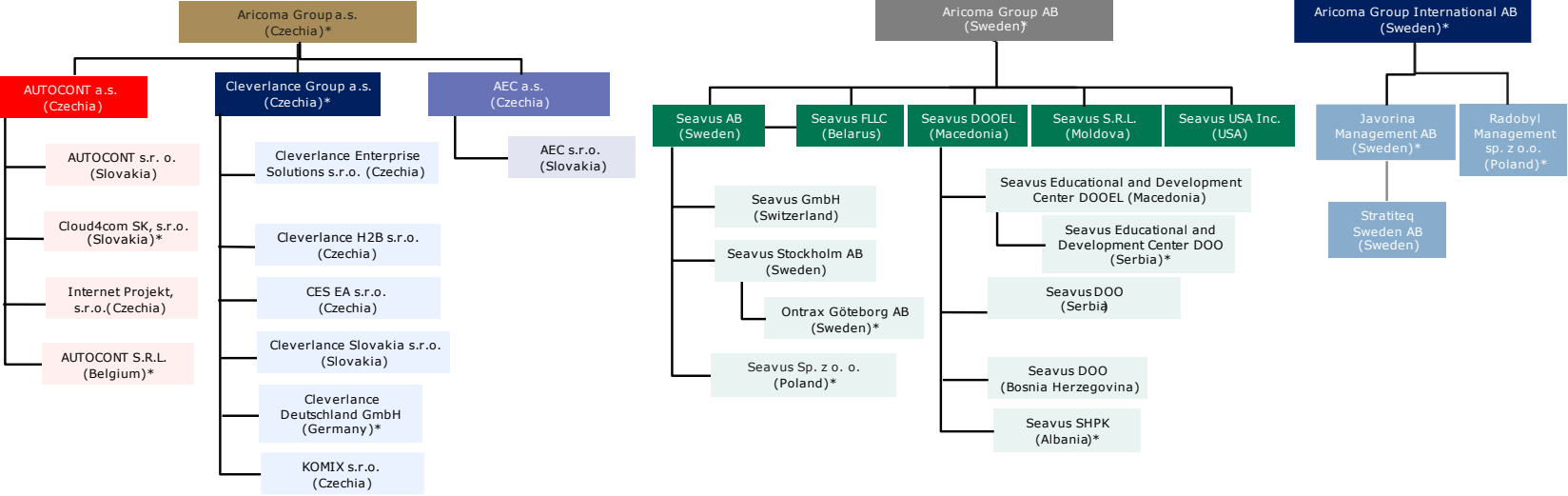
No restatements were made.

ARICOMA Group is not a separate legal entity with consolidated financial statements. Operationally, ARICOMA Group is composed of two groups of companies, ARICOMA Digital and ARICOMA Systems. 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. ARICOMA Group consists of three main sub-holdings: Aricoma Group a.s. (mainly Czech and Slovak operations), Aricoma Group AB (Scandinavia, Eastern Europe, Balkans and North America) and Aricoma Group International AB (International operations (Sweden and Poland)).

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 2021 or were acquired by ARICOMA later than 31 December 2021. 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 at 31 December 2021 (see below). The 2020 and 2019 data are reported for these entities even if they were not part of the group at that time. Unless otherwise specified, the scope is the same across all material topics.

ARICOMA Group structure as at 31 December 2021⁴



⁴ Entities marked „*“ = immaterial to the group by all means (number of employees, key financial indicators, size of operations and significance of ESG impacts).



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

Subgroup	Entity (including country of operation)
AUTOCONT	AUTOCONT a.s. (Czechia, incl. former entities DataSpring s.r.o. and Cloud4com, a.s. – merged with AUTOCONT a.s. in 2021) AUTOCONT s.r.o. (Slovakia) Internet Projekt, s.r.o. (Czechia) AUTOCONT SRL (Belgium)*
Cleverlance	Cleverlance Enterprise Solutions s.r.o. (Czechia) Cleverlance H2B s.r.o. (Czechia) CES EA s.r.o. (Czechia) Cleverlance Slovakia s.r.o. (Slovakia) KOMIX s.r.o. (Czechia) AEC a.s. (Czechia) AEC s.r.o. (Slovakia)
Seavus	Seavus AB (Sweden) Seavus GmbH (Switzerland)* Seavus Stockholm AB (Sweden)* Seavus FLLC (Belarus) Seavus DOOEL (Macedonia) Seavus Educational and Development Center DOOEL (Macedonia) Društvo za Informatičku Technologiju Seavus DOO (Serbia) Seavus DOO (Bosnia Herzegovina) Seavus S.R.L. (Moldova)* Seavus USA Inc. (USA)* Seavus Sp. z o.o. (Poland)*
Stratiteq	Stratiteq Sweden AB (Sweden)

Entities marked „*“ = immaterial to the group by all means (number of employees, key financial indicators, size of operations and significance of ESG impacts).

The calculation of carbon footprint excludes 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 sources of emissions so 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 was one employee by the end of 2021 and there were no company cars or other significant sources of emissions. The calculation also excludes AUTOCONT B.V. (Belgium): this entity is considered non-material. There was one employee by the end of 2021 with one car and without another significant source of emissions.

Seavus Stockholm AB (Sweden) is not included in the calculation due to the closure of the Stockholm office in October 2020. After the office closure, 5 desks were rented in the co-working space - EP Center Management AB in Stockholm.

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 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). The vast majority 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 2021, irrespective of the acquisition date of the entities.

This report was reviewed by ARICOMA 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 2021 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 taken into account 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 possible 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 as a result 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 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 great 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
	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:




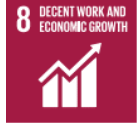

- Shareholders
- Customers
- Employees
- Suppliers
- Government and EU organisations, policy makers and regulators
- Local communities
- Investors
- NGOs
- Academia, Research
- Industry partners, Industry associations

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



SDG	GOAL	TARGET	NAME	ARICOMA MATERIAL TOPICS
	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	> COVID-19 measures > eHealth platform
	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
	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
	Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	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	> Pre-emptive service and service platform for car manufacturer > Wear OS tracking tool
		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
		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 > Seavus' fintech solutions
	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 strong 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 on 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 on design, future alignment with EU Taxonomy	Low	Medium	Medium
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
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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 a high level of energy efficiency
Market opportunities	Higher customer demand based on ARICOMA'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

Tornado in Lužice

Unfortunately, one of the ESG risks became a reality in 2021. On June 24 at 7:30 p.m. a grade EF4 tornado struck the DataSpring centre in the south-Moravian village Lužice without the slightest warning. Yet the datacentre was able to maintain customer service operations even after a direct hit from a tornado. The natural disaster damaged the shell of the building in Lužice including the office space. The data hall managed to withstand the storm. There was one worker in the datacentre on this day. He was notified via power failure alarms, but then everything happened so fast that he saved himself by escaping to the machine room. The worker survived unharmed. The direct impact of the tornado was that it damaged the motor generators and the data centre had to rely on UPS for the first hour. The motor generators were brought back online in time, but problems continued with the cooling turbochargers. Eventually, all the cooling turbochargers were brought into service. This is due to the careful initial design of the centre and its implementation of the Tier III design certification, which means, among other things, that all systems are redundant - when one component is serviced or breaks down, another takes its place. The DataSpring datacentre is the only one ever to survive a tornado without an uncontrolled outage which makes this event unique in the context of all of Europe.



2. Environment

The Aricoma Group aims to contribute to the effort of preserving a healthy and undamaged environment for current and future generations. The environmental challenges we face today are significant, and we strive 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 8% of our total purchased electricity consumption (including electric vehicles) in 2021. We are helping to reduce our environmental burden by using electric cars purchased in 2021.

Digitalisation is very 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 ISO 14001:2015; the following companies possess valid certificate: 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., Seavus DOOEL, Seavus DOO and Seavus FLLC.

Environmental education

Because we believe that reducing our environmental impact and our carbon footprint depends on properly educating our employees, ARICOMA 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 are able to 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.

Carbon footprint and emissions

We recognise that most human activities are contributing 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 rest of the companies within the ARICOMA Group. We strive to understand the baseline state to the maximum possible and subsequently are able to design and drive effective strategies towards more sustainable company practices.

Compared to the previous year, one of the significant statistical differences in Scope 1 emissions is in fugitive emissions. This difference is caused by a modification of the data collection methodology, where an exact measurement was used in 2021 compared to 2019 and 2020, where the worst-case scenario estimation was used.

There was a slight increase in Scope 1 emissions in stationary combustion emissions, where the difference is due to the modification of the data collection methodology, where invoice data was used in 2021 compared to 2019 and 2020 where an estimation was used.

The low Stratiteq’s Scope 2 emissions were achieved by purchasing electricity and heat from renewable sources.

Scope 2 emission data does not show significant statistical fluctuations compared to the previous year.

Reported Scope 3 GHG emissions are based solely on emissions associated with waste generation.

The value of emission intensity is decreasing year by year. Emission intensity is calculated from emissions in scopes 1, 2, and 3 per the number of employees. The decrease is occurring despite the expansion of the company, the automation of processes and therefore higher energy consumption requirements which is linked to emission intensity.

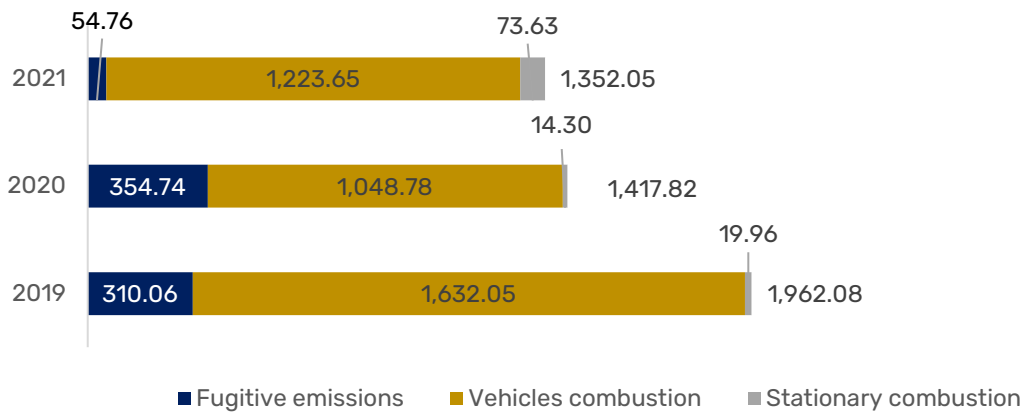
ARICOMA Group - GHG emissions:

Source of emissions	GHG Emission [tCO2e]		
	2021	2020	2019
Scope 1	1,352.05	1,417.82	1,962.08
Scope 2	2,537.02	2,551.09	3,011.52
Total Scope 1 + 2	3,889.07	3,968.91	4,973.60
Scope 3	59.53	92.27	50.97
Scope 1 + 2 + 3 intensity [tCO2e per employee]	1.49	1.58	2.09

Note: Scope 3 values cover only emissions associated with waste generation



Aricoma Group - GHG emissions - Scope 1 by activity [tCO2e]

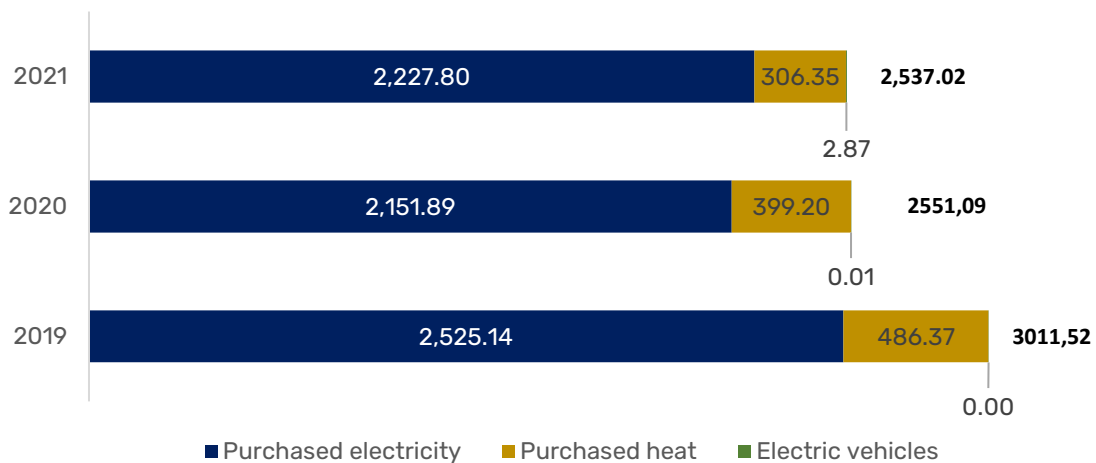


Scope 1 emissions come from the vehicles we operate, from the combustion of fossil fuels for heat generation and, to a very small extent, for backup power generators, as well as from refrigeration and air conditioning equipment (HFCs). Scope 1 emissions are expected to decrease with the transition to low-emission energy sources.

The sharp drop in fugitive emissions is due to a change in reporting method, where in previous years some values were measured based on worst-case scenarios and in 2021 they were mostly measured based on actual leakages.

The increase in stationary combustion is also due to invoice-based reporting where gas was used for combustion in buildings for heating purposes. In addition, diesel combustion in a diesel generator was included in the reporting in 2021.

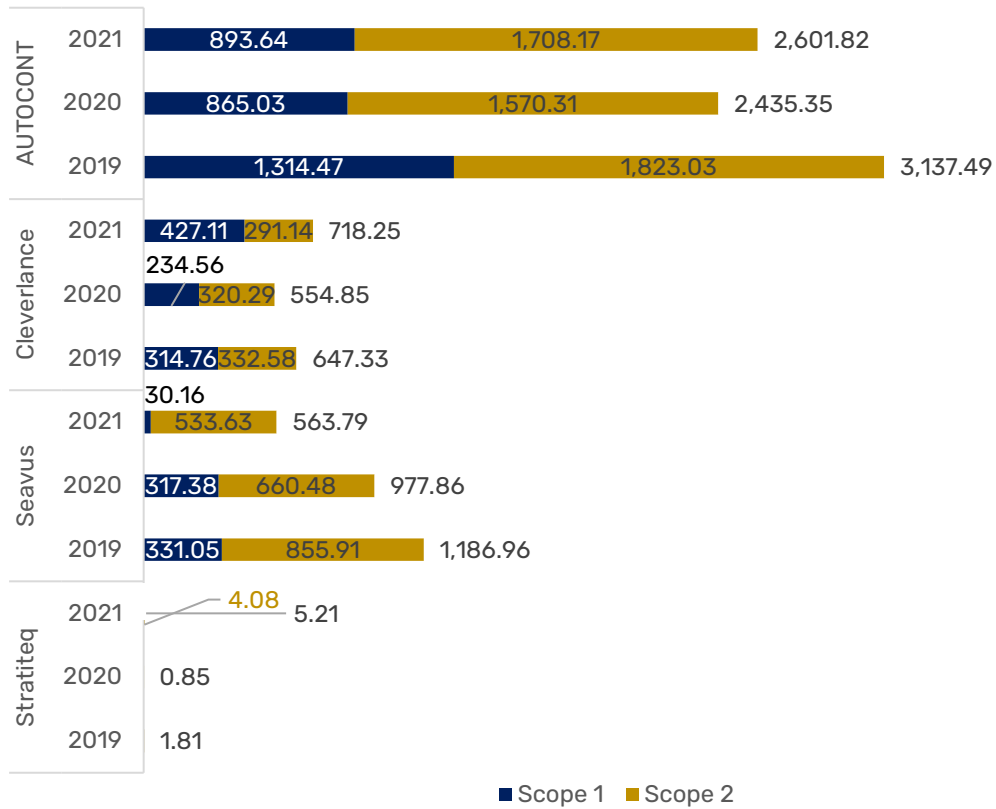
Aricoma Group - GHG emissions - Scope 2 by activity [tCO2e]



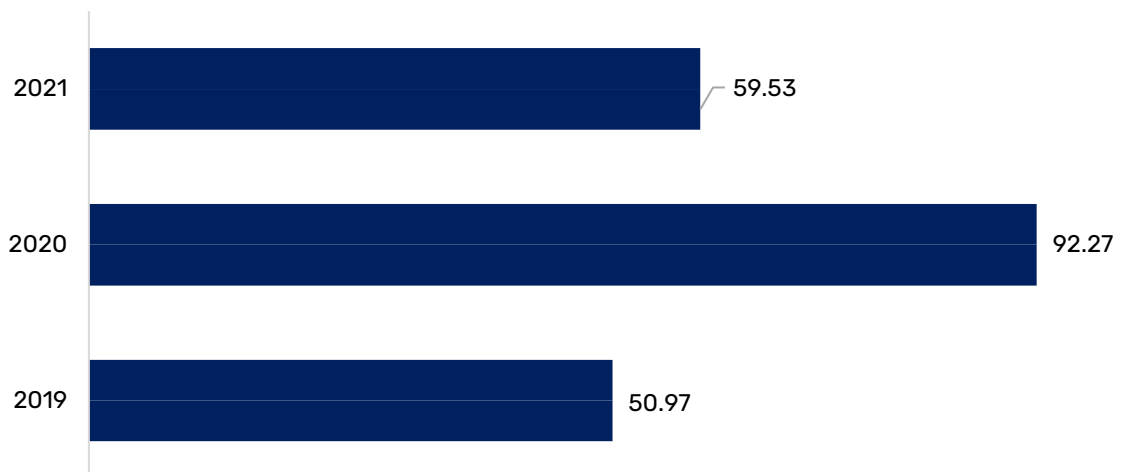
In Scope 2, we report emissions from purchased electricity and purchased heat; we also include electric vehicle charging in this scope.



