ESG Report 2020

ARICOMA Group

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Attachment no. 1 – GRI Content Index

Service Practitioner's Assurance Report

Greenhouse Gas Emissions Inventory Report („GHG Report")

1. Introduction

Message from Chairman of Executive Committee

There is no doubt that humans leave a significant footprint on our planet. For at least the last few hundred years, it has also been clear that our impact on the planet has been questionable to say the least. History has taught us very well that we must carefully cultivate our society to avoid fatal crises. Naturally, if this is even possible.

ESG has become a recent phenomenon as a new norm. We see different attitudes towards this initiative: from almost fanatical implementation, which is unfortunately also often associated with a certain amount of hypocrisy, to its senseless rejection without any real arguments.

For us, ESG is, above all, an opportunity. We feel responsible for our relationship with the planet that we hope will be our home for a long time to come. It is our goal to take real action that makes sense not just to appear in any formal report. Likewise, it is extremely important for us to continually cultivate our company environment, as well as tirelessly try to have a positive impact on our society as a whole. This naturally takes many different forms, including, for example, the promotion of art and culture, which are very important parts of any functioning company. ARICOMA also works with many charities and non-profit organisations and actively supports its own employees in their charitable and volunteer activities. In this regard, we supported various initiatives and projects in 2020 with monetary and in-kind contributions and donations worth € 370,000.

We take responsible and sustainable behaviour in relation to the environment to be a standard that is reflected in all our activities. We place emphasis on the responsible sorting of waste generated by our activities and are taking steps in the area of the corporate fleet, which include, among other things, the construction of charging stations at our branches.

A lot of good things have already been invented and proven over literally centuries. That is why it is extremely important for us to preserve individual freedom, encourage natural creativity, entrepreneurship, and continuous development. However, freedom is also interconnected with responsibility as an indivisible part of it. We have a very strict stance on maintaining equal opportunities for all, regardless of gender, race, disability, etc. All of this forms the basis of a healthy and fair business with respect for people, society, and the planet. We are proud that our companies are leading by example in this respect and, for example, through their focus on gender diversity, they are helping to integrate women into IT and raise general awareness in this area.

I believe that our ESG Report demonstrates the real activities of the ARICOMA Group and its individual companies that contribute to improving the environment and our society.

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 almost 2,600* core employees globally as of 31 December 2020, 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

Overview of geographical areas with ARICOMA Group's presence

- Key focus countries
- Notable client presence
- Delivery centres
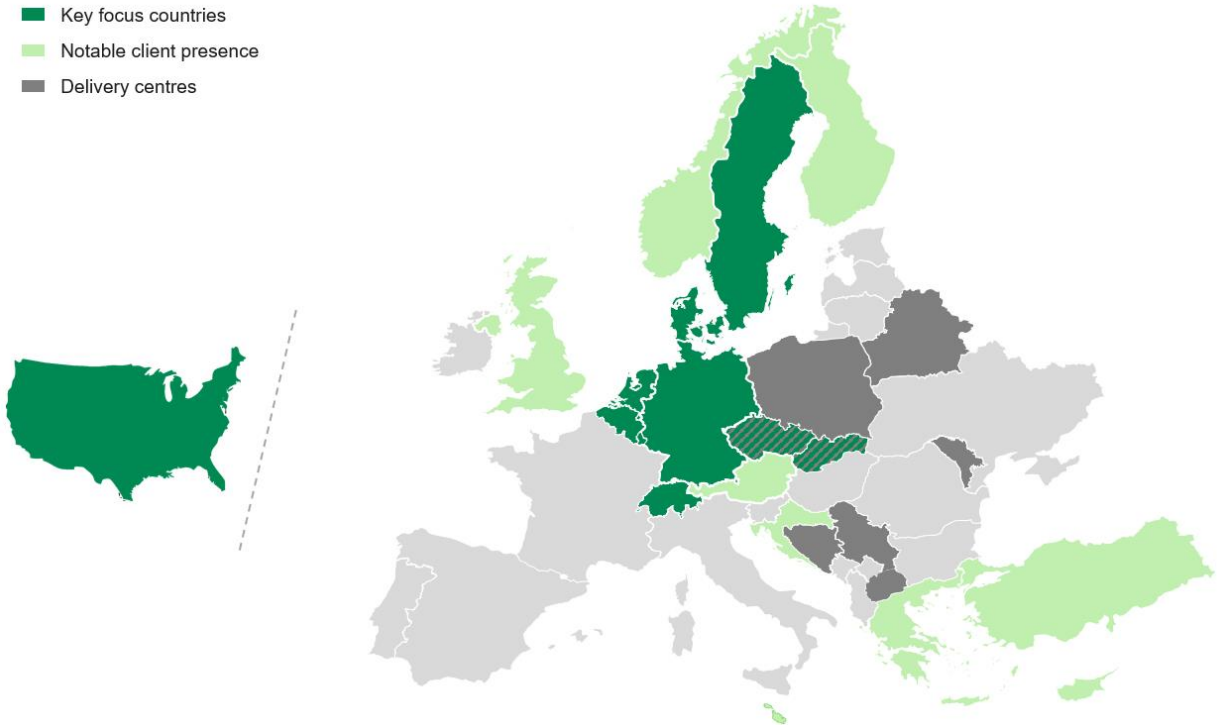
ARICOMA Group Consists Of Two Main Pillars – Aricoma Digital and Aricoma Systems

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 provides custom application development and includes Seavus, Cleverlance, KOMIX, and Stratiteq as of 31 December 2021.

The main focal areas are currently Custom application development, Digitisation of infrastructure and Cyber security.

Aricoma Systems, as of 31 December 2021, consists of AUTOCONT, CES EA, Internet Projekt and AEC, and focuses on advanced IT infrastructure, cloud solutions, a wide range of enterprise applications and cybersecurity.

Aricoma Digital and Aricoma Systems composition as of 31 December 2021[1]
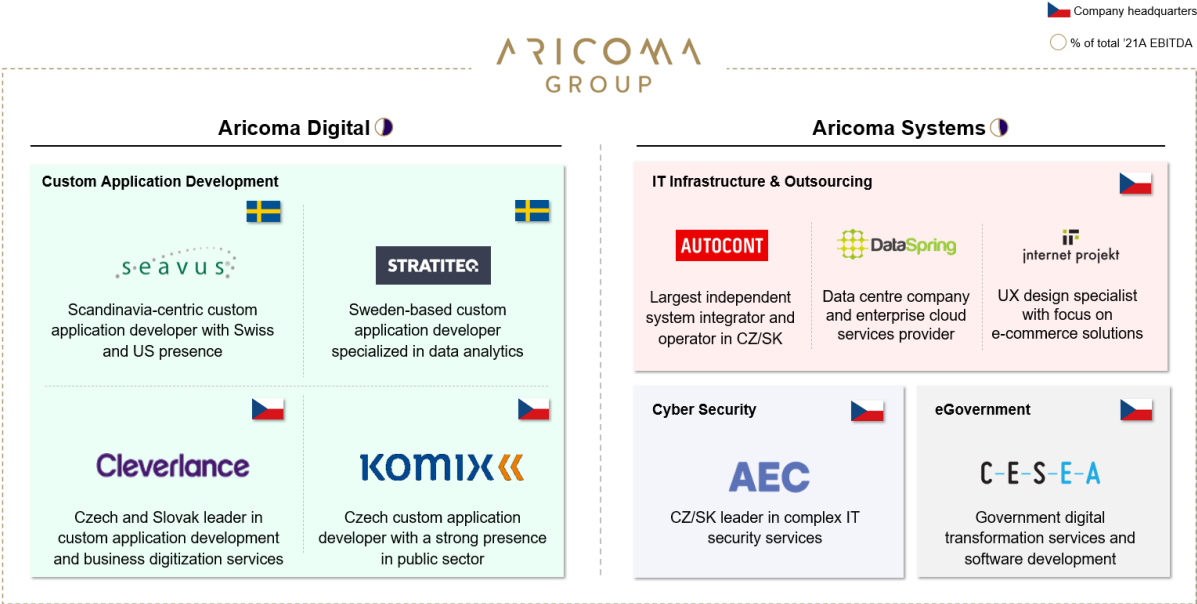
History at a Glance[2]
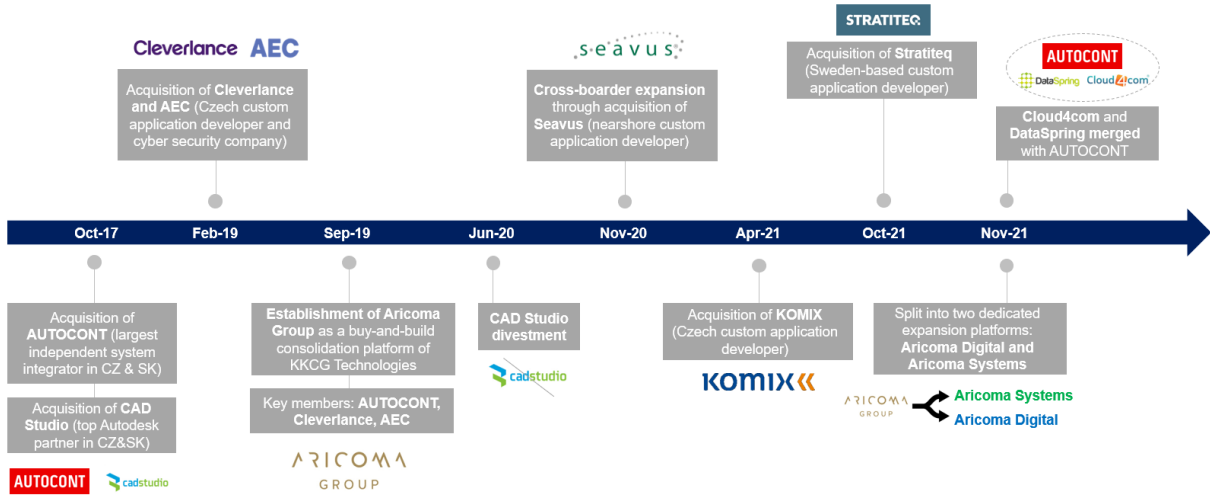
For ARICOMA Group structure, please refer to [chapter Governance](#).