Aricoma Group - GHG emissions - Scope 1, Scope 2 by subgroup [tCO2e]



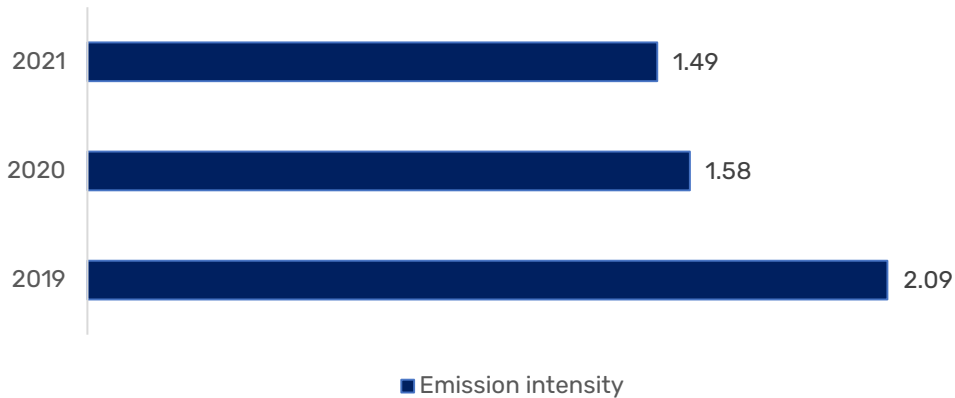
Aricoma Group - GHG emissions - Scope 3 [tCO2e]



Note: Scope 3 values cover only emissions associated with waste generation

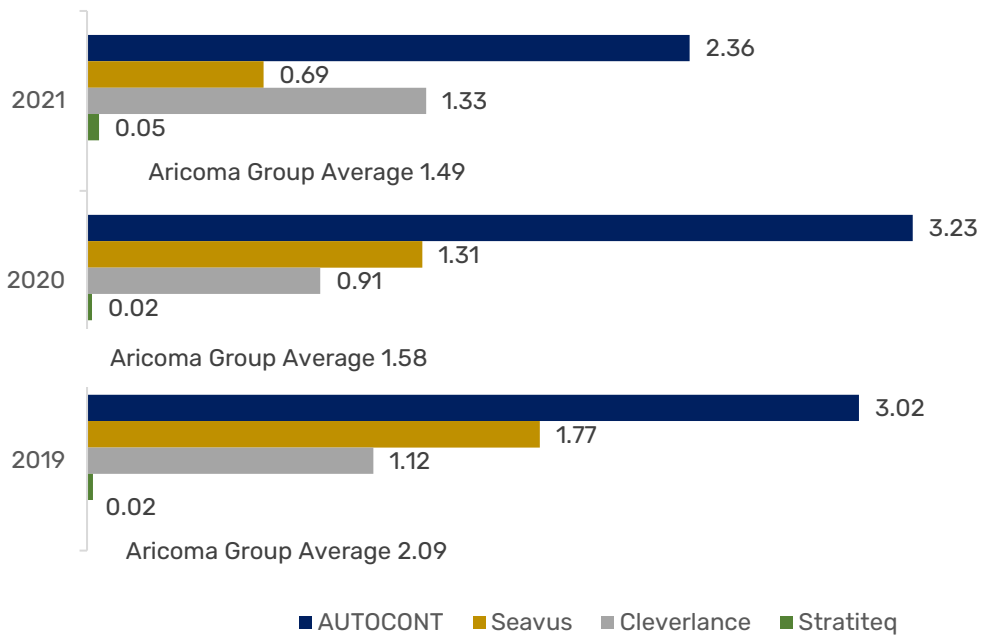


Aricoma Group -GHG emission intensity per employee
[tCO2e/employee]



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 haven't been considered here.

Aricoma Group -GHG emission intensity per employee by subgroup [tCO2e/employee]



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 haven't been considered here.



Business trips

In 2020, the number of business trips fell to a minimum as a result of the COVID-19 epidemic and subsequent measures to contain it. These new circumstances have forced us to reassess our current travel planning management. Thanks to the valuable experience of working in an online environment, we have found it unnecessary to travel. Most issues can be resolved online. 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. As a result of this change, fuel consumption for business travel has been significantly reduced in 2021 compared to 2019. As expected, fuel consumption in 2021 was increased compared to 2020, given that 2020 was not a typical year.

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 the need to travel, we prefer the means of transport that have the least impact on the environment, preferably public transport.

Electromobility

At ARICOMA, 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.

- For example, four stations were installed at Cleverlance's headquarters in Prague in 2021 and expansion is already planned for the coming years: at least five additional charging stations will be installed in Prague in 2022 and an additional fifteen in Bratislava. Cleverlance plans to increase the share of electric vehicles in its fleet to 10% in 2022.
- Seavus is considering two hybrid vehicles as part of its 2022 budget.
- KOMIX has increased its fleet by two electric vehicles and two plug-in hybrid vehicles in 2021.
- 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,

Stratiteq leased approximately 19 petrol/diesel cars, while the current fleet includes 2 petrol cars, 3 diesel cars, 5 electric cars and 8 hybrid/petrol 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 and Cleverlance encourage and support their employees to use public transportation as the main option for their commuting.

Energy and fuel

Energy consumption

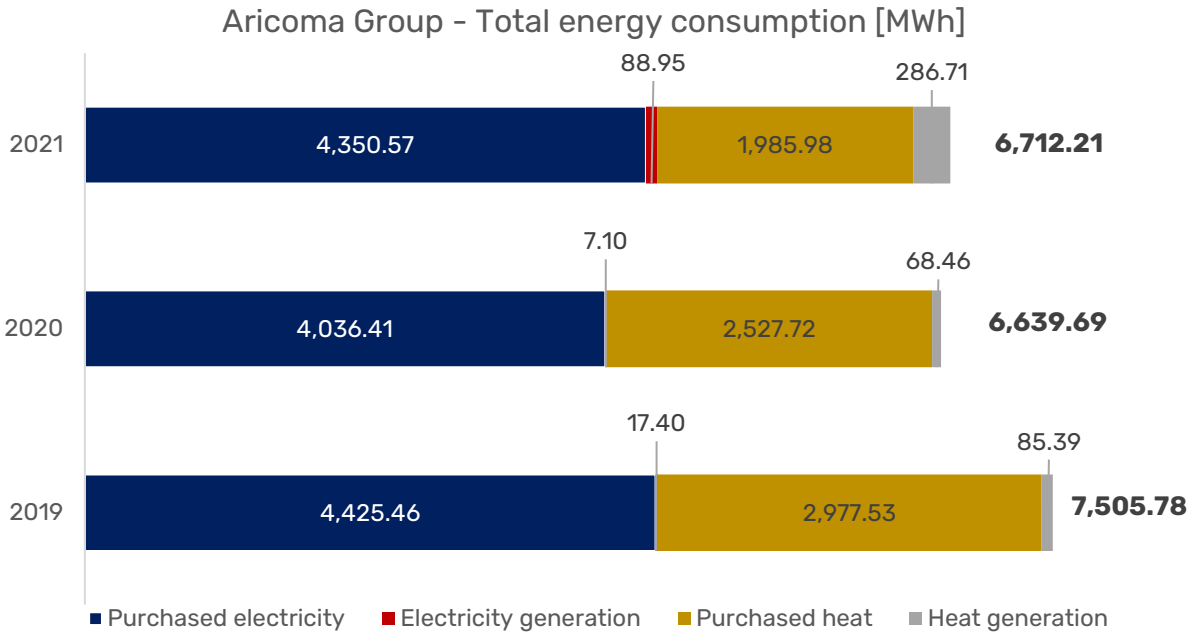
Total energy consumption consists of the electricity and heat that we purchase from local utilities as well as electricity and heat that we generate, in small amounts, directly in our operations.

Based on the results of the 2019 and 2020 audit, the data collection methodology has been changed, as has the data classification for purchased heat. This change is based on an audit conclusion, which revealed that the estimated data for AUTOCONT s.r.o. (Slovakia) was overestimated. Methodologically, the data collection procedure was chosen based on invoices obtained from the office landlords. After examining the invoices, it was found that in some cases gas is directly purchased and is further combusted in the office building and thus classified as fuel combustion (Scope 1).

Electricity consumption in office buildings shows fluctuations depending on meteorological parameters, working hours and the number of employees. The results of the analysis do not show any large fluctuations between the data collected from previous years. The purchased electricity data shows a slight increasing trend compared to 2020.

Overall energy consumption shows a slight increase from the previous year 2020, which is an expected trend given the overall reduction in energy consumption during the pandemic. At the same time, total consumption shows a noticeable reduction in energy

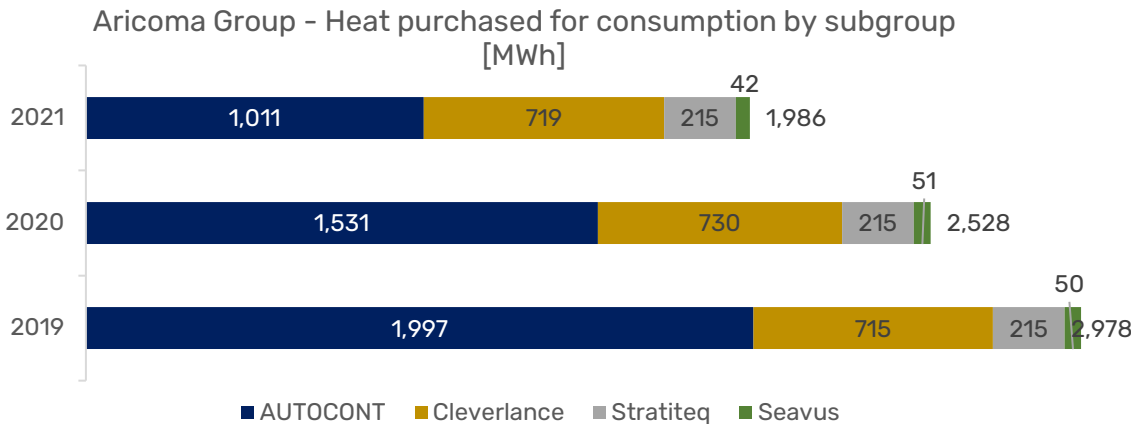
consumption compared to 2019, which is evidence of good energy management of our company.



In 2021, our data center in Lužice, Czech Republic, was hit by a tornado. The subsequent power outage was covered by the consumption of diesel generators. Seavus DOO (Serbia) started using a new diesel generator to generate electricity. These activities results in an increase in electricity generation.

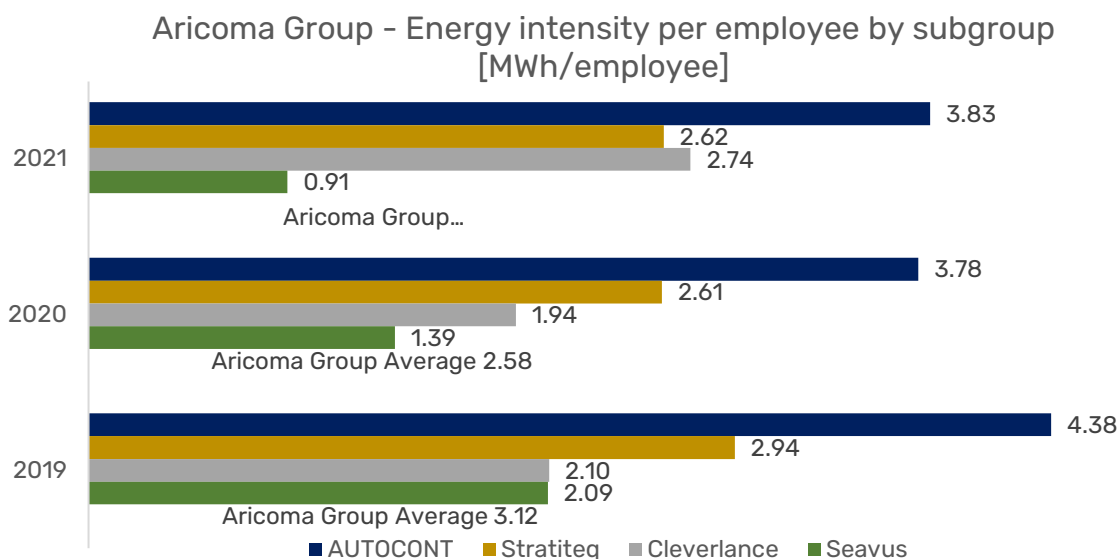
The noticeable increase in heat generation is mainly due to the different classification of emissions. Natural gas combustion heating has been reclassified from purchased heat to heat generation (scope 1).

Note: Total energy consumption was based on purchased electricity, purchased heat, fuel consumed for electricity and heat generation. Fuel consumed by the fleet hasn't been included.



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





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

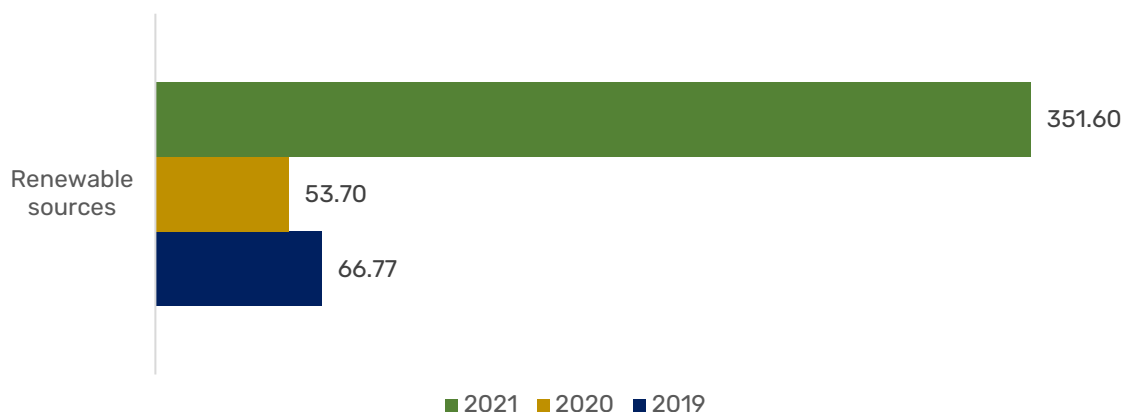
Renewable energy

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.

- Stratiteq's premises have been powered by 100% certified renewable energy for the last 10 years. Furthermore, the office is connected to a local central heating system that uses carbon-neutral energy that is produced mainly by water, wind and nuclear and also a small amount of energy from fossil fuels, which makes up about 12% of the total purchased heat energy.
- Cleverlance's Prague office in Palmovka purchases energy only from renewable sources through the purchase of Guarantee of Origin.



Aricoma Group - total electricity purchased for consumption by renewable source [MWh]



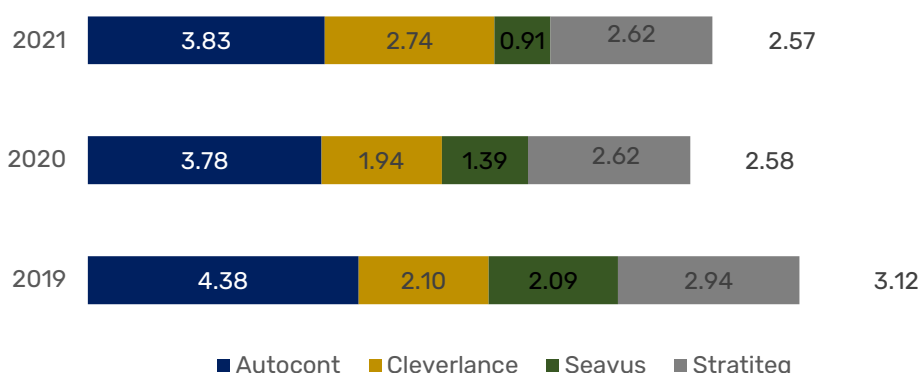
Note: the amount of electricity purchased from renewable sources is displayed only from certified sources.

The major difference between the amount of renewable energy purchased is mainly due to the specification of the reporting method. In 2021, guarantees of origin from the Palmovka offices in Prague were recorded for the first time.

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.

Energy intensity per employee [MWh/employee]



- 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.

- Measures reducing electricity consumption, such as the utilisation of light sensors in common areas, purchasing low energy-demand equipment and monitoring energy by security guards are already standard parts of daily life in the Seavus offices.
- Stratiteq only uses LED lights on its premises supplemented by energy saving lamps. There have been ongoing discussions on implementing light sensors in conference rooms and other workspaces.
- Cleverlance also uses standard measures like LED lights, sensors, and equipment with lower consumption in its premises. In addition, a smart automation system for heating and cooling is being used.
- AEC shares the office buildings with companies within the ARICOMA Group in two of our branches. This helps to reduce electricity and water consumption compared to what it would be if AEC had its own building in each of the company's branches.

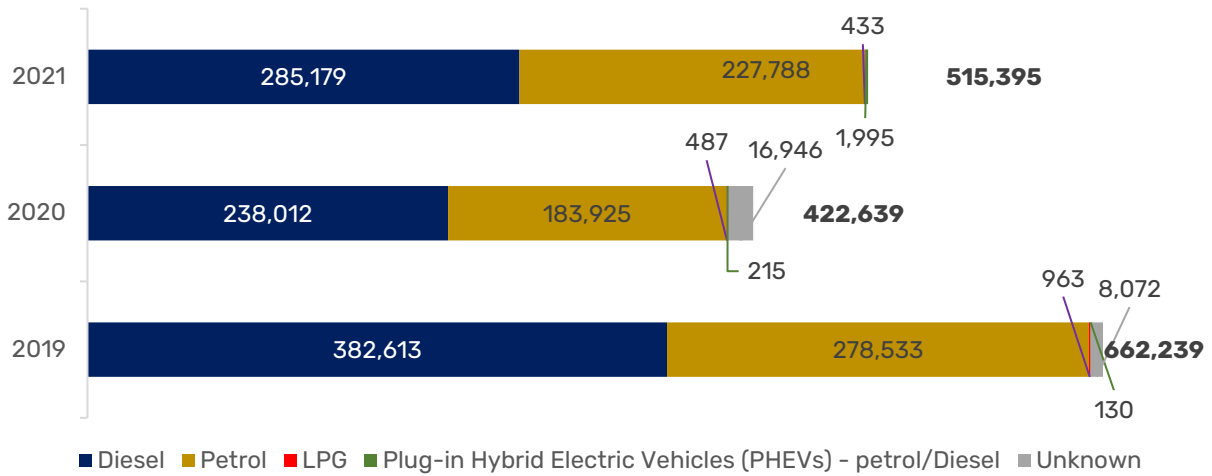
Fuel consumption

We use the fuel mainly to power our fleet of vehicles and a small amount to generate electricity. Fleet fuel consumption in 2021 increased by approximately 17% compared to the previous year due to a reduction in travel during the 2020 pandemic. To maintain the downward trend, we encourage car sharing for business travel.