Economic performance

Market position

The European IT services market is very fragmented with a small number of bigger legacy players. One of the fastest growing subsegments in IT services is custom application development (CAD) with an estimated size in Europe of EUR 16 billion. Within ARICOMA Group, CAD (incl. software integration) accounts for a significant part of the revenue and amounted to ca EUR 123 milion[3] in 2020.

Similar to the European market, the Czech market is also characterised by fragmentation in terms of revenues but also geographically as companies specialise in specific solutions and serve a limited geographical area. ARICOMA's '2020 revenue from IT services in the Czech Republic amounted to EUR 139 million (including KOMIX). Part of ARICOMA's revenue also comes from hardware and software resale (EUR 154 million in 2020). This market is also very fragmented and consists of many competitors.

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[2] *Valid as of 31 December 2021*

[3] *Pro forma consolidated revenue for custom application development and software integration in 2020 incl. KOMIX and Stratiteq.*

Revenue by Geography

€347 mn

Direct economic value generated[4]

Czechia 69%

Slovakia 14%

Sweden 8%

Switzerland; 3%

USA; 2%

Other countries 5%
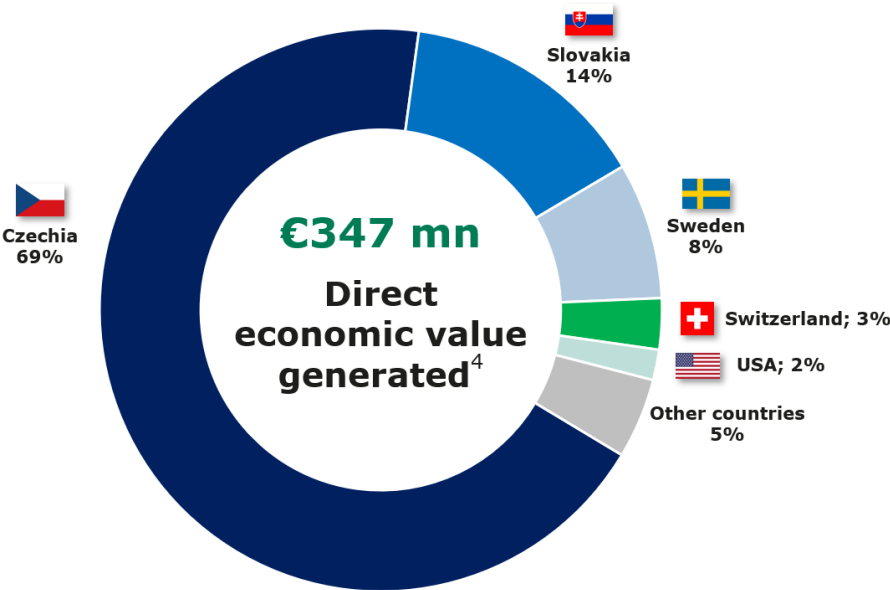
Thanks to diverse portfolio of our companies, we are enabled to serve a wide range of market segments. Our corporate clients are from various sectors including Banking and insurance, Telecommunication, Manufacturing, Business Services, Real Estate, Small & Medium Enterprises, and Enterprise Industry in general. Besides corporate clients we also serve government clients from Healthcare or Social services sectors as well as other public bodies.

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[4] *Pro forma consolidated revenue for 2020 incl. KOMIX and Stratiteq; EUR/CZK = 26.245*

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

	Jan-Sept 2020	Jan-Dec 2020	Jan-Sept 2021
Revenues			
Total income	243,136	345,891	234,366
Interest income	46	433	1,290
Finance income	229	699	96
Direct Economic Value Generated	**243,411**	**347,023**	**235,752**
Operating Costs			
Materials and consumables	(82,044)	(135,008)	(91,269)
Services	(65,506)	(72,684)	(48,289)
Other operating expenses	(5,374)	(5,955)	(6,171)
Employee wages and benefits			
Personnel expenses	(67,547)	(96,184)	(71,150)
Payments to provider of capital			
Finance costs	(2,407)	(6,960)	(5,094)
Dividends PAID	(76)	(185)	(894)
Payments to government			
Income tax PAID	(4,894)	(4,256)	(4,761)
Other taxes	(3,369)	(3,907)	(3,620)
Donations	278	(370)	(180)
Economic Value Distributed	**(230,939)**	**(325,509)**	**(231,428)**
Economic Value Retained	**12,472**	**21,514**	**4,324**

Note: Pro forma consolidated figures including KOMIX and Stratiteq, EUR/CZK = 26.245; Donations for periods Jan-Sept 2020 and Jan-Sept 2021 have been estimates as 75% of amounts donated in the particular calendar year

About the report

ARICOMA group is issuing the 2020 ESG report as its first group-wide sustainability report. ARICOMA group has reported the information cited in the GRI content index with reference to the GRI Standards. As the first-time reporter, we based those disclosures on the early adopted Revised Universal standards (2021).

The current report contains information about the reporting period of 2020 and comparable quantitative data from 2019 is also presented where available, to show year-on-year development. The reporting period is annual, 1 January – 31 December.

No restatements were made as this is the first report.

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. The 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 2019 nor 2020. Impact of omitted entities is immaterial to the disclosures and indicators presented in the report. For detailed

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 is reported for these entities even if they were not part of the group at that time. The reason for this voluntary step is to prepare the first report for the group in its current structure (status at the time of report compilation), to provide comparable data to the reader without further need of performing additional analytics and to support future comparability. The scope is the same across all material topics.

ARICOMA Group structure as of 31 December 2021[5]
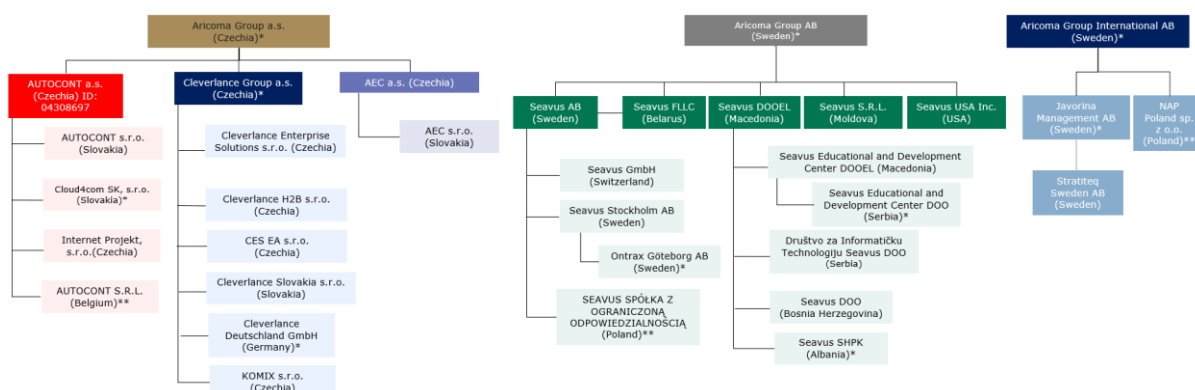
To simplify the data interpretation, the entities have been divided into four main subgroups within this report:

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)
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)
Stratiteq	Stratiteq Sweden AB (Sweden)

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[5] *Entities marked „*" = immaterial to the group by all means (number of employees, key financial indicators, size of operations and significance of ESG impacts); Entities marked „**" = entities did not exist in 2019 nor 2020*

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 presented also for three quarters of 2021, as financial information for 2019 is not available in comparable structure due to significant acquisitions in 2019 and 2020 and hence more recent data can provide useful insights to the report readers.

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). Vast majority of data in this report originates from measurement, systems and primary records.

In the exceptional cases where the data was not available, we included a reasonable estimate. Most of such estimates are immaterial. 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-months period of 2020 and 2019, 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 independent auditor, PricewaterhouseCoopers Audit, s.r.o., over the Carbon Footprint Calculation.

Independent practitioner's limited assurance report is an integral part of the 2020 ESG report.

International IT industrial benchmark was used to perform 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 the UN Sustainable Development Goals and Targets, which we have based on priorities identified by the materiality analysis performed in the reporting period.

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 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
		Diversity and Non-discrimination	GRI 405
	Local Communities	Charities and Non-profit	GRI 413
Governance			
	General	General Governance disclosures	GRI 2
	Purchasing	Purchasing	GRI 2-6
	Compliance	Customer privacy (GDPR)	GRI 418
		Data security and management	
	Business ethics and economic performance	Collective bargaining	GRI 2-30
		Anti-corruption	GRI 205
		Technology & innovation	
		Profile info Economic performance	GRI 201

Stakeholders

Over the course of the last several years, we observe significant growth in stakeholders intertest 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 the 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 the 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
3 GOOD HEALTH AND WELL-BEING	Goal 3. Ensure healthy lives and promote well-being for all at all ages	3.3	By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	> Vaccination process solution for Region Skåne > Masks donation to maternity hospital „U Apolináře"
4 QUALITY EDUCATION	Goal 4 – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	> Internal continuous education > Coding courses for children > VR Finance Literacy courses for schools
		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	System for planning and execution of crash tests
		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	Smart Wallet
	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

2. Environment

In ARICOMA, we care about the environment. Even if, as an IT company, our impact and influence on the environment could be considered insignificant, we still strive to reduce the negative effects of our operations and look for ways of maximising our positive impact on the environment throughout the complete life cycle of our products and services.

This has been planned for multiple aspects of our activities. We put our focus on resource efficiency and optimalisation of consumption and part of our operations is powered by green energy that represents approximately 7% of overall electricity purchased in 2020. We have started building new charging stations and preparing ourselves for inclusions of electric cars into our fleet.

We put digitalisation in use, and we responsibly approach our waste management. Finally, the continuous promotion of environmental ethics and enhancement of our employees' awareness within this topic is a crucial pillar of our environmental programme.

To maximise our positive impact on the environment, we constantly work on improving our technologies and services to help our clients with their low carbon transition. See more about it in the [Innovation section](#).

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 requirements of ISO 14001:2015; the following companies possess a 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, Društvo za Informatičku Technologiju Seavus DOO, Seavus FLLC.

Carbon footprint and emissions

The responsible behaviour towards the environment starts with an understanding of the current impact of our activities in calculating the carbon footprint. Cleverlance was the first Czech IT company that started to systematically calculate its Carbon footprint. Soon followed by the rest of the companies within ARICOMA Group, we strive to maximally understand the baseline state to be subsequently able to design and drive effective strategy towards more sustainable company.

In terms of trends in GHG emissions, we can observe a decrease in Scope 1 and Scope 2 in 2020 that was caused by COVID-19 pandemic. As our companies reduced the office operation and switched predominantly to remote working mode, their consumption of purchased electricity and heat decreased. The pandemic restrictions also didn't allow us to conduct business trips as usual, thus emissions associated with vehicle combustion also decreased. When comparing our subgroups with each other, AUTOCONT reported a significantly higher amount of Scope 1 and Scope 2 emissions than the rest of the ARICOMA Group. That is caused by the nature of AUTOCONT's activities that are not only office based as the rest of the group but are also affected by operation of the data centre.

The low Stratiteq's Scope 1 and 2 emissions were achieved by purchasing electricity and heat from renewable sources.

Reported Scope 3 GHG emissions are based solely on emissions associated with waste generation. Workers that are not employees haven't been considered in the calculation. The increase of Scope 3 emissions in 2020 compared to 2019 was caused solely by DEFRA emission factors adjustments that reflect the current technological and other context. Between 2019 and 2020 there has been an almost five-fold increase in the emission factor for mixed waste. The emission factors for the current year were used throughout the calculation.

Emission intensity per employee is based on Scope 1, Scope 2, and Scope 3 emissions.

ARICOMA Group - GHG emissions:

Source of emissions	GHG Emissions [tCO2e]	
	2020	2019
Scope 1	1,417.82	1,962.08
Scope 2	2,551.09	3,011.52
Total Scope 1 + 2	3,968.91	4,973.60
Scope 3	92.27	50.97
Scope 1 + 2 + 3 intensity [tCO2e per employee]	1.58	2.09

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

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

| | | | 14.30 | |
| 2020 | 354.74 | 1,048.78 | | 1,417.82 |

| | | | 19.96 | |
| 2019 | 310.06 | 1,632.05 | | 1,962.08 |

■ Fugitive emissions ■ Vehicles combustion ■ Stationary combustion
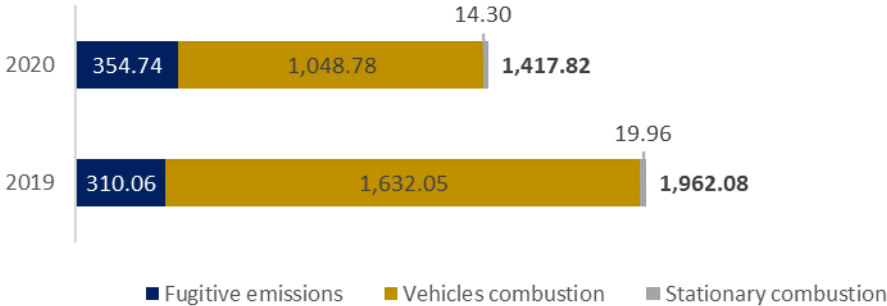
Aricoma Group - GHG emissions - Scope 2 by activity [tCO2e]

| | | 0.01 | |
| 2020 | 2,151.89 | 399.20 | 2,551.09 |

| | | 0.00 | |
| 2019 | 2,525.14 | 486.37 | 3,011.52 |

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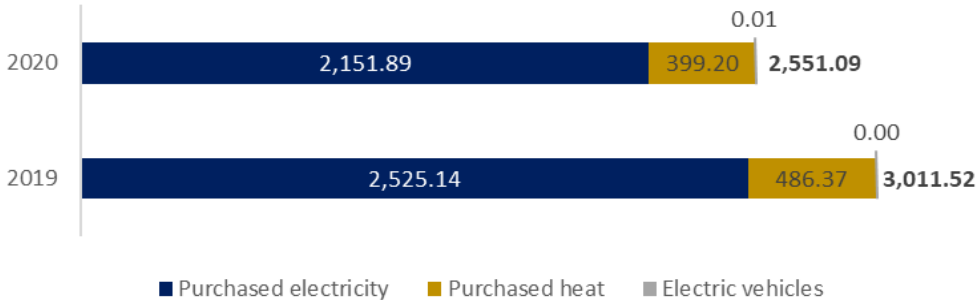
Aricoma Group - GHG emissions - Scope 1, Scope 2 by subgroup [tCO2e]