- AEC extensively uses carpools and prefers driving larger groups of people when using company cars for business trips. We always try our best to synchronise business trips to avoid using an excessive number of vehicles. Using public transport on business trips is also strongly encouraged.
- Seavus reduced fuel consumption in 2021 compared to the base year 2019. The COVID pandemic has had a major impact on business travel as it has been reduced and, in some periods, even banned completely.
- The new trend shows a significant increase in the number of plug-in cars as well as electric cars.
- From May 2021, Cleverlance began introducing electric and hybrid cars to its fleet. At the end of the year, this included 1 fully electric car and several hybrids.
- 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 it is visible on the chart below, there is a massive increase in plug-in hybrid vehicles.



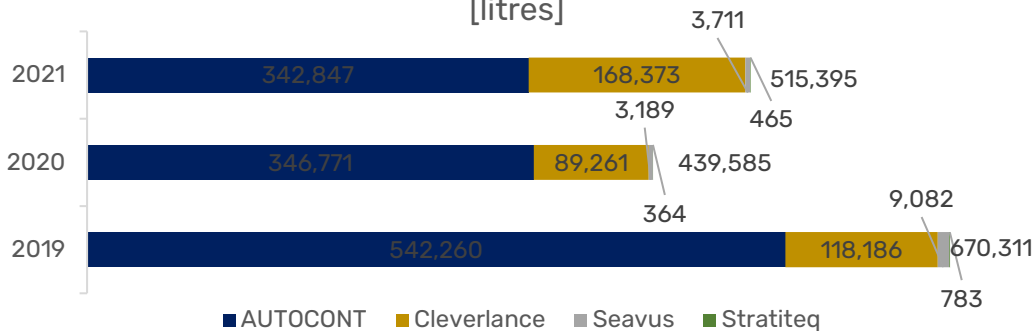
Aricoma Group - total fuel consumed by fleet by type [litres]



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

Due to the pandemic in 2020 and the reduction in the number of journeys, fuel consumption is expected to increase in 2021 along with a return to normal vehicle use. A significant decrease and fuel savings is reported compared to 2019.

Aricoma Group - total fuel consumed by fleet by subgroup [litres]



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'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's corporate activities we are reducing the amount of waste we produce, which is evident in our statistical results. By focusing on the separation of waste components, we have achieved a significant reduction in the amount of emissions from

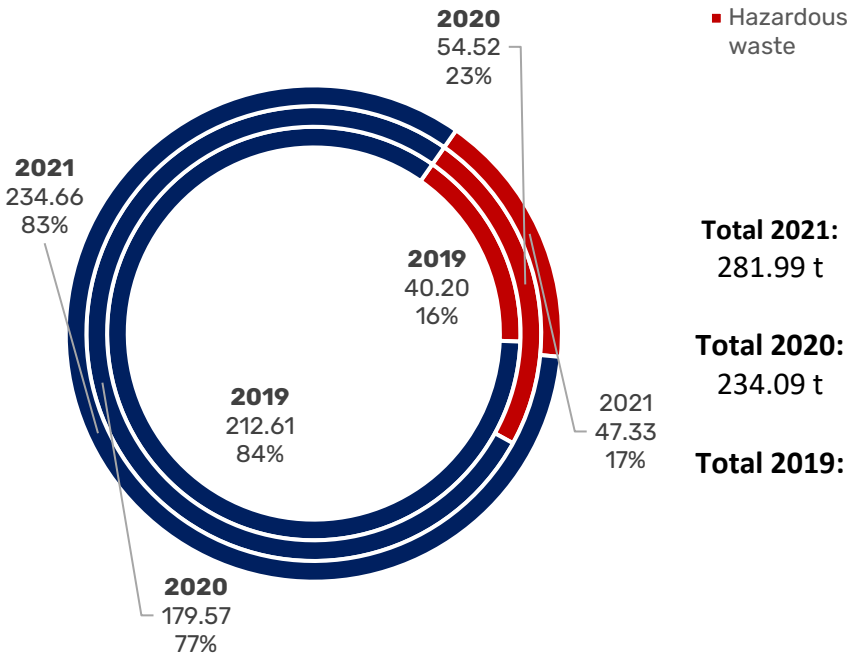
municipal waste in 2021. Although the production of mixed municipal waste has increased slightly, emissions of this type of waste have decreased significantly. The reason for the reduction in emissions was the decrease in DEFRA emission factors for municipal waste in 2021 and more detailed reporting in 2021 compared to previous years. In 2021, for the first time, the disposal of waste with specific emission factors was monitored.

The level of collection was already very high in the previous years and had risen again in 2021. 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.

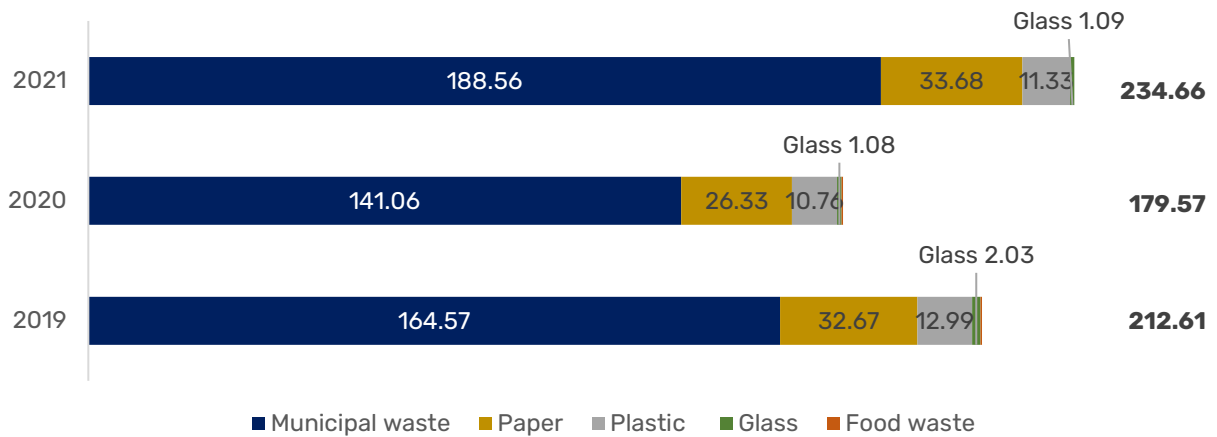
- In AEC, our employees are encouraged to use filtered tap water. This measure has significantly reduced the amount of waste PET bottles.

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.

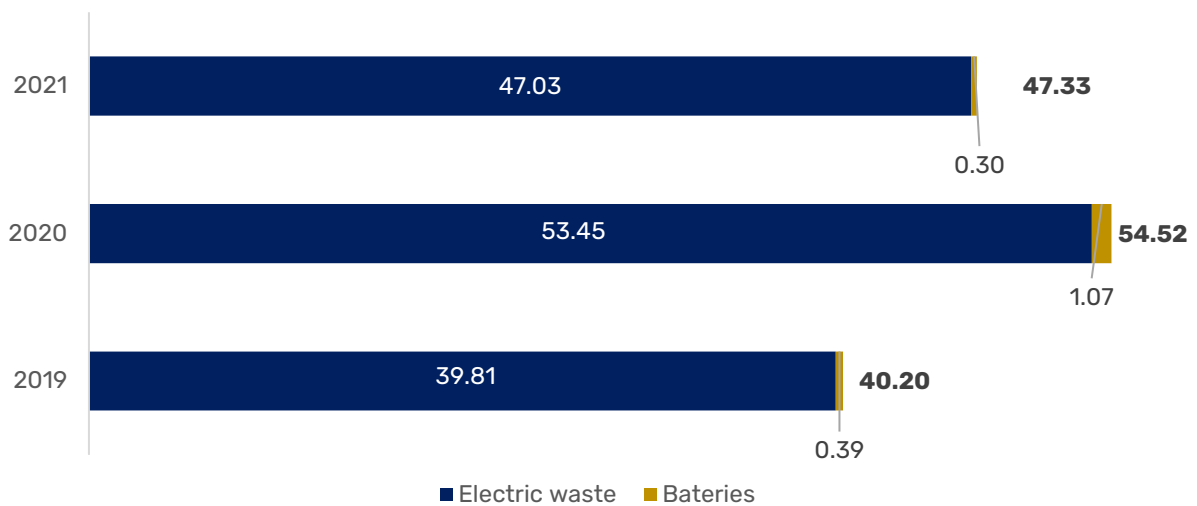
Aricoma Group - Waste generated by category [t]



Aricoma Group - Other waste generated by category [t]



Aricoma Group - Hazardous waste generated by category [t]



Paperless company

Seeing as Aricoma 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 in order to achieve a more environmentally conscious approach to our daily work.

- AEC has limited the printouts of project documentation which has significantly reduced the amount of used paper. The ability to electronically sign documents reduces the amount of paper used.



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 16,42% of our overall waste generation in 2021.

- A typical example would be found at AEC, where our employees are offered the chance to purchase their old electronic equipment at a discounted price. This includes both smartphones and laptops.
- 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 life, the products are sorted, repaired if required and sold to third parties. Alternatively, in case of 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.

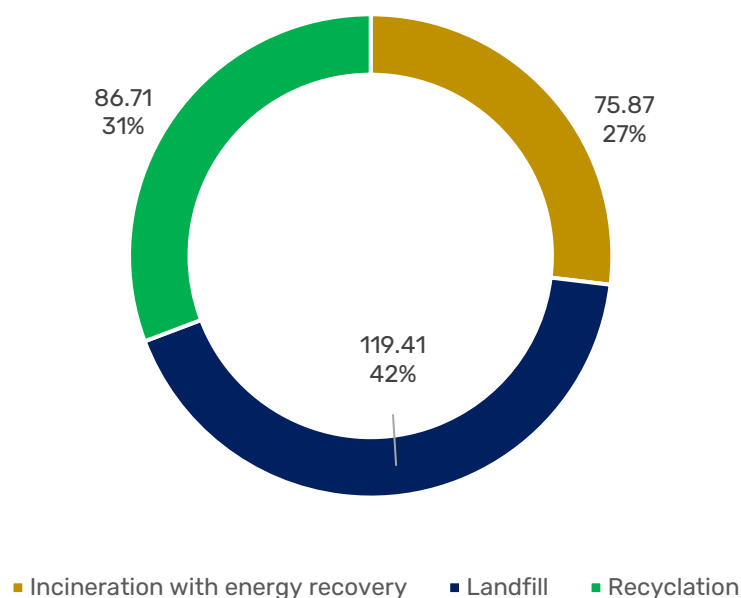
Recycling

The percentage of waste recycled was almost 30% in 2021 - as a result of the proper segregation of waste on our premises and its readiness for recycling. We have achieved this by setting up a sufficient number of sorting points with clear visualisation, continuous staff training, and regular internal audits.

Nevertheless, we are aware that even the most diligent practice on our side sometimes does not ensure a high level of recycling efficiency that is in most cases locally conditioned.



Waste management - recycling rate in year 2021



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 2021, 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:

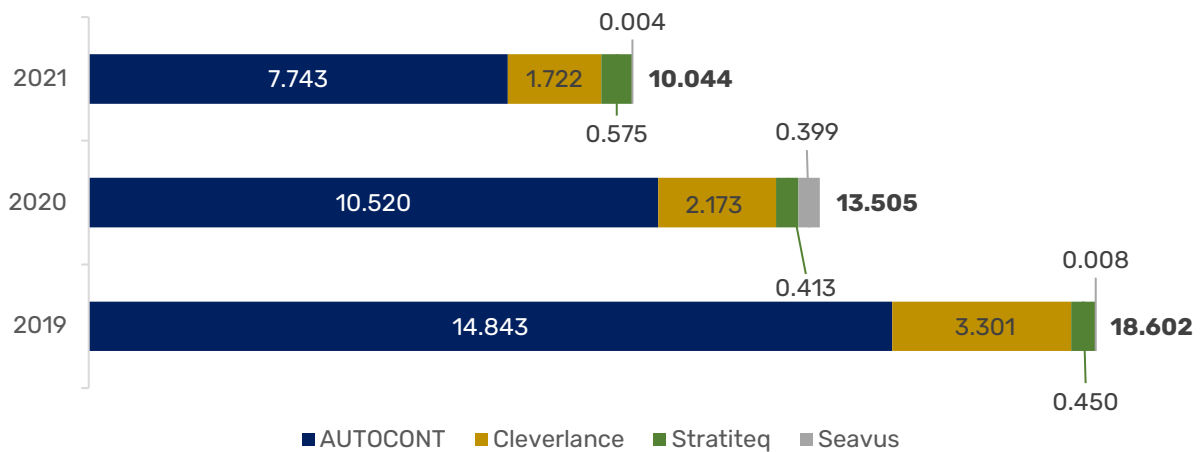


Country	Water stress level
Czech Republic	Low - Medium-high
Slovakia	Low
Germany	Low-medium
Macedonia	Low-medium - Medium-high
Sweden	Low-medium
Belarus	Low-medium
Switzerland	Low
Serbia	Low
Bosnia & Herzegovina	Low
Moldova	Low-medium
Poland	Low
US	Medium-high
Belgium	Extremely high

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



Aricoma Group - Total water withdrawal [Megalitres]



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. Thanks to the persistence of remote and hybrid working in 2021, water consumption decreased by 26% compared to 2020.

Water consumption at the Seavus office in Skopje, Macedonia, has been on a downward trend since 2020 due to reduced consumption in the office building and a well that has been activated since summer 2021 and is used for the yard irrigation system. There have been ongoing negotiations in place with the landlord on implementing a well metering system that would provide detailed insight and control over the amount of water withdrawn from the well.

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.

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, our 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.

3. Social

Positive social impact is a fundamental aspect of our business and corporate culture, which focusses not only on our 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.

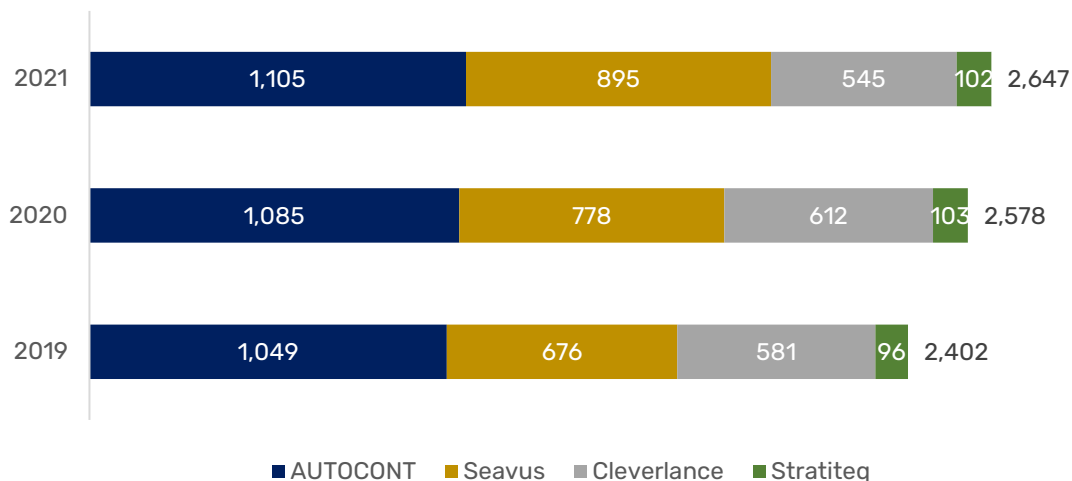
Employee care

When it comes to Human Resources, ARICOMA’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.

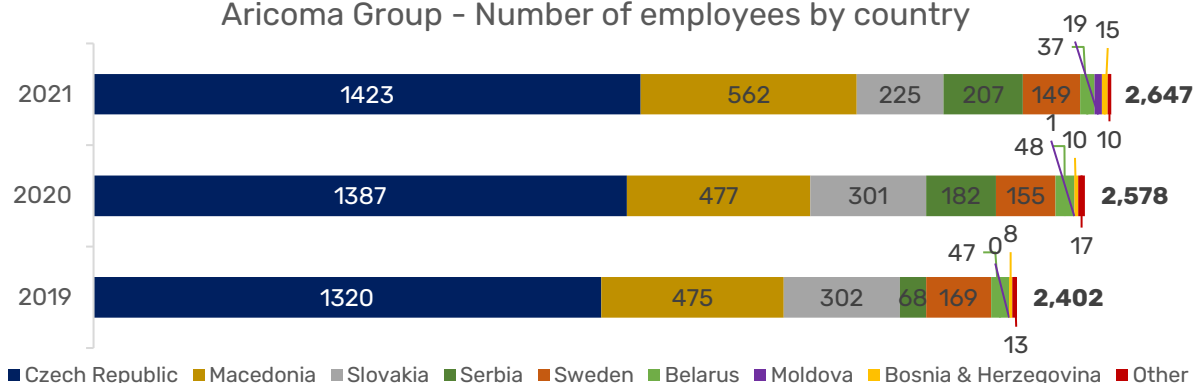
Key Workforce Statistics

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

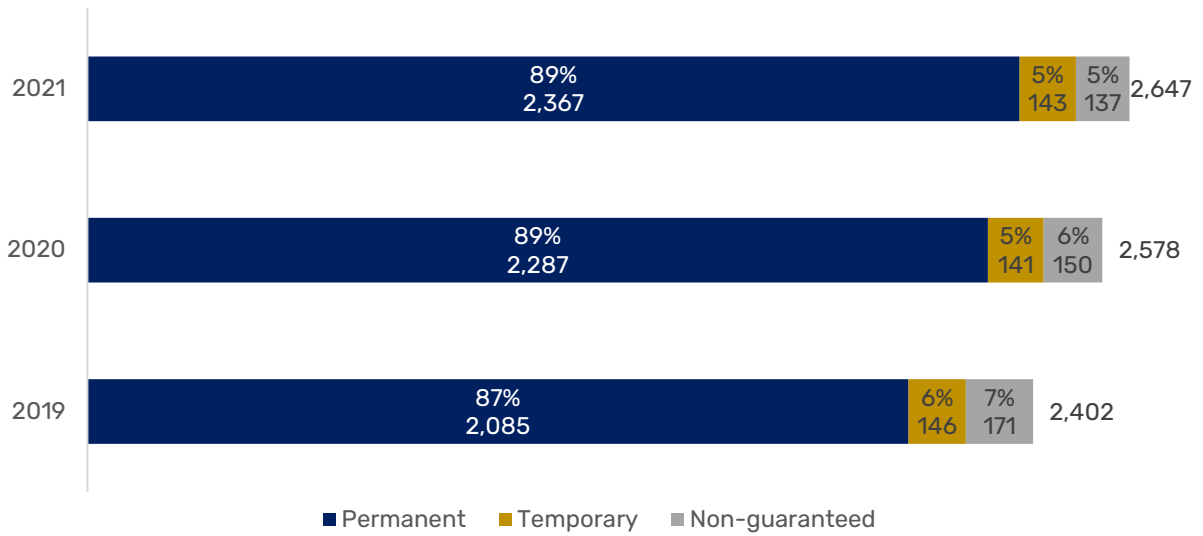
Aricoma Group - Number of employees



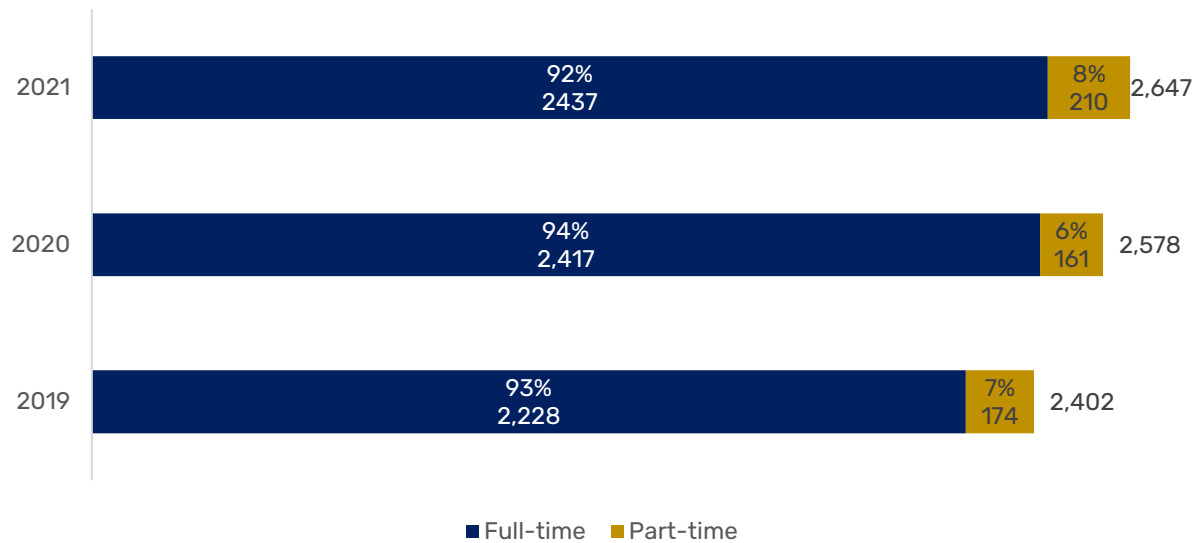
Aricoma Group - Number of employees by country



Aricoma Group - Number of permanent, temporary and non-guaranteed-hours employees



Aricoma Group - number of full-time and part-time employees



Aricoma Group - number employees by employee category and gender

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



Aricoma Group - number of employees by employee category and country of operation

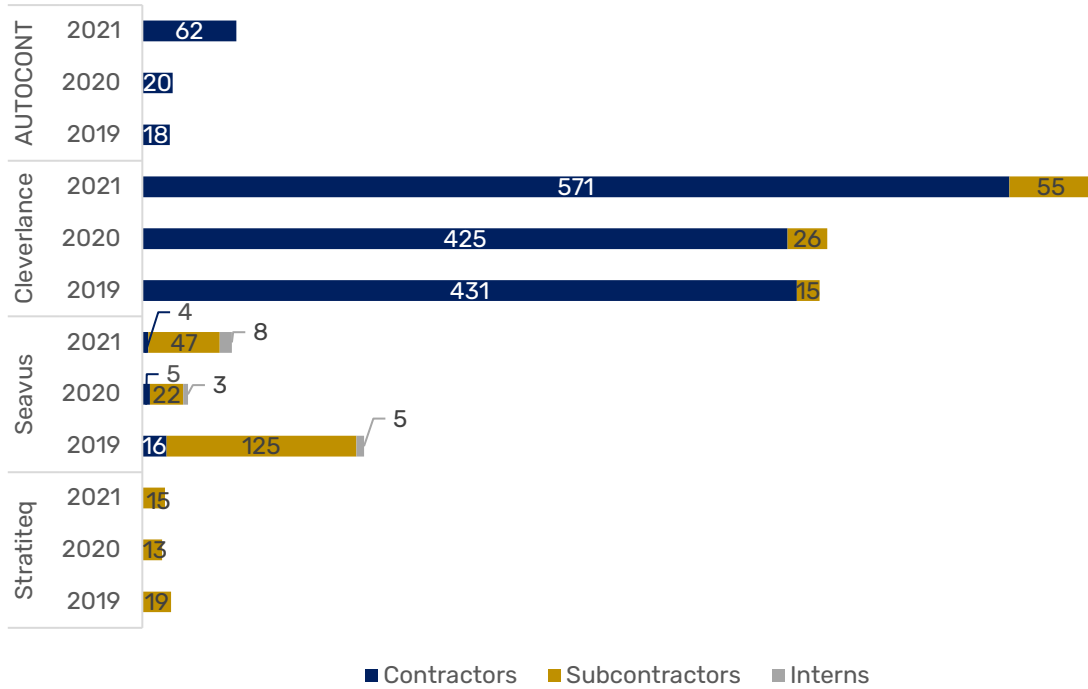
	2021					
Country	Total number of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees
Czech Republic	1,423	1,290	17	116	1,243	199
Macedonia	562	502	60	0	559	3
Slovakia	225	201	3	21	202	4
Serbia	207	201	6	0	205	2
Sweden	149	128	21	0	149	0
Belarus	37	6	31	0	35	2
Moldova	19	19	0	0	19	0
Bosnia & Herzegovina	15	13	2	0	15	0
Other	10	7	3	0	10	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
Slovakia	301	269	6	26	291	10
Serbia	182	174	8	0	180	2
Sweden	155	131	24	0	154	1
Belarus	48	6	42	0	46	2
Bosnia & Herzegovina	10	10	0	0	10	0
Other	18	13	5	0	18	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
Slovakia	302	239	19	44	270	32
Serbia	68	65	3	0	66	2
Sweden	169	149	20	0	167	2
Belarus	47	7	40	0	45	2
Bosnia & Herzegovina	8	8	0	0	8	0
Other	13	9	4	0	13	0
Totals	2,402	2,085	146	171	2,228	174

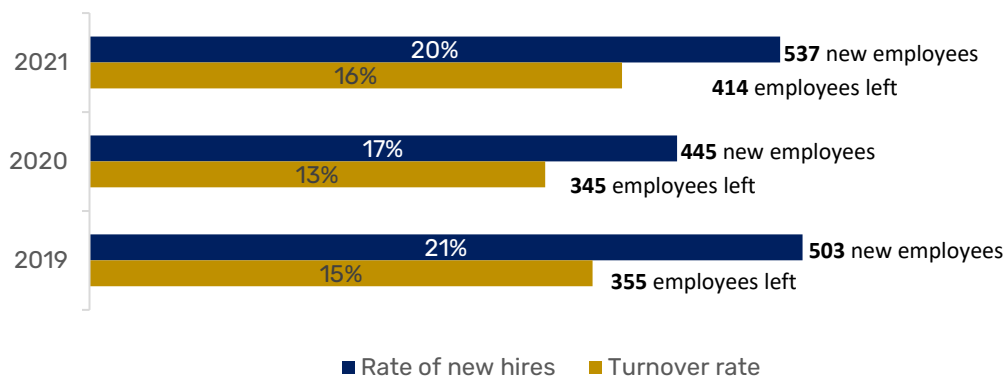


Aricoma Group - Number of workers who are not employees



Recruitment & Turnover

Arcoma Group - Rate of new hires and turnover



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:

- Seavus is organising technology-related events called "Code Talks", where the various communities of developers and students meet together, discuss various topics and get information about the company. Also, another way for Seavus to meet their employees half-way between university and professional life are Talent programmes offered to students in the last year before graduation.
- Cleverlance is running Clever Academies (see more in Charities, Non-profit section).
- Stratiteq works contiguously to attract both junior and senior profiles within the strategy and tech area, for example, they arrange a bootcamp for new graduates each year. The recruitment strategy is based on creating awareness connected to the employer brand, a great employee and candidate experience. This is crucial because recruitment is search-based. On the other hand,
- AUTOCONT is 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 IT security is a very specific area in the Czech and Slovak market, AEC's 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 people who have been recruited to AEC as graduates and have grown into team leaders or valued industry specialists. AEC also employs many students and supports them in their studies with study leave and thesis supervision.
- KOMIX takes advantage of an internal referral programme where the employees could recommend their friends or former colleagues.

ARICOMA Group - New hires by age group:

Age group	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
Under 30 years old	604	218	36%	664	184	28%	655	219	33%
30-50 years old	1,689	289	17%	1,599	247	15%	1,452	260	18%
Over 50 years old.	354	30	8%	315	14	4%	295	24	8%
Totals	2,647	537	20%	2,578	445	17%	2,402	503	21%

ARICOMA Group - New hires by gender:

Gender	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
Male	1,873	387	21%	1,862	329	18%	1,726	376	22%
Female	774	150	19%	716	116	16%	676	127	19%
Totals	2,647	537	20%	2,578	445	17%	2,402	503	21%

ARICOMA Group - New hires by country of operation

Country	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
Czech Republic	1,423	197	14%	1,387	210	15%	1,320	228	17%
Macedonia	562	166	30%	477	95	20%	475	115	24%
Slovakia	225	25	11%	301	43	14%	302	71	24%
Serbia	207	73	35%	182	41	23%	68	35	51%
Sweden	149	33	22%	155	27	17%	169	25	15%
Belarus	37	11	30%	48	19	40%	47	20	43%
Moldova	19	21	111%	1	1	100%	0	0	0%
Bosnia & Herzegovina	15	8	53%	10	4	40%	8	7	88%
Others	10	3	30%	17	5	29%	13	2	15%
Totals	2,647	537	20%	2,578	445	17%	2,402	503	21%

Turnover

Driven by the global phenomenon known as the "Great Resignation", the IT industry suffered an even higher global turnover in 2021 than in previous years. Studies show that the COVID-19 pandemic has catalysed worker dissatisfaction and made them think about changing jobs, or even changing jobs. IT professionals are said to be at the forefront of a major work revolution, changing employers or becoming self-employed. Globally, 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, we make every effort to develop all of these areas to maximise employee retention.



ARICOMA Group - Turnover by age group

	2021			2020			2019		
Age group	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	604	141	23%	664	123	19%	655	127	19%
30-50 years old	1,689	242	14%	1,599	202	13%	1,452	199	14%
Over 50 years old.	354	31	9%	315	20	6%	295	29	10%
Totals	2,647	414	16%	2,578	345	13%	2,402	355	15%

ARICOMA Group - Turnover by gender:

	2021			2020			2019		
Gender	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	1,873	309	16%	1,862	283	15%	1,726	280	16%
Female	774	105	14%	716	62	9%	676	75	11%
Totals	2,647	414	16%	2,578	345	13%	2,402	355	15%

ARICOMA Group - Turnover by country of operation

Country	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
Czech Republic	1,423	187	13%	1,387	174	13%	1,320	176	13%
Macedonia	562	84	15%	477	68	14%	475	84	18%
Slovakia	225	27	12%	301	14	5%	302	4	1%
Serbia	207	48	23%	182	34	19%	68	19	28%
Sweden	149	42	28%	155	35	23%	169	57	34%
Belarus	37	18	49%	48	16	33%	47	11	23%
Moldova	19	3	16%	1	0	0%	0	0	0%
Bosnia & Herzegovina	15	3	20%	10	2	0%	8	2	0%
Others	10	2	20%	17	2	12%	13	1	8%
Totals	2,647	414	16%	2,578	345	13%	2,402	354	15%

Employee retention

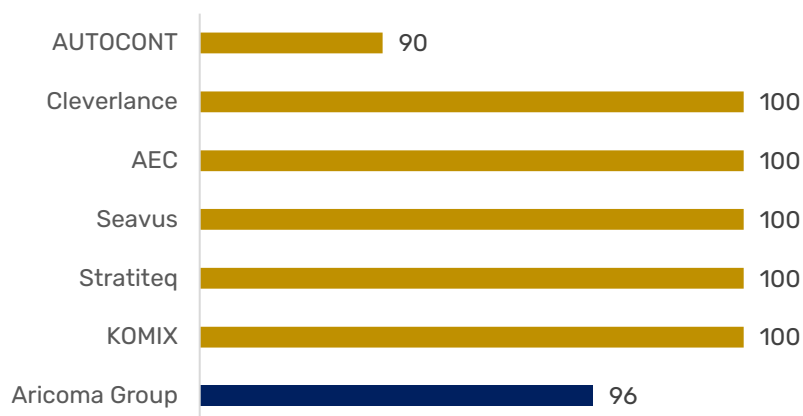
At ARICOMA, we consider and deploy various pillars for our employee retention scheme:

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 launched a project in 2021 to renovate and refurbish its headquarters buildings in Skopje to accommodate a new hybrid working model that allows employees to fine-tune their individual preferences to work from home, work from the office, both (in a hybrid environment) or work from any other location. As employee perspectives are key to this transformation, the company conducted an engagement survey and two pulse-check surveys to gauge employee views on current levels of satisfaction and engagement, as well as their views on the remote working experience. These results provided guidance and action points for the next steps to make remote and hybrid working more effective.

Aricoma Group Average - % of employees utilizing flexible working hours



The **brand, values and culture** of our companies are also very important for employee retention.

- To strengthen relationships and further improve the internal culture, KOMIX organises various events and initiatives under the original KOMIX brand, such as "Komixzoom", a bi-weekly virtual meeting where colleagues introduce themselves to their peers not only in terms of work achievements, but also talk about family, interests, etc. "Komixláčky" was created by combining the words "KOMIX" and "koláčky" (meaning cookies in Czech) and it is a monthly breakfast meeting where



employees discuss interesting topics (use of Power Apps, Buddy programme, good networking, etc.). "Komixdrink" is a monthly meeting and networking of employees in a restaurant in Anděl, Prague.

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.

- Stratiteq has organised a hackathon in 2021 called "Stratiteq Hack" as one of its initiatives to share competencies and enable people to grow. Developers, solution architects, data scientists, designers, and other people involved in software development collaborated intensively on the goal of creating an innovative, data-driven software solution for a defined business challenge that delivers real business impact for clients.

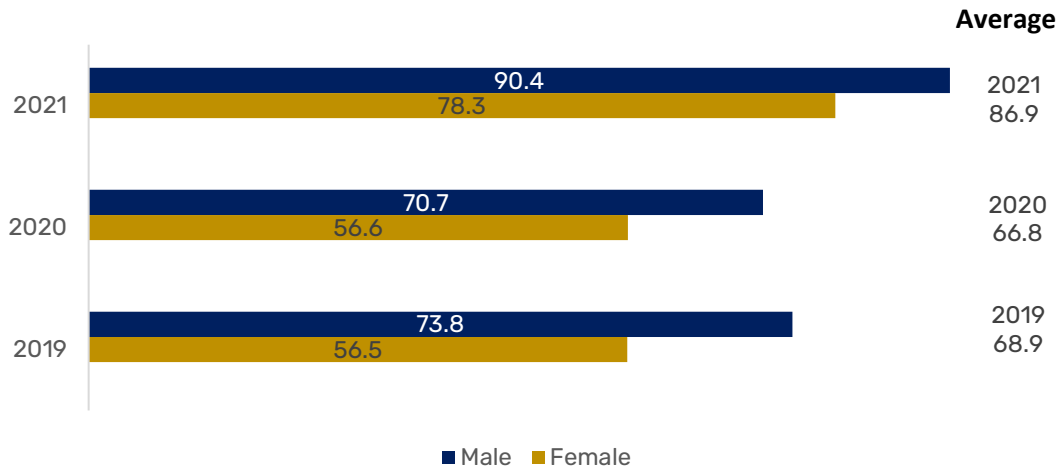
Last but not least is the **stability** of our companies and **competitive salaries**. One of the important stabilising factors for our employees is the inherent stability and size of the employer, who is aware of the value of its human capital. As employee satisfaction is the priority, our companies conduct satisfaction surveys on a regular basis.

- AUTOCONT tracks the labour market and average wages and is also part of a regular sample survey of employee remuneration for the Czech Statistical Office by TRIXIMA company. Based on that, managers regularly receive outputs so that they can incorporate them into their strategies for retention, maintaining competitiveness and fair remuneration.