AUTOCONT
- 2020: 865.03 | 1,570.31 | **2,435.35**
- 2019: 1,314.47 | 1,823.03 | **3,137.49**

Cleverlance
- 2020: 234.56 | 320.29 | **554.85**
- 2019: 314.76 | 332.58 | **647.33**

Seavus
- 2020: 317.38 | 660.48 | **977.86**
- 2019: 331.05 | 855.91 | **1,186.96**

Stratiteq
- 2020: **0.85**
- 2019: **1.81**

> Total Aricoma Group GHG emissions Scope 1 + Scope 2
>
> 2020: **3,968.91 tCO2e**
> 2019: **4,973.60 tCO2e**
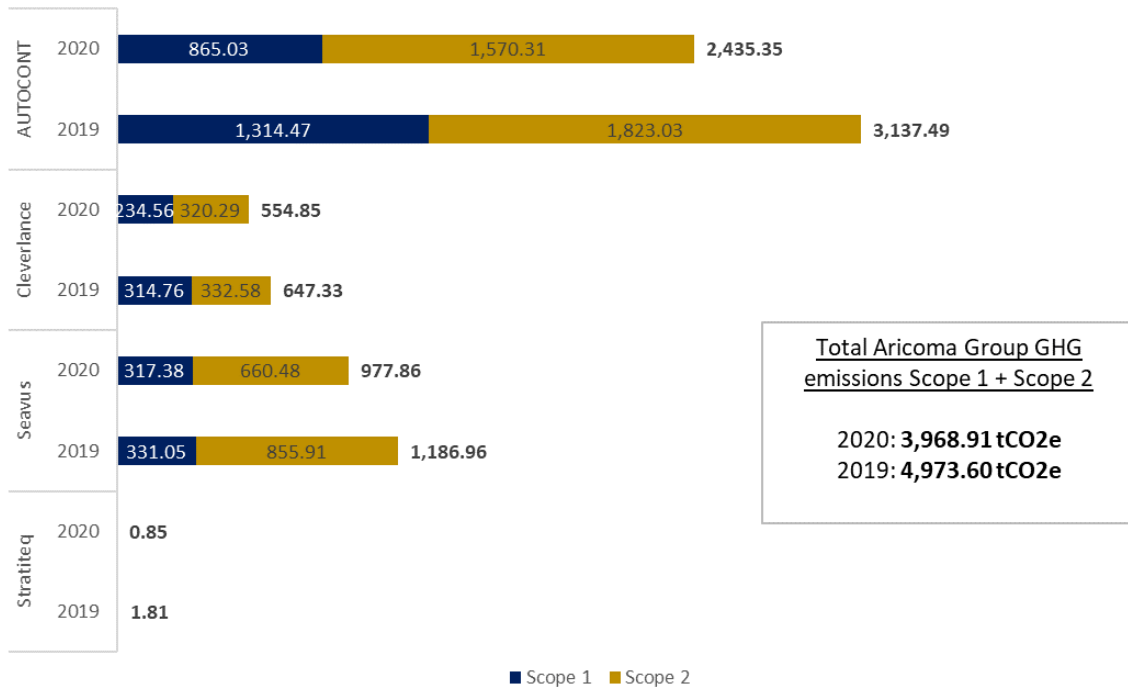
■ Scope 1 ■ Scope 2

Aricoma Group - GHG emissions - Scope 3 [tCO2e]
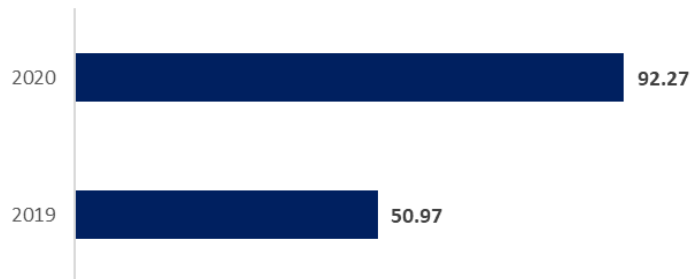
- 2020: **92.27**
- 2019: **50.97**

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

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

- 2020: **1.58**
- 2019: **2.09**

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]

2020
- AUTOCONT: 2.29
- Seavus: 1.31
- Cleverlance: 0.91
- Stratiteq: 0.02

Aricoma Group Average 1.58

2019
- AUTOCONT: 3.02
- Seavus: 1.77
- Cleverlance: 1.12
- Stratiteq: 0.02

Aricoma Group Average 2.09

■ AUTOCONT ■ Seavus ■ Cleverlance ■ Stratiteq
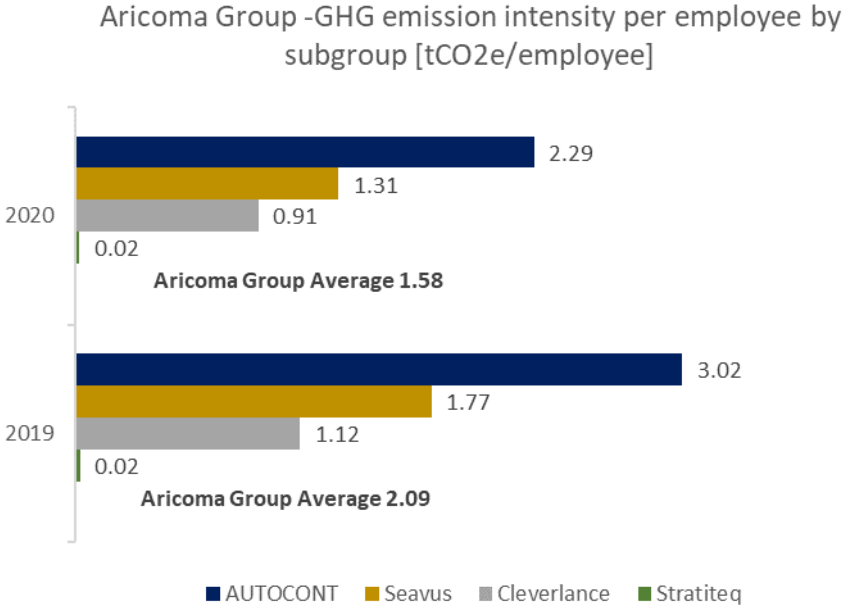
Note: Emission intensity values were based on Scope 1, Scope 2 and Scope 3 emissions. Scope 3 values cover only emissions associated with waste generation. Workers that are not employees haven't been considered here.

The efficiency of business travels and implementation of electromobility play an important role in our efforts towards low carbon operations.

Business trips

The number of business trips fell to a minimum in 2020 because of the COVID-19 outbreak and subsequent measures. We have learned an important lesson from these circumstances and reassessed our operational model to comply with current requirements and future challenges by maximising virtual meetings, prioritising land transport over air and optimising business car utilisation.

Quote: Mari Martensson (Stratiteq): *"The good thing about Corona was that when we came back to the office, we noted a big shift in people's minds. It was almost a "little shame" to take the plane instead of train and we also realised that it is easy to work with digital medias instead physical travel."*

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.

In case of travel being a necessity, we prioritise those means of transport with lowest possible environmental impact, ideally public transport.

Electromobility

We also perceive another great opportunity in introducing electric cars and hybrids to our fleets. In preparation for this transformation, we have been building charging stations on our premises and budgeting electric cars for next years. There are four stations currently provided in Cleverlance headquarters (Prague), while expansion is already planned for upcoming years – at least five more chargers in Prague and fifteen chargers are to be built in the Bratislava office in 2022. Cleverlance is planning to increase the share of electric cars in its fleet to 10% in 2022. In 2020, one charging station was provided in AUTOCONT's Prague office and two stations in Brno office. Seavus considers two hybrid cars within 2022 budget.

Stratiteq, for example, has a car policy that encourages leasing companies to include environmental criteria in the car selection process. In 2020, Stratiteq had four battery electric vehicles (BEVs) and six petrol plug-in hybrid electric vehicles (PHEVs) in the fleet.