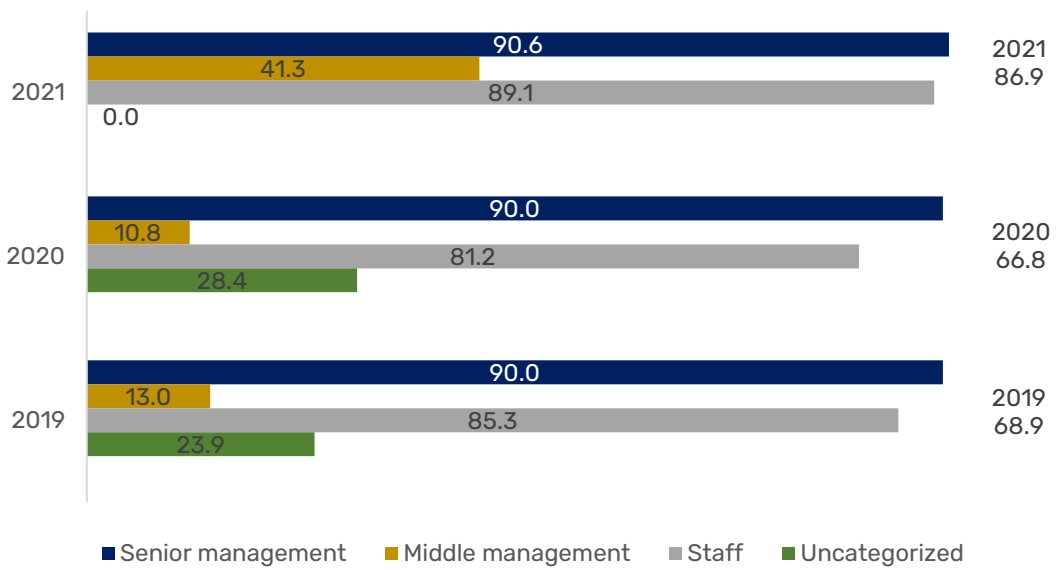
Performance evaluation and feedback

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



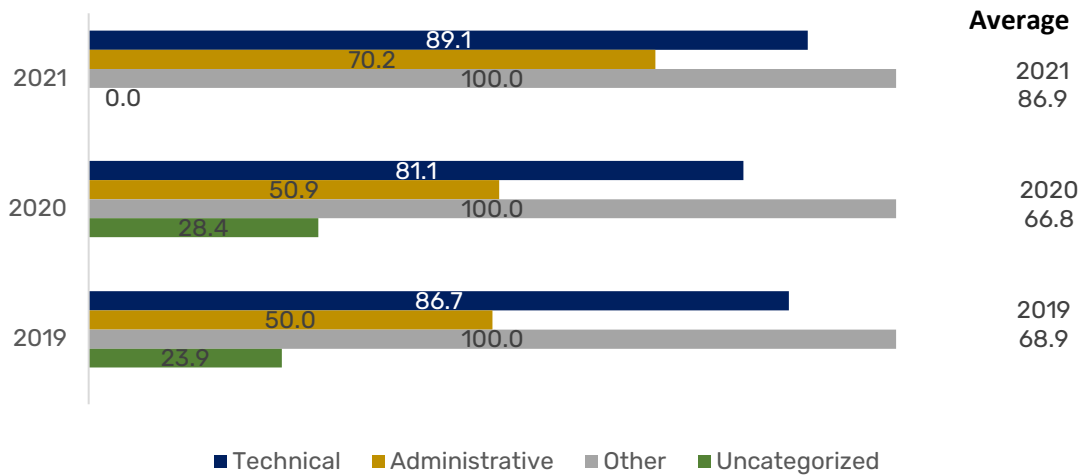
% of employees who received regular performance and career development review by level



Note: Uncategorized category - created to cover data that is not available in required granularity; Seavus' Senior and Middle management performance review hasn't 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



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

- During 2021, Seavus revised and updated the performance assessment competencies as well as the accompanying documents and templates available in Jira. This has simplified the evaluation process for evaluators and allows for better understanding and greater objectivity for all participants in the process. The process was enhanced with a self-assessment form to encourage staff to take ownership and responsibility for their participation in the process.
- At AEC, performance reviews have been part of the culture for many years. Most employees are evaluated quarterly. The first step is employee self-evaluation and self-rating that is subsequently discussed with the supervisor. As part of this, AEC's core competency values and training opportunities are assessed, for which a training map has been created so that the employee can easily navigate and get an idea of what options are available. Goals are set for the next quarter and peer and company feedback is collected.
- KOMIX uses internal application Evala that includes subjective evaluation of the employee and evaluation of his/her supervisor, scheduling of training and certifications, further development and direction of the employee.
- At AUTOCONT, an individual interview with a manager usually takes place once a quarter, but at least once a year, depending on the type of position. During this interview, the goals and performance of the current employee are discussed, and valuable feedback is obtained regarding the employee's satisfaction and stability. But in addition, the employee's three-year outlook and direction towards mutual satisfaction supported by long-term goals and milestones are also discussed.

Parental leave

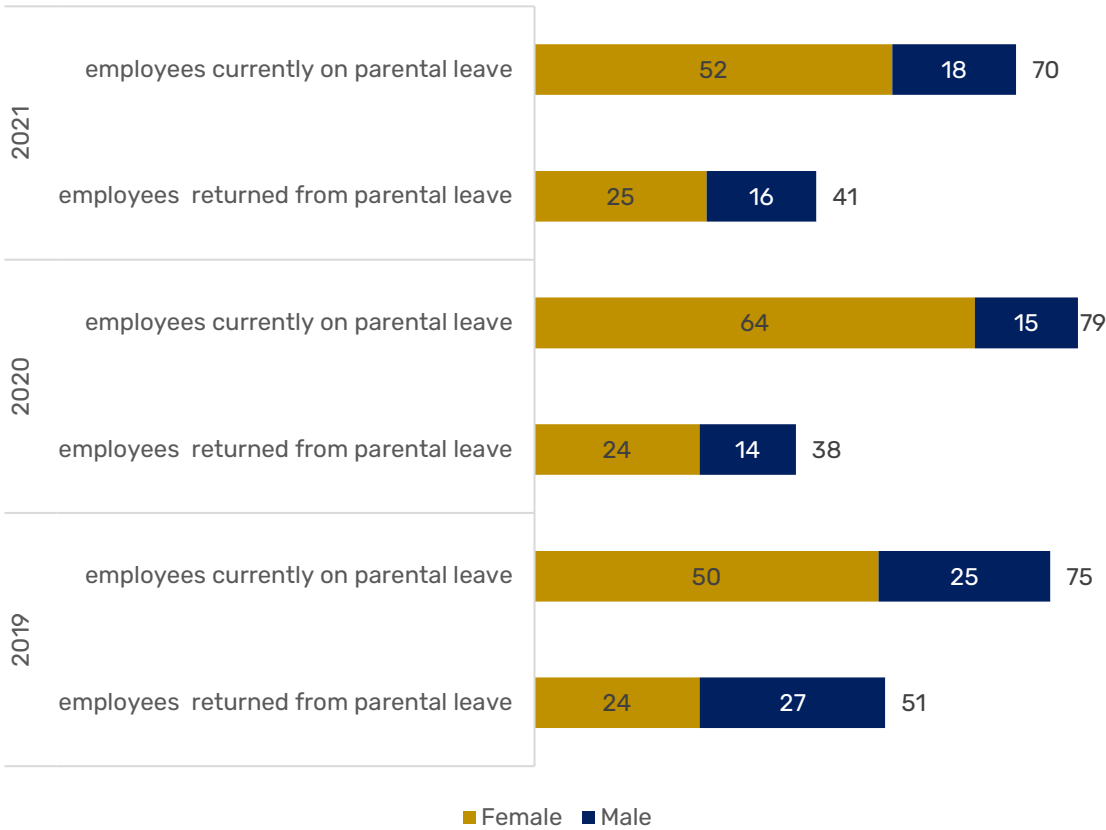
When it comes to parental leave, we strictly follow the requirements and recommendations of the local labour Laws of each country. We strive to maintain close contact with our employees on parental leave and support them when they return to



work. If the nature of the job allows for part-time, we are always open to flexible work options, giving our employees the opportunity to balance work and family life.

- AEC keeps in touch with all its employees on parental leave, invites them to company events and tries to keep them informed. If they are worried about losing touch with the world of IT security, the company offers them internships in other departments to comply with local labour laws. When they return from parental leave, the company accommodates them with part-time or flexible working hours so that work does not interfere with parents' childcare.

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

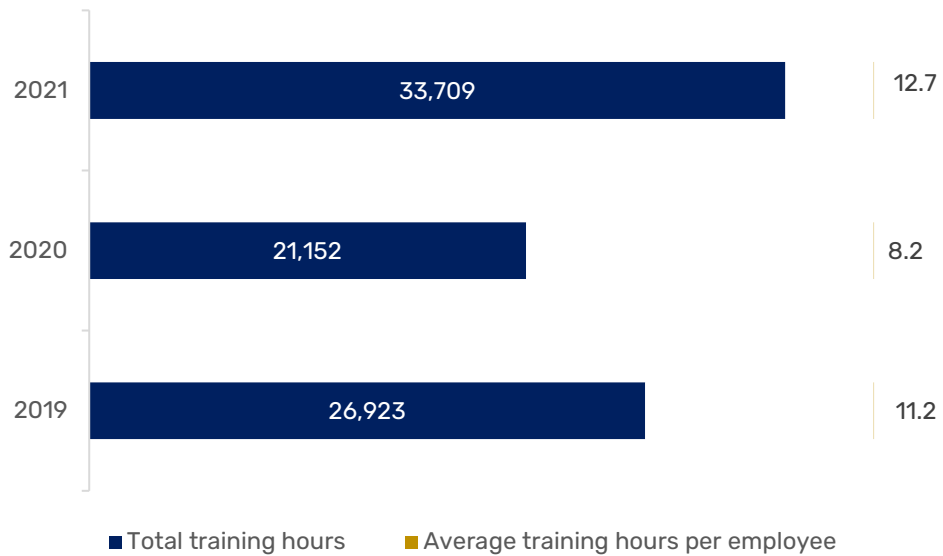


Education & training

Employee development is a key part of our human resources strategy to ensure ARICOMA'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.

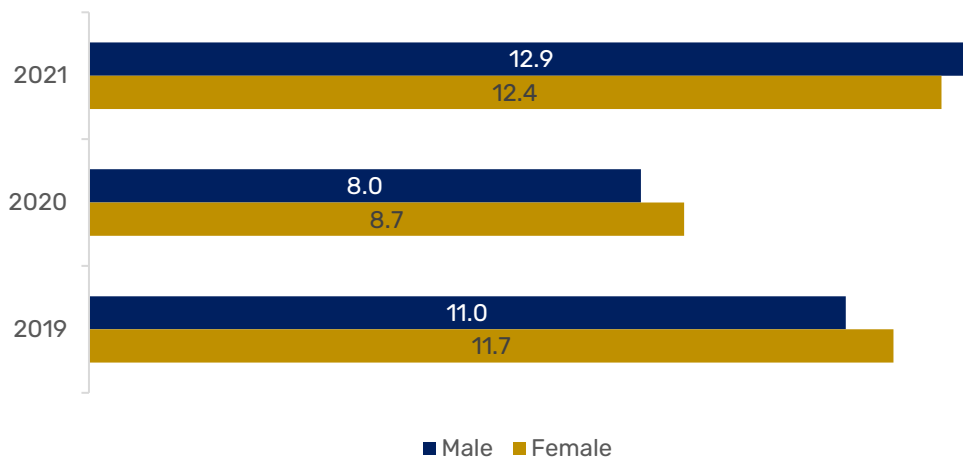


Aricoma Group - Total training hours and average training hours per employee

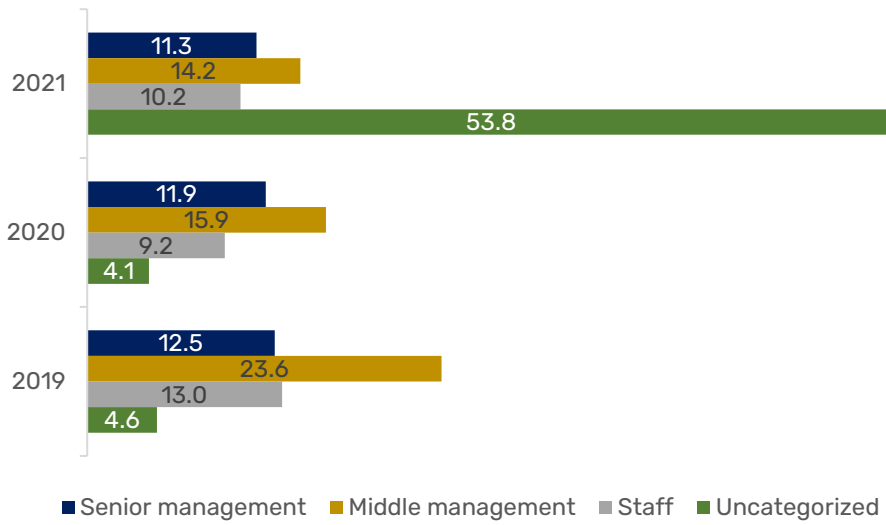


*Note: Average number of training hours were calculated based on the formula: (number of attends * hours of training)/total number of employees). Cleverlance training hours reflect internal training to which the employees enrolled through the internal system and the estimation of hours spent on mandatory training (onboarding training with a duration of 8 hours and periodical safety training with a 2-hour duration).*

Aricoma Group - Average training hours per employee by gender

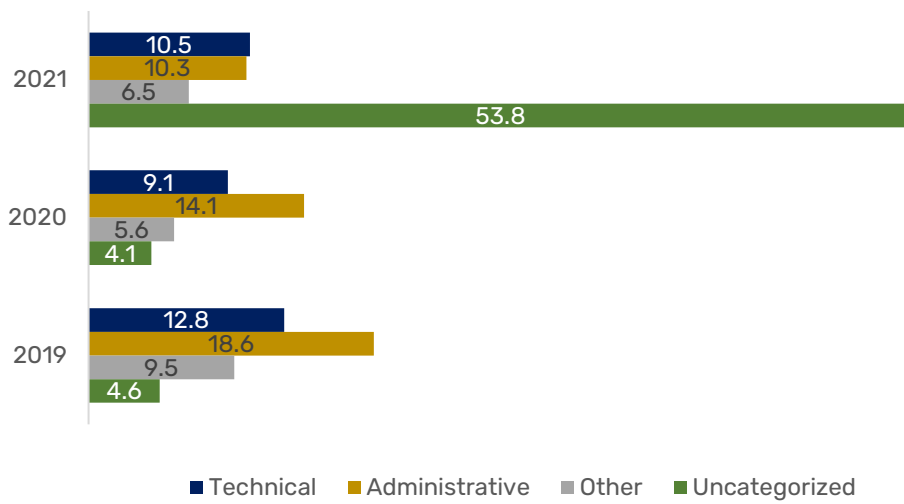


Aricoma Group - Average training hours per employee by level



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

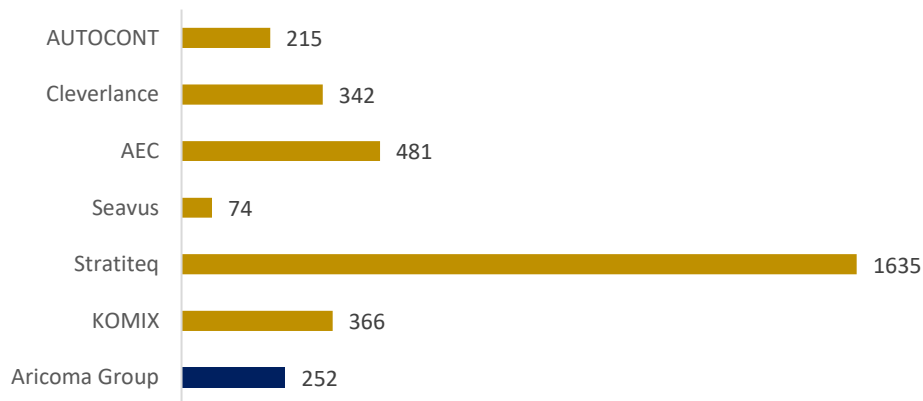
Aricoma Group - Average training hours per employee by function



Note: Uncategorized 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



- In 2021, Stratiteq launched an internal Leadership Academy based on Stratiteq's Leadership Values and Principles. The academy is open to all employees of the company and everyone can participate. The dimensions are to lead yourself, be led and lead others. The content is business-focused and deeply connected to strategy and also influenced by wellbeing factors.
- KOMIX runs internal workshops and seminars in the form of lessons learned, external training and certification based on annual employee evaluations, as well as bi-weekly soft skills workshops on topics such as constructive feedback, stress management, etc.
- AEC runs in-house training courses in various areas at IT security, which are led directly by AEC staff. Each employee gets a soft skills budget and chooses their own training from a list of peer-reviewed training courses or can also choose a completely different training course. A lot of training sessions on safety products are provided by business partners and employees are encouraged to get various certifications and attend conferences. Within IT security, AEC created an animated elearning called AEC Academy, offered to the public but also being used for internal IT security training. Starting in 2021, a long-term training programme and coaching at the College of Applied Management was launched to enhance management and leadership skills at AEC.
- In 2021, Seavus focussed on updating and developing new digital training content on its learning platform, as well as obtaining regular annual refresher training on Security Awareness and GDPR, Seavus Compliance Training and Environmental Awareness. They have also prepared short microlearning style instructional videos for several of internal processes and procedures related to the internal systems. During 2021, they also digitised the process of collecting, retrieving and storing employee certificates at the corporate level by implementing brand new modules into the Seavus Space HR software.
- 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.

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. As the COVID-19 pandemic was still a challenge in 2021, we stuck to the recommendation to work remotely when possible and follow the established hygiene rules in our premises.

- The majority 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.

2021 Statistics

No work-related illnesses were reported in 2021, and one recordable work-related injury occurred in the form of a slip on wet stairs with injuries to the leg, hand, and face.

Recordable work-related injuries = 1

*Total hours worked by own employees = **4,751,514***

*Recordable work-related injuries rate = **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.

- At KOMIX, employees are offered exercise in the gym once a week and massages by a disabled masseur who is available in the office three days a week. Employees are also provided with fruit and vegetable snacks twice a week. Organised historical walks around Prague are also arranged once a month after working hours. Every summer, a KOMIX camp is held for the employees' children and various family events are organised throughout the year to mark Children's Day or St Nicholas Day.
- AEC provides employees with work-life balance training, breakfast gatherings and themed afternoons such as table football tournaments, board games and quizzes.
- Stratiteq worked intensely during 2021 to offer employees physical well-being activities such as personal trainer sessions, yoga, running groups, etc.

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.