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

Employee commuting

To further endorse environmental-friendly means of commuting, we encourage our employees to use their bicycles, scooters or even walk to work, when possible, by offering a safe bike parking place for everybody.

Cleverlance and KOMIX employees have regularly participated in the Bike to Work project since 2014. 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. At Cleverlance, 64 employees joined the project in 2020. Cleverlance also focussed on accessibility during its last relocation, moving the Prague headquarters close to a metro station to encourage the employees to use this means of transport as primary for their commuting.

Energy and fuel

Energy consumption

Total energy consumption consists of 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. As a consequence of COVID-19 pandemic, total energy consumption decreased by 9% in 2020 compared to 2019.

Aricoma Group - Total energy consumption [GJ]

Year	Purchased electricity	Purchased heat	Heat generation	Electricity generation	Total
2020	14,531	9,100	246	26	23,903
2019	15,932	10,719	307	63	27,021

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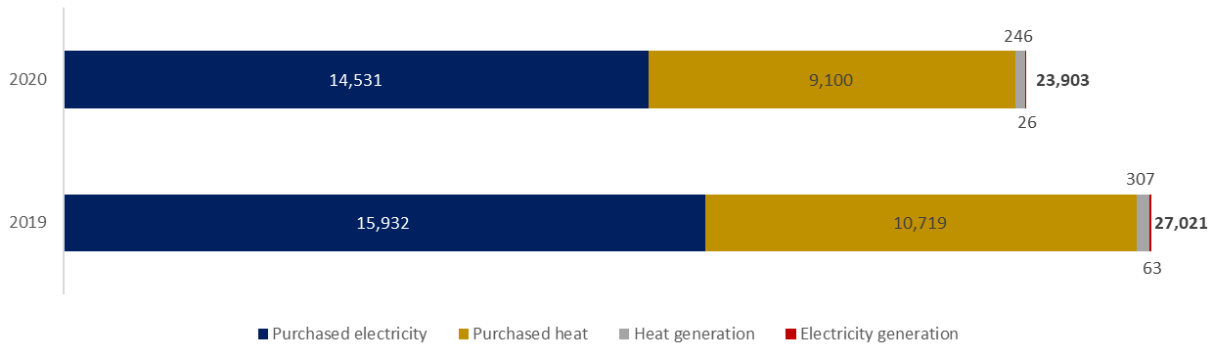
Note: Total energy consumption was based on purchased electricity, purchased heat, fuel consumed for electricity and heat generation. Fuel consumed by the fleet hasn't been included.

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

Year	Autocont	Cleverlance	Stratiteq	Seavus	Total
2020	1,531	730	215	51	2,528
2019	1,997	715	215	50	2,978

■ Autocont ■ Cleverlance ■ Stratiteq ■ Seavus
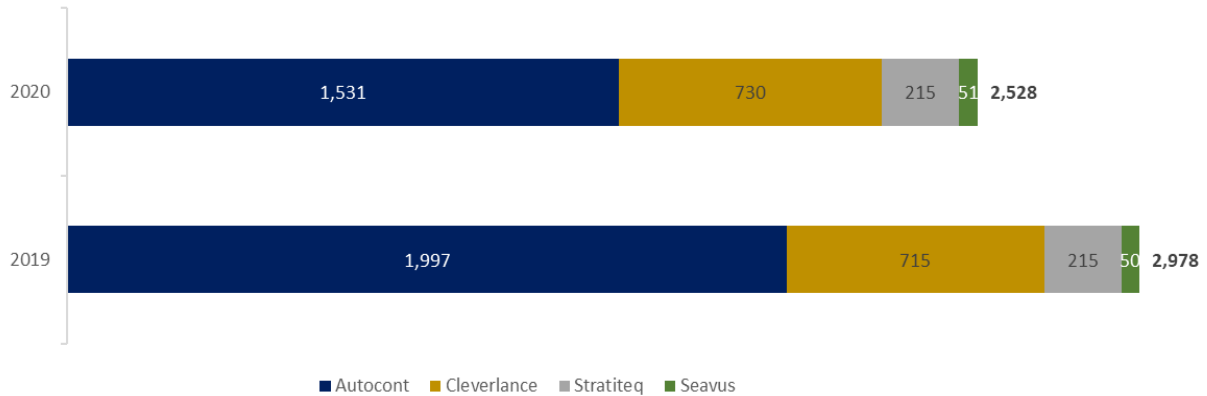
Note: Purchased heat for consumption presented in kWh. Data estimated for:
< AUTOCONT: Former entities DataSpring s.r.o. and Cloud4com, a.s. (merged with AUTOCONT a.s. in 2021), AUTOCONT s.r.o., Internet Projekt, s.r.o. - based on number of employees
< Cleverlance: CES EA s.r.o., AEC a.s. - Brno office estimated according to group average; Cleverlance Slovakia s.r.o., AEC s.r.o. - based on group average
< Stratiteq: Stratiteq Sweden AB (Sweden)
Data measured for:
< AUTOCONT: AUTOCONT a.s., AUTOCONT s.r.o.
< Cleverlance: Cleverlance Enterprise Solutions, Cleverlance H2B, , KOMIX s.r.o.,
< Seavus: Seavus FLLC (Belarus)
Other entities do not purchase heat

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

	Non-renewable sources	Unknown sources	Renewable sources	Total
2020	2,620.34	1,130.35	285.71	**4,036.40**
2019	2,756.92	1,417.34	251.19	**4,425.46**

■ Non-renewable sources ■ Unknown sources ■ Renewable sources

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

Subgroup	Year	Non-renewable sources	Unknown sources	Renewable sources	Total
Autocont	2020	2,386.33		171.37	**2,557.70**
Autocont	2019	2,455.87		123.17	**2,579.04**
Cleverlance	2020		391.55		**391.55**
Cleverlance	2019		417.07		**417.07**
Seavus	2020	234.01	738.80	60.65	**1,033.46**
Seavus	2019	301.05	1,000.28	61.25	**1,362.58**
Stratiteq	2020			53.70	**53.70**
Stratiteq	2019			66.77	**66.77**

■ Non-renewable sources ■ Renewable sources ■ Unknown sources

Aricoma Group - Energy intensity per employee [GJ/employee]

Year	Value
2020	**9.27**
2019	**11.25**

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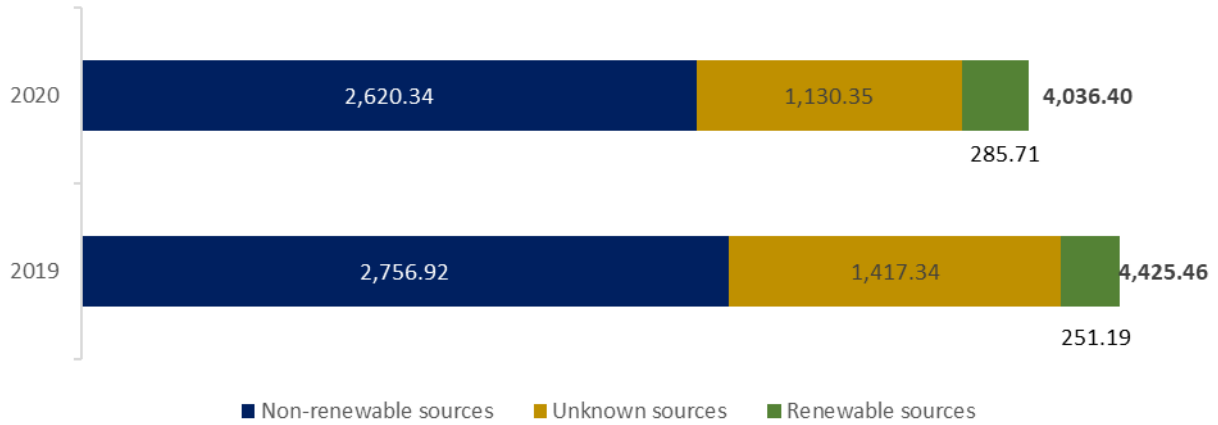 generation. Fuel consumed by the fleet hasn't been included here. Workers that are not employees haven't been considered here.