- AUTOCONT provides employees with online health services where employees consult on their physical and mental health.
- At Seavus, employees have access to an internal 'Wellbeing' page, coaching programme and a helpline with professional counsellors available every day from 8 AM to 6 PM.
- Stratiteq organised various seminars on mindfulness and meditation.
- At AEC, employees can take advantage of individual sessions with a psychologist or contact the HR department, which can provide them with contacts to specialists and advice on what they can do in an emergency.

Diversity and Non-discrimination

We perceive diversity as an asset at ARICOMA. Diverse teams consisting of people with different 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.

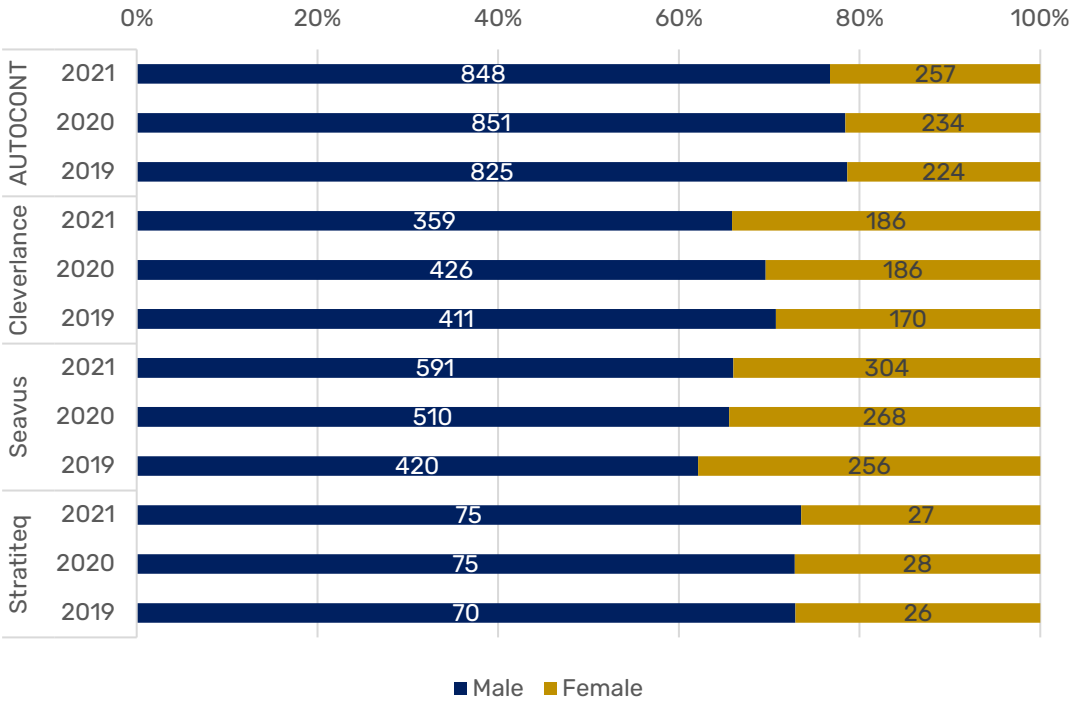
We select our candidates based on qualities and or the expertise they possess, regardless of gender or other social categories. We are proud of our diverse teams that contain women and men, young and old, people of various nationalities, people with disabilities, working parents, people from the LGBT 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 initiated the preparation of the standardised corporate Code of Conduct document in 2021 that addresses and elaborates on the topics of diversity, inclusion, and non-discrimination.

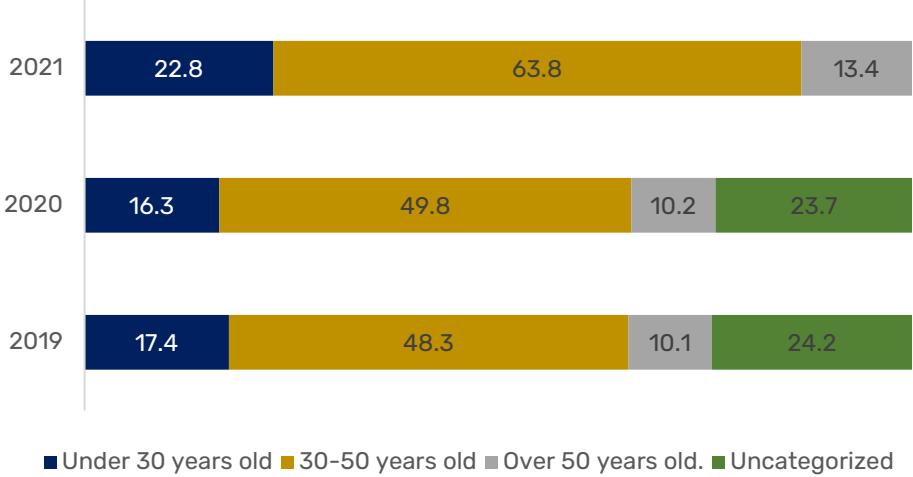
Quote: Dijana Lukić (Seavus): "Working in this field for 20 years now, I do remember a time when I had only one or two female colleagues, but today the situation is completely different, and we cannot consider IT a male-dominated industry anymore."

Employee diversitys

Aricoma Group - Number of employees by gender



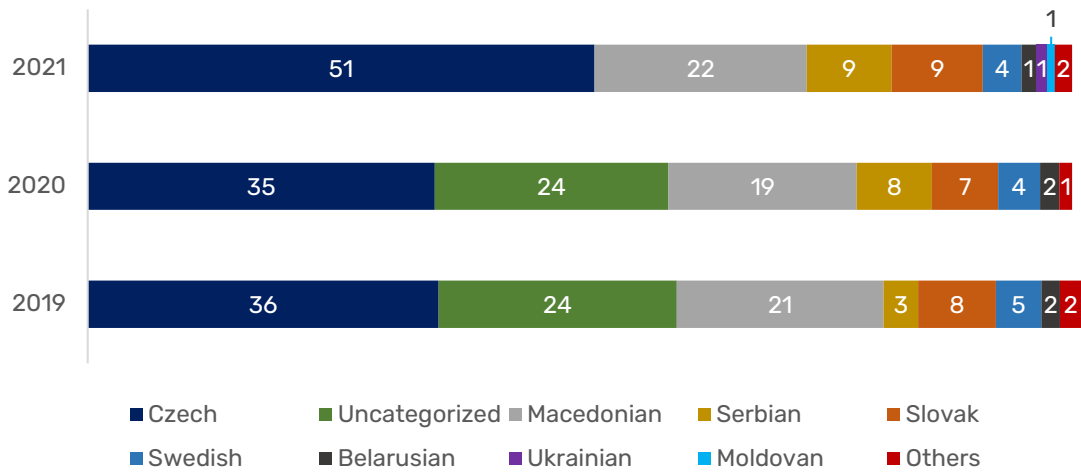
Aricoma Group -% of employees by age group



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



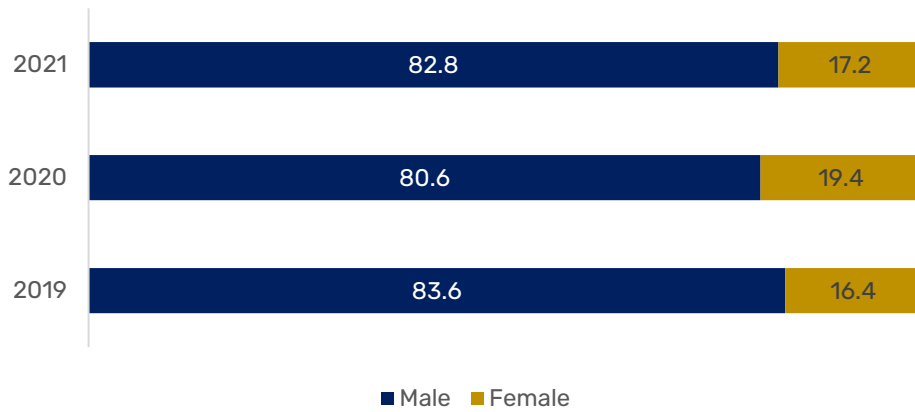
Aricoma Group - % of employees by nationality



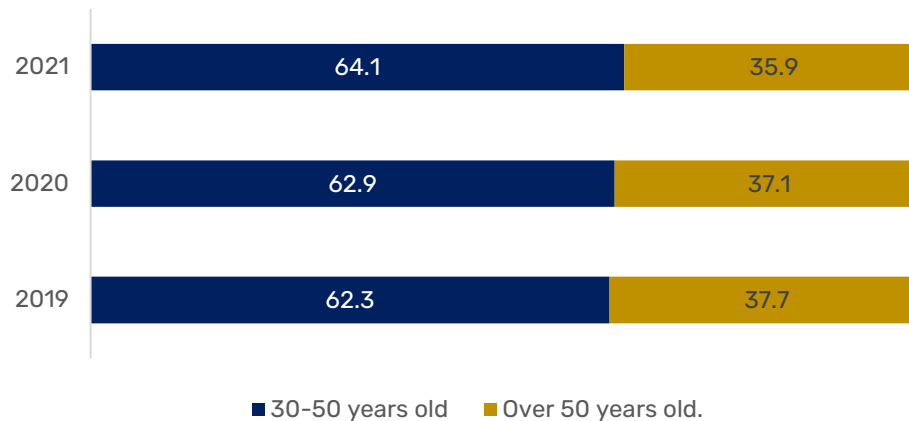
Note: Uncategorised category - created to cover data that is not available in required granularity

Management diversity

Aricoma Group - % of individuals within C-level management by gender



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



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 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	2021
Total amount spent on CSR activities (EUR thousands)	250
Number of partnerships with NGOs	8
Number of programmes for communities enhancing professional skills and knowledge	28
Total number of employee volunteering hours in CSR activities	446

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

Company giving

There is a long history of company donation initiatives at Cleverlance. Since 2010, Cleverlance has been supporting Foundation Archa Chantal by focusing on supporting specialised hospital departments through the purchase of calendars. In 2021, Cleverlance purchased approximately EUR 900 worth of calendars and distributed them to clients.

“Running with Teribear” is an event organised by the Tereza Maxová foundation that supports the education of young people from children’s homes. Since 2010, Cleverlance

pays the registration fees for employees, and for each km run by the employee, the company donates a certain amount of money that comes to approx. EUR 1,700 each year and giving employees the opportunity to volunteer for approximately 80 hours in total.

Cleverlance and AUTOCONT joined the Karel Komarek Family Foundation's "Pianos for Schools" project in 2021. The companies contributed to the purchase of two pianos for two schools (Cleverlance approx. EUR 18,000, AUTOCONT approx. EUR 10,000).

As an annual tradition, KOMIX delivers St. Nicholas gifts to children from the Gloria Shelter run by Archdiocesan Charity Prague.

Since 2000, AUTOCONT is the main partner of the National Theatre in Prague. 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.

In 2021, AUTOCONT began supporting Memory of a Nation, the largest publicly accessible memory database in Europe, freely available to all, so that the memories of participants in historical moments can enable everyone to learn about the nature of the 20th century totalitarian regimes, Nazism and Communism, and to explore the motives and decisions of individuals who found themselves in liminal situations. AUTOCONT provided direct support (EUR 16,000) for the establishment of educational institutes in several cities.

AUTOCONT also supported other various organisations in Czech Republic and Slovakia. In 2021 it supported for example:

- Health Day in Regional Hospital Nachod (EUR 8,000)
- Jihlava Hospital - development of employees' education (EUR 3,600)
- Polansky Charity Run organised by Association of Czech Youth Tourist Clubs (EUR 400)
- INSP0 2021 - Technology Conference for people with specific needs (EUR 2,400)
- Support of the Event "Boskovice 2021 – festival pro židovskou čtvrť" (EUR 800)
- University of Hradec Králové – Support of Science and Education (EUR 2,800)
- XXV. National physically handicapped swimming Championship (EUR 400)
- Child Hero of the Year (EUR 10,400)
- Plamienok NPO - children's home palliative/hospice care and grief counselling and therapy for children and their families (EUR 10,400)
- Association of parents and friends of the Sovička School (EUR 2,496)
- Light of Hope home nursing care agency (EUR 1,248)
- ZÁMOK – support of children from the children's Home in Bytča (EUR 1,248)
- Citizen Association Milan Štefánik (EUR 1,248)
- Non-profit organisation For Children with cancer (EUR 1,248)

Stratiteq collaborated with the global non-profit organisation IM and supported its partner organisation in Moldova in 2021. The donation mainly went to the organisation Eco-Răzeni, which runs educational and work projects for young people with disabilities, including a greenhouse, food training and catering operations. The projects contribute to greater self-determination of the participants and overall greater integration of people with disabilities into Moldovan society.

Society education support

Clever Academy and courses for public

Cleverlance is known on the Czech market for its renowned "academies", representing a week of intensive training, from which participants emerge ready to work in that area of IT that the academy has been focussed on. In addition, Cleverlance usually offers employment to the top 2-4 participants, who then receive a year and half of additional intensive training on real projects with coaching from experienced colleagues. Afterwards they are considered to be experienced IT specialists, able to work independently on paid assignments. In 2021, the following academies were organised:

- Clever Test Academy - four times
- Clever Java Academy
- Clever Analytical Academy

In particular, the Testing Academy focussed on software application testing is an exceptional opportunity for people with no previous IT experience to "get into" this interesting and promising field. Since 2015, 28 sessions have been held with more than 400 successful participants. More than 150 of them are still working in Cleverlance teams in various positions, leading development projects themselves or acting as Testing Academy tutors. The advantage is that testers are part of development teams on various projects for various clients, during various stages of projects, so they learn a lot about the current IT world. They see how products are developed and what is important for user success. Therefore, testing is a ticket into the IT world and allows people to start building a career in IT. Another advantage is that the "language" of testing is universal and understandable across nationalities, so the Academy is open to candidates from a wide variety of European countries.

In addition, Cleverlance organises a number of afternoon courses and seminars. Although these seminars are designed primarily as voluntary training of employees, most of them are also open to members of public who are interested and promoted on social media. In 2021, we held the following courses and seminars:

- Technical SEO audit
- Analytics - how to measure SEO?
- The basics of working with Enterprise Architect
- SEO factors
- Technical site audit in Google Analytics
- Off-page SEO
- Analytics - backlinks
- DevOps - Introduction to Docker and Kubernetes
- SEO for Beginners
- Introduction to Angular
- Clean Architecture
- Using analytics and SQL tuning for intermediate users
- Kids and money - how to lead kids to financial responsibility
- Kotlin - The greatest hits
- BankID -introducing the bank identity project
- Presentation skills training
- 3D modelling in Blender

- BankID and its use in practice

Programming courses for children

Since 2017, Cleverlance has been regularly organising programming courses for children utilising extremely attractive forms of visual programming in one of today's most popular games - Minecraft. The class usually consists of 5-10 children in the age range of 8-15. In 2021, Cleverlance organised a brand-new course for children on Basics of HTML and web design.

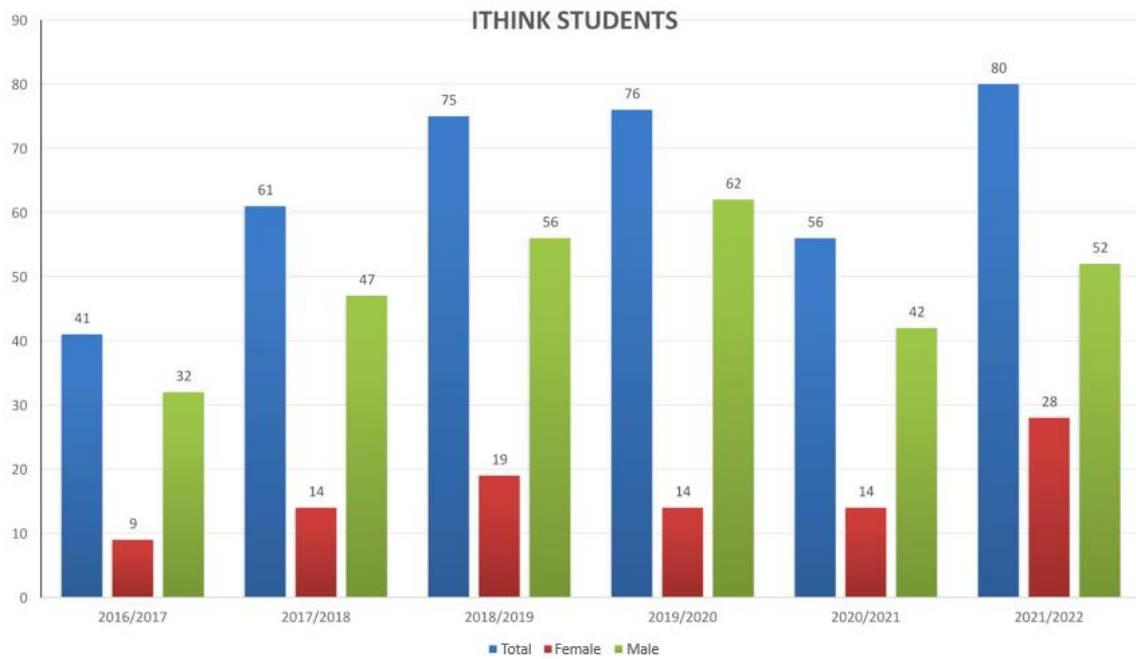
In 2021, Cleverlance organised a brand-new course for children on HTML and Web Design Basics. This course is designed for children and parents, with tutors helping the children to create the basics of the web and then parents working with them on small improvements.

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 Center (SEDC)

In addition to in-house training, Seavus Education and Development Center 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.

Employee community engagement

Since 2016, in addition to his regular job as a Compliance Manager at Cleverlance, Jan Rulisek is taking part in running a social service called "Ironing Ladies". The organisation provides jobs to socially disadvantaged women who would otherwise struggle to find employment due to the daily care of their loved ones, a physical handicap or pre-retirement age. The support is provided predominantly in the form of PR promotion as part of other Cleverlance content.