Aricoma Group - Energy intensity per employee by subgroup [GJ/employee]
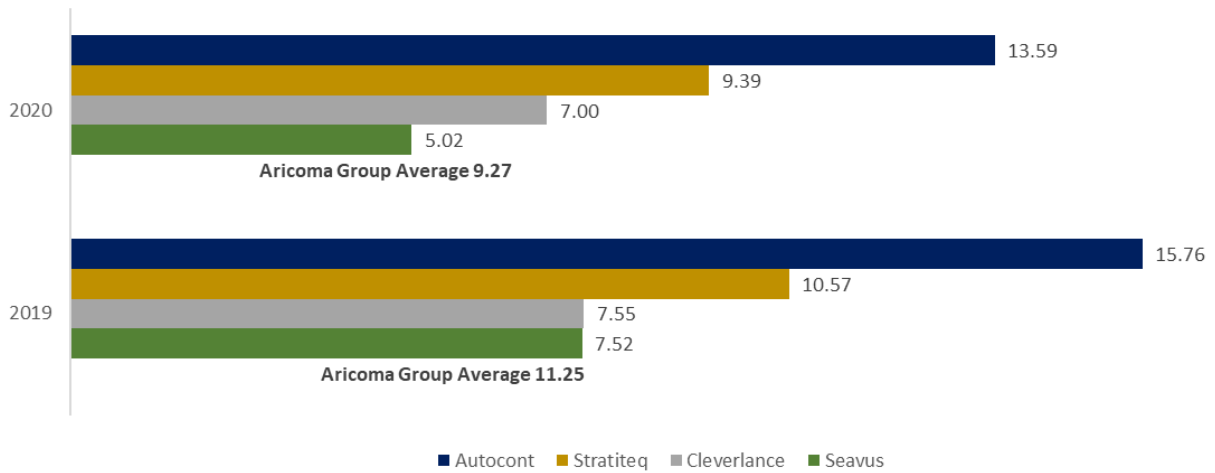
2020
- Autocont: 13.59
- Stratiteq: 9.39
- Cleverlance: 7.00
- Seavus: 5.02

Aricoma Group Average 9.27

2019
- Autocont: 15.76
- Stratiteq: 10.57
- Cleverlance: 7.55
- Seavus: 7.52

Aricoma Group Average 11.25

■ Autocont ■ Stratiteq ■ Cleverlance ■ Seavus

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

Electric energy is the critical resource for our operations, hence the shift to renewable energy is our core priority. However, since we operate in various locations, the availability of green energy needs to be taken into account. In general, we already use or plan to switch to renewable where possible. In 2020, the renewable electricity made 7% of our total electricity purchased for consumption. That was achieved by Stratiteq's purchase of green energy and the share of green energy present within local energy mixes purchased by the rest of the companies.

Stratiteq's premises, has been powered by certified 100% renewable energy for the last 10 years. Furthermore, the office is connected to local central heating system that uses only carbon-neutral energy that is water, wind and nuclear.

Our Cleverlance team, located in the Czech Republic, achieved a great milestone in 2020 by negotiating certified renewable energy for the Prague headquarters effective from 2021. The other building in Brno has the highest sustainability standard, and there are already negotiations in place with the lessor aiming to switch to green energy as soon as possible.

Energy efficiency

Regardless the availability of renewable energy, energy efficiency is the priority in all our locations.

The most significant aspect is efficiency of the data centres. One of our data centre in Lužice, the Czech Republic, owner 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 in the process of data centres designing for our clients. Virtualisation and consolidation of servers enables savings of client's CAPEX expenses but also significantly increase the expandability of the data centre, reduce space requirements, and finally reduce electricity and cooling demands. In 2020, the consumption of Lužice data centre was 1,191 MWh.
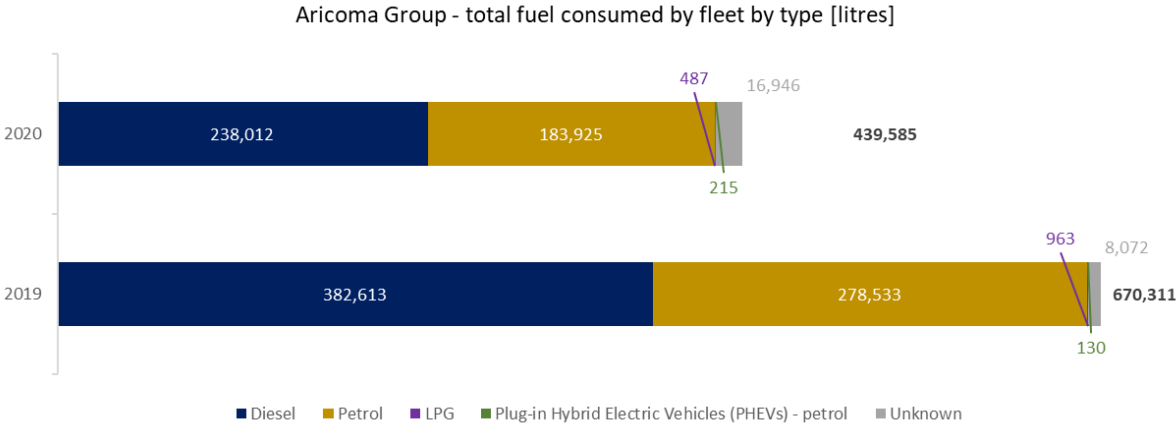
Measures reducing electricity consumption such as utilisation of light sensors in common areas, purchasing low energy-demand equipment and monitoring energy by security guards are already standard parts of daily life in Seavus offices.

Stratiteq only uses LED lights in its premises complemented 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, equipment with lower consumption in its premises. In addition, smart automatization system for heating and cooling is being used.

Fuel consumption

We utilize fuel predominantly to power our passenger fleet and in small amounts for electricity generation. As a result of the pandemic, fuel consumption by fleets decreased by approx. 34% in 2020 compared to previous year. To maintain the declining trend, we promote carsharing for business trips.

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

Year	Diesel	Petrol	LPG	PHEVs - petrol	Unknown	Total
2020	238,012	183,925	487	215	16,946	439,585
2019	382,613	278,533	963	130	8,072	670,311

■ Diesel ■ Petrol ■ LPG ■ Plug-in Hybrid Electric Vehicles (PHEVs) - petrol ■ Unknown

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

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

	AUTOCONT	Cleverlance	Seavus	Stratiteq	Total
2020	346,771	89,261	3,189 / 364		439,585
2019	542,260	118,186	9,082 / 783		670,311

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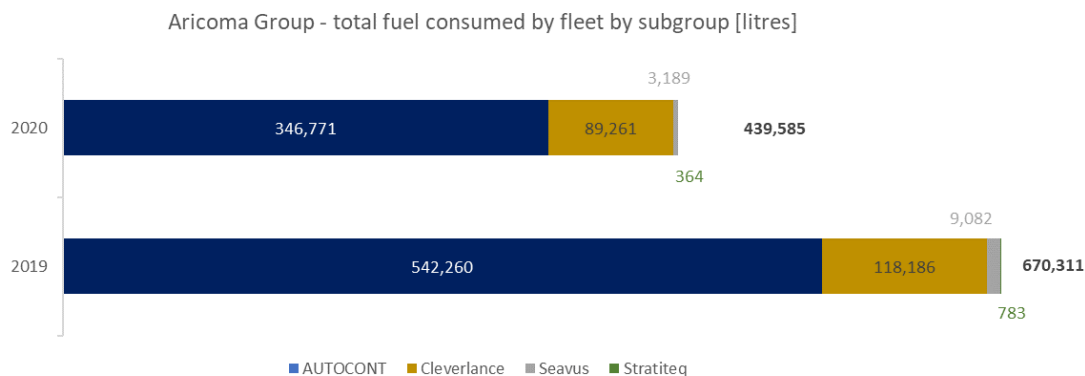
Note: Estimated consumption for Stratiteq Sweden AB (Sweden) based on km using average car consumption in Sweden.