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 Systems and Aricoma Digital. Each group has its own CEO (Milan Sameš for Aricoma Systems and Ludovic Gaudé for Aricoma Digital). 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 Matušík). 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 Systems and 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	3	75
Over 50 years old	1	25
Totals	4	100

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

Governance body model

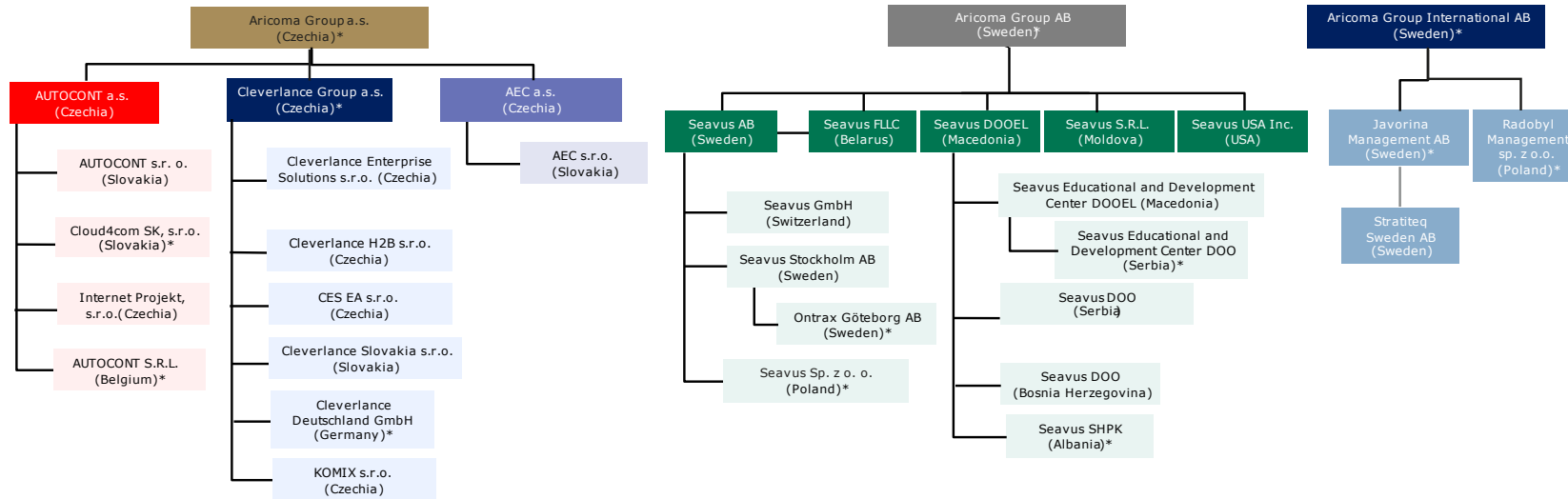


Mr. Milan Sameš holds the post of Chairman of the Executive Committee and also CEO of Aricoma Systems. There are measures in place to prevent conflicts of interest of the Chairman and Executive Committee members that are aligned with Act 90/2012 Coll. on Commercial Companies and Cooperatives (Business Corporations Act).

Governance structure as at 31 December 2021

From the statutory point of view, ARICOMA Group is composed of several companies that have their representatives registered in the respective commercial registers. ARICOMA Group consists of 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). All three sub-holdings fall under the ownership of KKCG Technologies s.r.o. As we have grown steadily over the past few years, we are currently in the restructuring phase, which should be completed by the end of 2022, so the final structure will be disclosed in the next report. As at the end of 2021, our Governance structure was following:





Remuneration and compensation

Members of the ARICOMA Executive Committee, as well as members of the senior management, are remunerated on the basis of 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 take into account 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 Matušík 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 and contrariwise on a regular basis. The Executive Committee is afterwards responsible for developing, approving, and updating of 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 relevant information from external and internal resources in order to possess sufficient collective knowledge, skills, and the 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 the initial approval of SMEs that are involved in the annual corporate sustainability reporting process and take 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 properly addressing identified issues.

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 implementation progress 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 2021, the group-wide policies were fully implemented in all locations and the compliance training was in progress with at least 70% of the workforce trained in newly acquired companies. 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 2021.

Key Governance indicators:

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

Processes to remediate negative impacts

One unified process has been established to cover grievance mechanisms and whistleblowing. 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. As part of our compliance programme, each company is required to post an 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 and communicated with the specific stakeholder in order 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 2021.

Collective bargaining agreements

ARICOMA companies are not involved in collective bargaining agreements, with the exception of Seavus AB where all employees are involved into the trade union “Unionen” under the Collective Agreement for the IT-Telecom within Almega. The communication with this trade union is performed through an HR representative in Seavus AB.

Despite there being no official agreements in most of the locations, the freedom of association is not limited by any means and transparent communication channels between employees and the 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 companies are ISO-certified and hold certifications such as ISO 9001, ISO 20000, ISO 27001, ISO 14001, ISO 22301, TISAX and others.

Some of our companies were certified by TISAX (Trusted Information Security Assessment Exchange) certification in 2021 that increases security in supply networks and reduces cyber risk, with an emphasis on protecting prototype management or industrial process infrastructure. Cleverlance was certified for Level AL-3 including GDPR; AUTOCONT was certified for Level AL-2 and KOMIX for Level AL-3.

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 requirements of all applicable laws and regulations as well as the relevant certifications.

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 2021. In 2021, there was one allegation of an email sent to multiple email addresses that was the subject of an investigation by the Data Protection Authority, which resulted in a confirmation that there was no breach of customer privacy.

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 regular bases (ISO 20000, ISO 27001, TISAX) as well as client account audits. We have not experienced any cyber security incidents within our operations in 2021.

Considering ARICOMA'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 as consultancy related to security compliance and the implementing of standards.

Key cyber security indicators:

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

Examples of services delivered to clients:

Faster and safer login to computers and applications at the Jihlava Hospital

Jihlava Hospital was forced to gradually switch from group accounts to named accounts to ensure unique user identity in accordance with the requirements of the Cyber Security Act. This brought with it two fundamental problems. One is the number of applications and web services that had to be constantly logged into. The second is the large number of so-called shared computers - these are found, for example, in examination rooms or nurses' stations, where staff change frequently during working hours and where repeated logging in and out of or into the operating system took up a lot of time. AUTOCONT helped to increase the efficiency of the medical staff by implementing technologies of multi-factor authentication (MFA) and single sign-on (SSO). These allowed staff to use ID cards for authentication to the entire application environment, which was further enhanced during the COVID-19 pandemic by replacing the cards with contactless wristbands, which proved more practical when staff wore protective suits. More information can be found at this [link](#).

Cyber security services for BUDVAR

The AUTOCONT team has been helping the Czech national brewery Budějovický Budvar to increase its comprehensive IT security through the systematic steps and long-term cooperation that began with an analysis of the state of cybersecurity and continues with solution proposals, pre-implementation preparation and PoC projects. One of the first implementation projects was network segmentation with integration links to existing security systems, using HPE Aruba ClearPass technology. See more at the [link](#).

Seavus' 24/7 Security Operations Center

Seavus has established a 24/7 Security Operations Center team that provides clients with business-critical systems that need to operate continuously with security support in form of the following services:

- 24/7 Monitoring, Alerting and Security Operations
- Customised Cyber Security services
- 24/7 support for reported security incidents and issues
- Security Incident analysis, Detailed reporting, KPI follow up, SLA, etc.

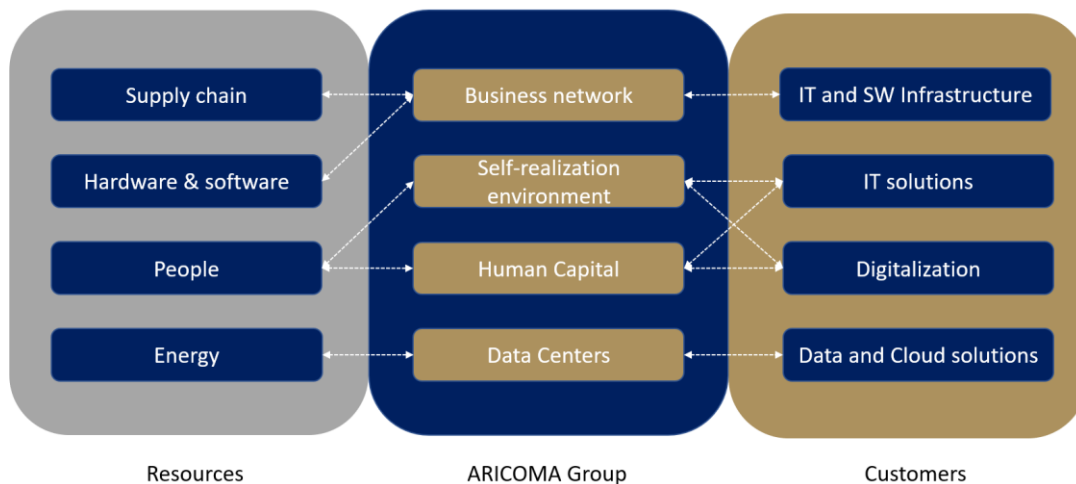


- Threat detection, Intrusion detection, Log Data Analysis, File integrity monitoring, Vulnerability Detection, Cloud Security, Containers Security
- Incident response and Regulatory Compliance
- Recovery and remediation
- On-time information and reaction on potential security incidents

Responsible purchasing

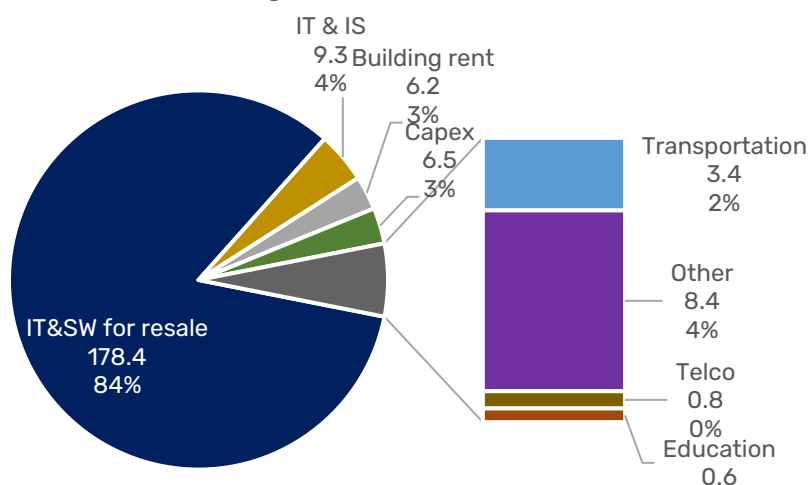
We recognise our suppliers as essential partners in creating successful services and product offers for our customers and therefore are an important aspect of our value chain. Our supply chain could be broken down into 4 main segments: hardware & software, people we need to acquire and energy. Our suppliers 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 Value chain



In 2021, we spent almost €214 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.

Aricoma Group - Monetary value of payments made to suppliers
by supplier category in 2021 [mil. EUR]



Note - Categories explanation:

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

Supplier selection and evaluation

Our long-term goal is to achieve a balanced supplier selection process across the whole group in order 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 80-90 % of suppliers have an ESG programme in place and the trend is being monitored over time. AUTOCONT maintains targets and achieving the same with its major vendors such as DELL, HPE, HPI, Microsoft, Lenovo, Cisco. 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 2021.

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). In 2021, Cleverlance improved their records of payments made to suppliers by categorising more relevant costs, including intercompany recharges for shared services. This led to a refinement of the data for assigning costs to certain categories compared to previous reporting period.

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.

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 in 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 Digital 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 the majority 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 Digital. 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 very 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

Infrastructure for Census of Population, Houses and Flats 2021

During the years 2020 and 2021, AUTOCONT had a chance to participate in preparation of the Census of Population, Houses and Flats 2021, which could be considered as the extraordinary event of the decade, both in terms of logistics and technology. The process is coordinated by the Czech Statistical Office in cooperation with the Czech Post, which as an important partner provided mainly fieldwork. However, the vast majority of people chose to submit electronic forms, which brought with it, among other areas, major challenges in the IT infrastructure of the whole project. Despite the fact that the census usually lasts two to three years, the designed infrastructure was supposed to be operable for only five months. That is why the client utilises the AUTOCONT's service called "turnkey cloud infrastructure". As part of that, AUTOCONT's team built an application development environment, a testing environment, and a live deployment environment. Furthermore, the team was part of the post-project phase, where the commissioners did not write data into the application, but the team stored the data for subsequent processing by the Czech Statistical Office. And in the final stage, the team deleted the data on protocol, in accordance with current cyber law legislation. More information can be found at this link.

E-Health Platform - all your medical files at the tip of your

For a Dutch client that focusses on supporting medical processes with IT applications, Seavus has developed a comprehensive eHealth platform that serves as a centralised location for all patient medical records from different healthcare providers, allowing doctors and patients to easily access and manage data and reduce administrative time. The platform also allows for easy online patient registration, including selection of the appropriate healthcare provider, and includes an electronic notification system for tracking appointments and activities.

Pre-emptive service and service platform for car manufacturer

The Cleverlance team is part of a complex solution of a pre-emptive service system to support the client, a worldwide producer of cars in Europe, with the manufacturing process and minimise downtime of machines on the manufacturing line. The target is to develop a service system using both SAP backend and mobile application directly in the field of service to measure, fix and prefix when it suits the manufacturing process to

minimise problems and issues in the E2E process. Validating data and complex processes allows to pre-emptively fix not broken things while they can operate normally and thus minimise risk of downtimes.

Development and integration of a B2C web and digitisation of technical parameters

KOMIX supports a major automotive manufacturer in the development and integration of a B2C web portal including applications related to the integration layer for dealers and importers in dozens of countries around the world. The goal is to develop the system according to the requirements of each market, to bring continuous improvement and to keep up with legislation in all markets. The development of the website includes applications that are used, for example, to calculate the range of electric vehicles, compare the fuel consumption of electric vehicles against conventional combustion engines and thus contribute to the promotion of electromobility.

Another project supports the client digitalisation of the processes by development of an application covering the network of importers and dealers who will be able to retrieve data via API, eliminating the need to manually transcribe individual data, thus saving time. The application is built on Microsoft Azure and is compatible with their own processes and systems. Part of the project is to understand the whole area of vehicle specifications and be able to work with them across departments and importers.

Wear OS tracking tool

The Cleverlance team has been cooperating with the CES EA team in delivery of the wear OS app as a part of larger solution delivered by CES EA in the area of process optimisation PoC to the client - a seller of fast-moving goods in Czech Republic. The Wear OS tracking tool allows clients to check people right in the warehouse, locate them and track what was moved and stored where. Through the nonstop tracking of both movement and goods, the app allows a clear understanding of what was delivered where and in what time to speed up processes and optimise goods loading in stores and track their location. The system also automatically time tracks workers as they work on their shift to speed their reporting.

AEC's Brand Protection

Brand Protection aims to provide AEC customers with timely and relevant information about the context in which their company is mentioned in the online space. The main part of the service is the work of an AEC analyst who monitors and evaluates the information about the customer's company that is currently present not only on the open web, but also in places where the average user does not have access, such as the dark web and deep web. In case of serious indications of attacks, vulnerability sales, access data, stolen data, etc. the customer is immediately alerted. Also, if a fictitious company is created on the network, posing as a customer's company using Brand Protection to enrich itself, deceive customers, or send phishing messages to customers, the customer is notified and can react instantly. In the event that a new domain is created that is proven to be fraudulent against a company using Brand Protection services, AEC will help arrange for the domain to be cancelled by the registrar.

Seavus' fintech solutions

Project 27 (known as P27) aims to create a single Nordic payment infrastructure for the 27 million inhabitants of Denmark, Sweden, Norway, and Finland. The new payment platform and infrastructure will be the world's first cross-border multi-currency payment system and will become the basis for a number of initiatives and innovations in the Nordic countries that will benefit from growth and development of the region. The Seavus team was commissioned by the client, a Swedish bank, to work on the integration of the P27 system and the implementation of cross-border payment processing, in particular the task of digitising and automating foreign payments.

The Seavus team also supported its client, a bank based in Croatia, in adapting applications to switch over the state currency from Croatian Kuna to Euro. Development of applications for managing SWIFT workflows was performed according to the ISO 20022 standard and Target2 system.

Examples of internal innovative solutions

Modern meeting rooms with unified technology

To streamline virtual communication with clients and remote colleagues, AUTOCONT has upgraded nearly 20 meeting rooms at various locations in 2021, equipping them with high-quality audio and video technology with unified control and management, creating a unified user experience in all meeting rooms and enhancing the efficiency of remote meetings.

Smart Desk solution

Since 2020, Seavus has been working on a Smart Desk solution, which is now ready for use as the company has moved to a hybrid way of working. Employees have the flexibility to work from home or from the office as they wish, using a desk booking solution in the office as there are no longer any fixed desks.

Industry recognitions

AUTOCONT proved that it was a successful business partner in 2021 as well, when it won two awards for its cooperation with HP in the Czech Republic and Slovakia - "Largest HP HW reseller of the year 2021". AUTOCONT also won the "Innovative IBM Partner" award for 2021 for the use of IBM MaaS360 for the 2021 Census of Population, Houses and Apartments project and for its overall proactive approach to the deployment of IBM Cloud Pak family technologies.

AUTOCONT was also awarded one of the largest European IT contracts in the field of server technology in 2021. In the next 4 years, it will become a supplier of technology and consulting services for the data centres of more than 50 European institutions, such as the European Parliament, EUROPOL, FRONTEX, the European Medicines Agency, the European Central Bank, and the Secretariat of the European Commission. The volume of contracts will be in the high tens of millions of euros.

Report Summary

2021 ESG report is the second issuance of an ARICOMA Group 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 2021 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.

No restatements were made.

This report was reviewed by ARICOMA 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 2021 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 2021.

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 2021 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	2-17	Collective knowledge of	ESG Governance				



Disclosures 2021		the highest governance body					
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				
GRI 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	2-29	Approach to stakeholder engagement	Stakeholders				



Disclosures 2021							
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	Collective bargaining agreements	1.78% 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	205-3	Confirmed incidents of corruption	Ethics and compliance	No incidents			



on (2016)		and actions taken					
GRI 206: Anti-competitive Behavior (2016)	206-1	Legal actions for anti-competitive behavior, 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				



		waste-related impacts					
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 - 2021 Statistics				
GRI 403: Occupational Health and Safety (2018)	403 -10	Work-related ill health	Occupational Health &				



onal Health and Safety (2018)			safety - 2021 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				



Service Practitioner's Assurance Report



Service Practitioner's Assurance report

Independent practitioner's limited assurance report on Aricoma Group a.s., Aricoma Group AB and Aricoma Group International AB combined Greenhouse Gas Emissions Inventory Report

To the management of Aricoma Group a.s., Aricoma Group AB 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., Aricoma Group AB and Aricoma Group International AB (hereinafter "ARICOMA Group") for the calendar year ended 31.12.2021 (hereinafter "reporting period") on pages 5 - 16.

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 gases.

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 behaviour.

PricewaterhouseCoopers Audit, s.r.o., Hvězdova 1734/2c, 140 00 Prague 4, Czech Republic

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PricewaterhouseCoopers Audit, s.r.o., registered seat Hvězdova 1734/2c, 140 00 Prague 4, Czech Republic, Identification Number: 40765521, registered with the Commercial Register kept by the Municipal Court in Prague, Section C, Insert 3637, and in the Register of Audit Companies with the Chamber of Auditors of the Czech Republic under Evidence No 021.

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The firm applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and 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 Subject matter, assessing the risks of material misstatement of the Subject matter whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Subject matter within 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 judgement 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 had 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 Subject matter presented in the GHG statement has been prepared, in all material respects, in accordance with the applicable criteria, defined in GHG Protocol.

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 Subject matter presented in 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. for the management of each entity comprising the 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.

6 February 2023

A blue, handwritten-style signature of 'PricewaterhouseCoopers' in a cursive script.

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

ARICOMA Group managements are responsible for placing information on the Group's website and for accuracy of such information. The scope of our performed work does not include reviewing these matters; consequently, we do not assume any responsibility for any amendments that might have been made to the GHG Statement underlying the Independent Limited Assurance Report or any differences between the report issued by us and the information presented on the Group's web-site.





Appendix A

Selection of the criteria (GHG Protocol) that are suitable for the intended users' purpose and will be made available to them:

KPI	Description	Assertions for the year ended December 31, 2021	Methodology and Assumptions	Criteria
Scope 1 GHG emissions	Direct Scope 1 GHG emissions	1,352.05 tCO ₂ e	Selected approach for calculating GHG emissions is through the application of documented emission factors (activity data*emission factor) Emission activities included into the calculation: <ul style="list-style-type: none"> • Vehicles combustion • Stationary combustion • Fugitive emissions 	GHG Protocol
Scope 2 GHG emissions	Indirect Scope 2 GHG emissions	2,537.02 tCO ₂ e	Selected approach for calculating GHG emissions is through the application of documented emission factors (electricity/heat consumption*emission factor) Emission activities included into the calculation: <ul style="list-style-type: none"> • Purchased electricity • Purchased heat • Electric vehicles 	GHG Protocol
Scope 3 GHG emissions	Other indirect Scope 3 GHG emissions	59.53 tCO ₂ e	Selected approach for calculating GHG emissions is through the application of documented emission factors (activity data*emission factor) Emission activities included into the calculation: <ul style="list-style-type: none"> • Waste management 	GHG Protocol



Greenhouse Gas Emissions Inventory Report („GHG Report“)

Greenhouse Gas Emissions Inventory Report

ARICOMA Group



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Information on methodologies used to calculate or measure emissions	6
Optional information	10
Detailed breakdown of the carbon footprint	10
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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 three main sub-holdings:

Aricoma Group a.s. (mainly Czech and Slovak operations), Aricoma Group AB (Scandinavia, Eastern Europe, Balkans and North America) and Aricoma Group International AB (International operations (Sweden and Poland)). Under these 3 legal entities 4 subgroups have been formed for GHG emissions reporting purposes. For the calculation of carbon footprint of ARICOMA Group, entities listed in the table below form the 4 reporting subgroups and these entities are at the same time considered to be in scope.

Subgroup	Entity (incl. country of operation)
AUTOCONT	AUTOCONT a.s. (Czechia, incl. former entities DataSpring s.r.o. and Cloud4com, a.s. – merged with AUTOCONT a.s. in 2021) AUTOCONT s.r.o. (Slovakia) Internet Projekt, s.r.o. (Czechia) AUTOCONT SRL (Belgium)*
Cleverlance	Cleverlance Enterprise Solutions s.r.o. (Czechia) Cleverlance H2B s.r.o. (Czechia) CES EA s.r.o. (Czechia) Cleverlance Slovakia s.r.o. (Slovakia) KOMIX s.r.o. (Czechia) AEC a.s. (Czechia) AEC s.r.o. (Slovakia)
Seavus	Seavus AB (Sweden) Seavus GmbH (Switzerland)* Seavus Stockholm AB (Sweden)* Seavus FLLC (Belarus) Seavus DOOEL (Macedonia) Seavus Educational and Development Center DOOEL (Macedonia) Društvo za Informatičku Technologiju Seavus DOO (Serbia) Seavus DOO (Bosnia Herzegovina) Seavus S.R.L. (Moldova)* Seavus USA Inc. (USA) Seavus Sp. z.o.o. (Poland)*
Stratiteq	Stratiteq Sweden AB (Sweden)

The calculation of carbon footprint excludes 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 was one employee by the end of 2021 and there were no company cars or other



significant source of emissions. Calculation also excludes AUTOCONT B.V. (Belgium), this entity is considered non-material. There was one employee by the end of 2021 with one car and without another significant source of emissions.

Seavus Stockholm AB (Sweden) is not included in the calculation due to the closure of the Stockholm office in October 2020. After the office closure, 5 desks were rented in the co-working space - EP Center Management AB in Stockholm.

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 01.01.2021 to 31.12.2021

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	2019 TOTAL (tCO ₂ e)	2019 Emission intensity (tCO ₂ e/number of employees)	2020 TOTAL (tCO ₂ e)	2020 Emission intensity (tCO ₂ e/number of employees)	2021 TOTAL (tCO ₂ e)	2021 Emission intensity (tCO ₂ e/number of employees)
Scope 1	1,962.08	0.82	1,417.82	0.55	1,352.05	0.51
Scope 2*	3,011.52	1.25	2,551.09	0.99	2,537.02	0.97
Scope 3	50.97	0.02	92.27	0.04	59.53	0.02
Total emissions	5,024.57	2.09	4,061.18	1.58	3,948.60	1.49

* For scope 2 emissions calculations used the market-based method. 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).

Year chosen as base year

2019

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

Not applicable



Base year emissions	TOTAL (tCO ₂ e)	Emission intensity (tCO ₂ e/number of employees)
Scope 1	1,962.08	0.82
Scope 2*	3,011.52	1.25
Scope 3	50.97	0.02
Total emissions	5,024.57	2.09

* 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 AUTOCONT, Cleverlance and Seavus come from fuel card reports. For Stratiteq, the fuel consumption is estimated based on average fuel consumption per 100 km as data for the distance driven were only available. Estimation had to be performed for selected AUTOCONT a.s. data (data for former companies Cloud4com, a.s. and DataSpring – merged with AUTOCONT a.s. in 2021) where no specification regarding the type of the fuel were received therefore, we calculated carbon footprint based on the average emissions per km of an average car.

The estimated data represents 49.01% of vehicle combustion emissions in 2021.

Consumption of fuels per fuel type in litres	2019	2020	2021
Diesel	382,613	238,012	285,179
LPG	963	487	433
Petrol	278,533	183,925	227,788
Plug-in Hybrid Electric Vehicles (PHEVs) - petrol	130	215	539
Plug-in Hybrid Electric Vehicles (PHEVs) - diesel	-	-	1,457
Unknown	8,072	16,946	-
Total consumption	670,311	439,585	515,395
Total tCO₂e	1,632.05	1,048.78	1 223,65

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

The consumption of plug-in hybrid electric vehicles is broken down into electricity consumption and fuel consumption. Electricity consumption is included in the electricity purchased when the vehicles are recharged directly at charging stations controlled by ARICOMA. If they are recharged outside these stations, it is not yet possible to track electricity consumption. In the future, refuelling cards for electric car chargers are planned for this measurement. Fuel consumption is included in scope 1 as either petrol or diesel. The fuel consumption is calculated on the basis of kilometres driven and further converted to litres using the European Vehicle Market Statistic (Pocketbook; 2021/22), from which total emissions are further calculated using the relevant emission factors.

As with plug-in hybrids, electricity consumption for electric cars is included in Scope 2 - as long as the car is recharged at a location over which ARICOMA has control. If the vehicle is recharged at a location outside ARICOMA's control, emissions are calculated using kilometres driven.

The estimated data represents 0% of electric vehicle emissions in 2021.

Total kilometres driven in electric vehicles	2019	2020	2021
Diesel	-	-	23,398
Natural Gas	120	609	5,785
Total	120	609	29,183
Total tCO₂e	0.00	0.01	2.87



Stationary combustion:

Natural gas consumption for Cleverlance Enterprise Solutions s.r.o., AEC s.r.o., CES EA s.r.o., Cleverlance Slovakia s.r.o., AUTOCONT s.r.o. (Slovakia) and Cleverlance H2B s.r.o. data comes from invoices.

Data on diesel consumption for DataSpring s.r.o. comes from invoices and there was no need for estimation. The data on diesel consumption for Seavus d.o.o. (Serbia) was estimated based on fuel combustion needed for the office's area.

The estimated data represents 0.15% of stationary combustion emissions in 2021.

Consumption of fuels per fuel type in GJ	2019	2020	2021
Diesel	63	26	320
Natural Gas	307	246	1,032
Total	370	272	1,352
Total tCO2e	19.96	14.30	73.63

Fugitive emissions:

ARICOMA's fugitive emissions are associated with cooling systems used in data centres. The data comes from the technical report of the company responsible for the maintenance of the cooling system. The refrigerant leakage for the Seavus facility was estimated for 2020 based on a worst-case scenario provided by the facility operator. The estimated data represented 20% of the Scope 1 emissions in 2020. In 2021, the data was measured more accurately and therefore the total emissions decreased. The data for 2021 is from direct measurements and is therefore accurate and differs significantly from the previous year.

The estimated data represents 0% of fugitive emissions in 2021.

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

Purchased energy:

Electricity - Most of the electricity consumption data comes from bills. Data for the former Cloud4com, a.s. and DataSpring s.r.o. are not presented under AUTOCONT a.s. for 2021 but are reported as separate entities. The necessary consumption data for AUTOCONT a.s. was obtained from invoices by multiplying the invoiced amount (CZK) by the average price for electricity (CZK/kWh). For CES EA s.r.o., AEC a.s., AEC s.r.o., Cleverlance Enterprise Solutions s.r.o. (Czechia), Cleverlance H2B s.r.o., Cleverlance Slovakia s.r.o., and Seavus (all entities), the share of office buildings has been estimated using the company average per square metre of office space.

The share of emissions produced by electricity consumption in 2021 was almost 57 % of ARICOMA's total emissions.

Heat - Most of the data on the consumption of purchased heat comes from invoices. Data for the former Cloud4com, a.s. and DataSpring s.r.o. companies under AUTOCONT a.s. but are reported as separate entities. In addition, purchased heat and purchased gas by AUTOCONT s.r.o. (Slovakia) were separated based on invoices and purchased gas reported in Scope 1 emissions.

The necessary consumption data for AUTOCONT a.s. was obtained from invoices by multiplying the invoiced amount (CZK) by the average price for heating (CZK/GJ). Consumption data estimated using the company average per employee. For CES EA s.r.o., AEC a.s. and Seavus AB, the share of office building has been estimated using the company average per square meter of office space. The total purchased heat consumption for Stratiteq was estimated based on office size.



The estimated data consist of 76,71% of the total purchased energy in 2021.

Energy consumption per type in kWh	2019	2020	2021
Electricity consumption	4,425,455	4,036,406	4,350,562
Heat consumption	2,977,532	2,527,721	1,985,982
Total consumption	7,402,987	6,564,127	6,336,544
Total tCO2e (location based)	2,811.9	2,496.4	2,179.6
Total tCO2e (market based)	3,011.52	2,551.09	2,534.15

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

Note: The total energy consumption in kWh for 2020 has been corrected because there was a counting error in the value reported in the 2020 Inventory Report. Total emissions in tCO2e associated with purchased energy were not affected. Total energy consumption in kWh was not subject to external verification.

Waste:

The data on waste production for AUTOCONT s.r.o., AUTOCONT a.s., KOMIX s.r.o comes from internal reports from landlords. In the case of the rest of the entities data were fully or partially estimated using company average and number of employees or the size of the office space.

The estimated data represent 83% of the waste production.

Produced waste by type in tonnes	2019	2020	2021
Batteries	0.39	1.07	0.30
Food waste	0.35	0.35	-
Glass	2.03	1.08	1.09
Municipal waste	164.57	141.06	188.56
Paper waste	32.67	26.33	33.68
Plastic waste	12.99	10.76	11.33
Electronic waste	39.81	53.45	47.03
Total production	252.81	234.09	281.99
Total tCO2e	50.97	92.27	59.53



Emission intensity:

The number of employees was used for emissions intensity.

Emission intensity (tCO ₂ e/number of employees)	2019	2020	2021
Scope 1	0.82	0.55	0.51
Scope 2*	1.25	0.99	0.96
Scope 3	0.02	0.04	0.02
Total emission intensity	2.09	1.58	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 (2021)
Vehicle's combustion	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2021)
Electric vehicles	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2021)
Purchased electricity	Location based: EIB Project Carbon Footprint Methodologies Market based: European Residual Mixes (AIB 2021)
Purchased heat	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2021)
Waste management	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2021)



Optional information

Detailed breakdown of the carbon footprint

Emissions of tCO ₂ e by source	2019	2020	2021
Scope 1			
Fugitive emissions	310.06	354.74	54.76
Stationary combustion	19.96	14.30	73.63
Vehicles combustion	1,632.05	1,048.78	1,223.65
Scope 1 Total	1,962.08	1,417.82	1,352.05
Scope 2			
Electric vehicles	0.00	0.01	2.87
Purchased electricity	2,525.15	2,151.89	2,227.80
Purchased heat	486.37	399.20	306.35
Scope 2 Total	3,011.52	2,551.09	2,537.02
Scope 3			
Waste management	50.97	92.27	59.53
Scope 3 Total	50.97	92.27	59.53
Grand Total	5,024.57	4,061.18	3,948.60

Share of emissions of tCO ₂ e by source	2019	2020	2021
Scope 1			
Fugitive emissions	7.63%	8.73%	1.39%
Stationary combustion	0.40%	0.35%	1.86%
Vehicles combustion	32.48%	25.82%	30.99%
Total Scope 1	39.05%	34.91%	34.24%
Scope 2			
Electric vehicles	0.00%	0.00%	0.07%
Purchased electricity	50.26%	52.99%	56.42%
Purchased heat	9.68%	9.83%	7.76%
Total Scope 2	59.94%	62.82%	64.25%
Scope 3			
Waste management	1.02%	2.27%	1.51%
Total Scope 3	1.02%	2.27%	1.51%
Grand Total	100.00%	100.00%	100.00%



Attachment – carbon footprint overview for each Group

Group	Data type	Unit	2019	2020	2021
AUTOCONT	Carbon footprint	tCO2e	3,172.50	2,480.01	2,605.00
	Emission intensity	tCO2e/employee	3.02	3.23	2.36
Cleverlance	Carbon footprint	tCO2e	650.83	558.46	720.15
	Emission intensity	tCO2e/employee	1.12	0.91	1.33
Seavus	Carbon footprint	tCO2e	1,198.99	1,020.66	618.17
	Emission intensity	tCO2e/employee	1.77	1.31	0.69
Stratiteq	Carbon footprint	tCO2e	2.24	2.06	5.28
	Emission intensity	tCO2e/employee	0.02	0.02	0.05
Grand Total	Carbon footprint	tCO2e	5,024.57	4,061.18	3,948.60
	Emission intensity	tCO2e/employee	2.09	1.58	1.49

Emissions of CO2e in tonnes	2019	2020	2021
AUTOCONT			
Scope 1			
Fugitive emissions	0.0	44.7	33.5
Stationary combustion	4.3	1.7	58.5
Vehicles combustion	1,310.2	818.6	801.7
Total Scope 1	1,314.5	865.0	893.6
Scope 2			
Purchased electricity	1,471.4	1,306.0	1,535.6
Purchased heat	351.6	264.3	172.6
Total Scope 2	1,823.0	1,570.3	1,708.2
Scope 3			
Waste management	35.0	44.7	3.2
Total Scope 3	35.0	44.7	3.2
Cleverlance			
Scope 1			
Stationary combustion	15.7	12.6	14.9
Vehicles combustion	299.1	222.0	412.2
Total Scope 1	314.8	234.6	427.1
Scope 2			
Purchased electricity	206.6	194.3	165.7
Purchased heat	125.9	126.0	122.7
Electric vehicles	0.0	0.0	2.8
Total Scope 2	332.6	320.3	291.1



Scope 3			
Waste management	3.5	3.6	1.9
Total Scope 3	3.5	3.6	1.9
Seavus			
Scope 1			
Fugitive emissions	310.1	310.1	21.3
Stationary combustion	0.0	0.0	0.2
Vehicles combustion	21.0	7.3	8.7
Total Scope 1	331.0	317.4	30.2
Scope 2			
Purchased electricity	847.1	651.6	526.5
Purchased heat	8.8	8.8	7.1
Total Scope 2	855.9	660.5	533.6
Scope 3			
Waste management	12.0	42.8	54.4
Total Scope 3	12.0	42.8	54.4
Stratiteq			
Scope 1			
Vehicles combustion	1.8	0.8	1.1
Total Scope 1	1.8	0.8	1.1
Scope 2			
Electric vehicles	0.0	0.0	0.1
Purchased electricity	0.0	0.0	0.0
Purchased heat	0.0	0.0	4.0
Total Scope 2	0.0	0.0	4.1
Scope 3			
Waste management	0.4	1.2	0.1
Total Scope 3	0.4	1.2	0.1
Grand Total	5,024.6	4,061.2	3,948.6