KPIs

In order to ensure that effective results are achieved in 2020, Seavus set targets to reduce the electric power consumption by 10 kWh per employee at Seavus headquarters, Skopje premises and also to reduce fuel consum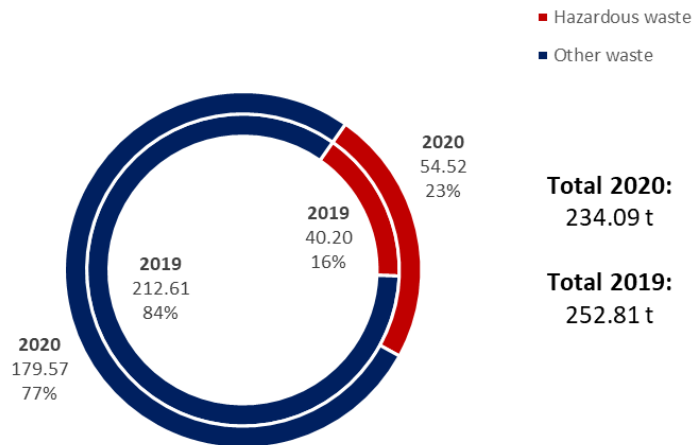ption at Seavus DOOEL by 10% per month compared to 2019. Both targets have been achieved thanks to remote working model; however, assuming that hybrid working is becoming more and more common, we don't expect the same declining trend in years to come.

Waste

ARICOMA's waste management programme is based on a Reduce, Reuse, Recycle philosophy that is considered within all aspects of our work. As our companies are mostly based in office buildings, waste removal and disposal are predominantly arranged through the landlords in cooperation with 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. The overall amount of generated waste decreased in 2020 compared to 2019. As a consequence of significantly higher AUTOCONT's workload and number of projects in 2020 compared to 2019, the amount of electric waste and batteries increased in 2020 which impacted the amount of hazardous waste.

Aricoma Group - Waste generated by category [t]

Legend:
- ■ Hazardous waste
- ■ Other waste

2020
54.52
23%

2019
40.20
16%

2019
212.61
84%

2020
179.57
77%

Total 2020:
234.09 t

Total 2019:
252.81 t

Aricoma Group - Other waste generated by category [t]

Glass 1.08

| 2020 | 141.06 | 26.33 | 10.76 | **179.57** |

Food waste 0.35

Glass 2.03

| 2019 | 164.57 | 32.67 | 12.99 | **212.61** |

Food waste 0.35

Legend:
- ■ Municipal waste
- ■ Paper
- ■ Plastic
- ■ Glass
- ■ Food waste
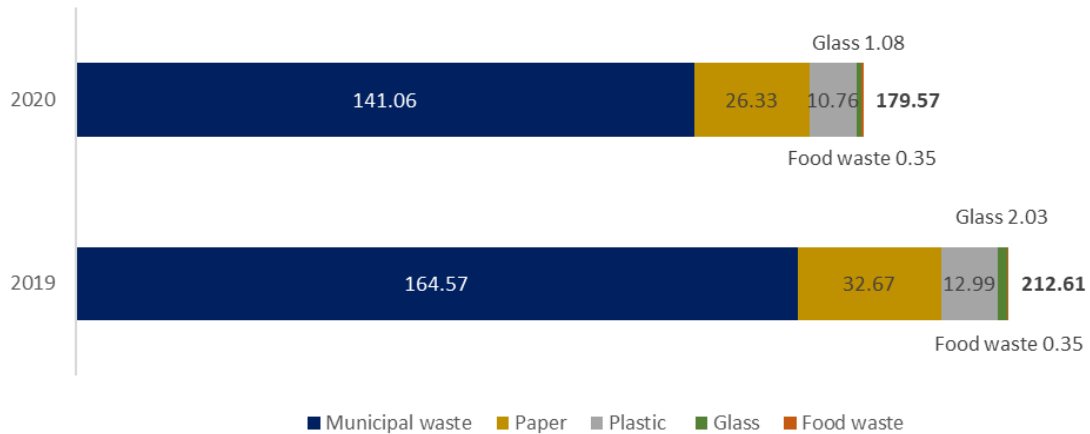
Aricoma Group - Hazardous waste generated by category [t]

| 2020 | 53.45 | **54.52** |

1.07

| 2019 | 39.81 | **40.20** |

0.39

Legend:
- ■ Electric waste
- ■ Bateries
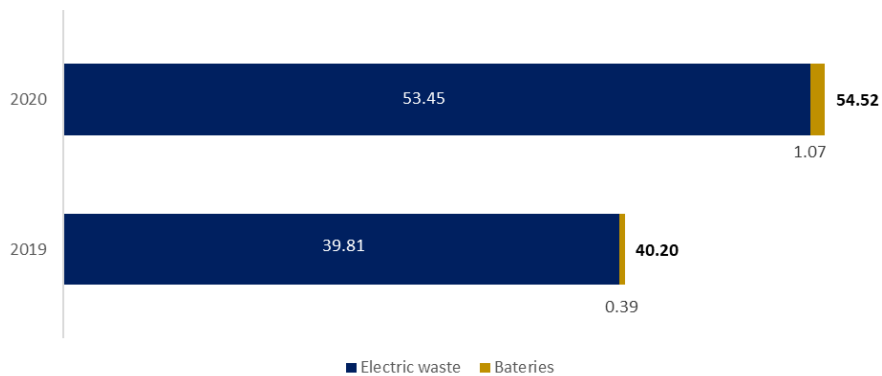
Paperless company

Firstly, we reduce our waste generation to the lowest possible extent. Considering the fact that our locations are predominantly offices, elimination of paper consumption and document printing through digitalisation and the education of our employees are essential elements of our programme.

Electric waste

Since we are an IT company, the disposal of electric waste plays a crucial role. We strive to optimise the utilisation of IT equipment considering its entire life cycle. Electric waste represented 23% of our overall waste generation in 2020.

For instance, in AUTOCONT, the IT equipment is being used for at least five years, thereafter, it is used by the trainees for another couple of years and finally, at the end of its life, it is handed over to a 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 collections of inoperable mobiles that are being recycled by a sheltered workshop. We perceive it to be an initiative with environmental as well as social value.

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 in case of need and sold to third parties. Alternatively, in case of no other option, they are responsibly disposed of.

Food & biological waste

There are multiple options how to reuse biological waste. Particularly in AUTOCONT locations, the biological waste is sorted in special containers and subsequently utilised by the employees for gardening activities.

In Stratiteq offices, the food waste is also sorted separately and then transported to a biogas plant. The biogas is then being used as a carbon neutral fuel for bus transportation in the city of Malmö.

Recycling

We want to be entirely sure that the waste in our premises is properly sorted and ready for recycling. That is done by establishing a sufficient number of sorting points with clear visualisation, continuous employee education and conducting internal audits on a regular basis.

> Quote: Jan Rulisek (Cleverlance): *"In the Czech Republic, recycling is a part of people's mindset, therefore waste sorting and recycling is a non-spoken rule in each office. At Cleverlance, people not only sort and recycle the office waste, but also try to see that sustainable packaging is used and that the waste volume decreases over the years.*

Nevertheless, we are aware that even the most diligent practice on our side sometimes does not ensure high recycling efficiency that is in most cases locally conditioned. That is why our Seavus colleagues in Macedonia are in the phase of signing an agreement with a more reliable waste collector.

Waste to energy

In case the waste is not, for some reason, suitable for recycling, there are still options for sustainable solutions. That is demonstrated by our Stratiteq office where the residual waste is transported to an incineration plant and the energy produced is used for heating houses in Malmö.

Water

Even though none of our locations is situated in a water-stress area, we are fully aware of how precious a source 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.

Aricoma Group -Total water withdrawal [Megalitres]
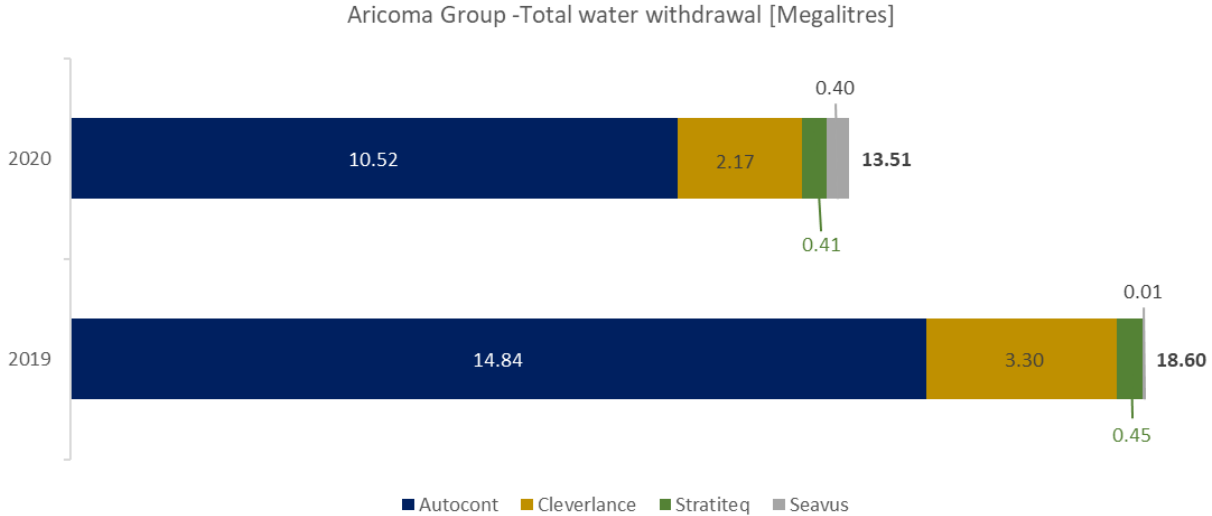
Note: Water withdrawal data is based on freshwater consumption from public utilities. For locations where submetering is not available, the values were estimated based on location average

Water from public utilities is the primary source in all our locations. As a result of the COVID-19 pandemic and subsequent remote working mode in 2020, water consumption decreased by 27% compared to 2019.

In our Seavus office in Skopje, Macedonia, water consumption was showing an upward trend within the last few years due to the watering and irrigation system in the yard. Therefore, an irrigation well was drilled in August 2020 and a downward trend was noted within the rest of 2020. There have been ongoing negotiations in place with the landlord on implementing a well metering system that should be executed in 2022. Thanks to that, we will have 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.

To reduce the amount of plastic waste, tap water is preferred to water in PET bottles at Cleverlance; however, employees are encouraged to follow a water saving approach.

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

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.
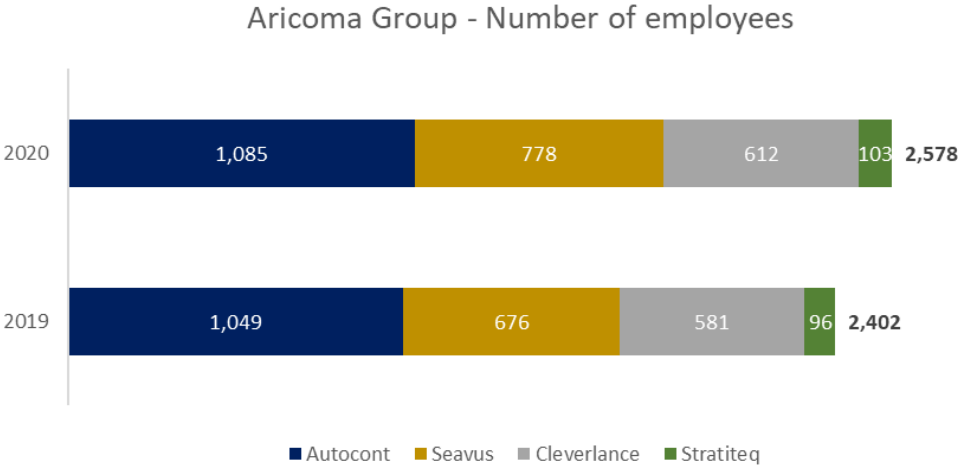
3. Social

In terms of the social aspect of sustainability, ARICOMA strives to have a positive impact not only on its employees but also to local communities by delivering products with positive social value and supporting 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

Aricoma Group - Number of employees

	Autocont	Seavus	Cleverlance	Stratiteq	Total
2020	1,085	778	612	103	2,578
2019	1,049	676	581	96	2,402

■ Autocont ■ Seavus ■ Cleverlance ■ Stratiteq

Aricoma Group - Number of employees by country

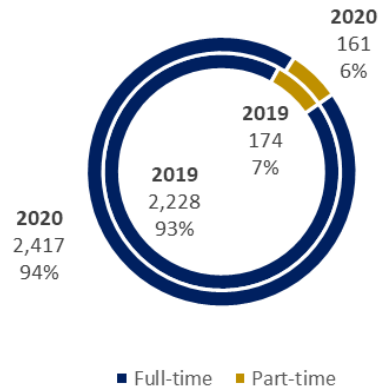| Year	Czech Republic	Macedonia	Slovakia	Serbia	Sweden	Belarus	Bosnia & Herzegovina	Other	Total
2020	1387	477	301	182	155	48	10	18	2,578
2019	1320	475	302	68	169	47	8	13	2,402

Legend: Czech Republic · Macedonia · Slovakia · Serbia · Sweden · Belarus · Bosnia & Herzegovina · Other
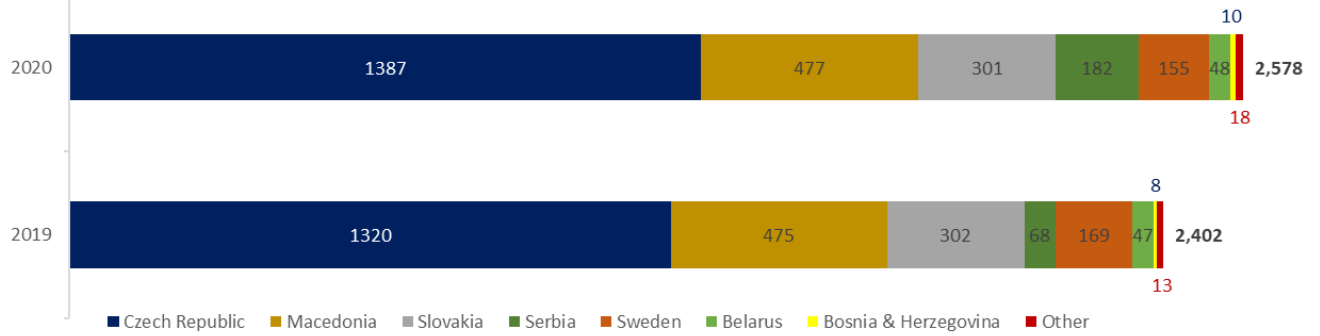
Aricoma Group - Number of permanent, temporary and non-guaranteed-hours employees

2020 2,287 89% — 2019 2,085 87%
2019 146 6% — 2020 141 5%
2019 171 7% — 2020 150 6%

Legend: Permanent · Temporary · Non-guaranteed
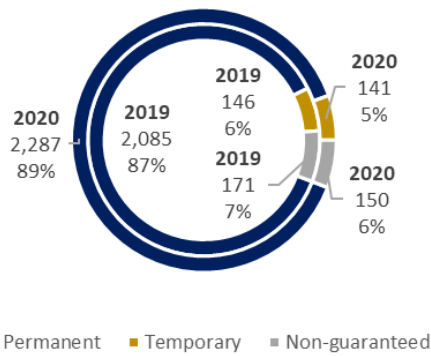
Aricoma Group - number of full-time and part-time employees

2020 161 6% — 2019 174 7%
2019 2,228 93% — 2020 2,417 94%

Legend: Full-time · Part-time

| Gender	2020						2019					
	Total number of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees	Total number 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	1,726	1,524	97	104	1,618	108
Female	716	611	58	43	654	62	676	561	49	67	610	66
Totals	2,578	2,287	141	150	2,417	161	2,402	2,085	146	171	2,228	174

Country	2020						2019					
	Total number of employees	# permanent employees	# temporary employees	# non-guaranteed-hours employees	# full-time employees	# part-time employees	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	1,320	1,183	10	127	1,184	136
Macedonia	477	421	56	0	476	1	475	425	50	0	475	0
Slovakia	301	269	6	26	291	10	302	239	19	44	270	32
Serbia	182	174	8	0	180	2	68	65	3	0	66	2
Sweden	155	131	24	0	154	1	169	149	20	0	167	2
Belarus	48	6	42	0	46	2	47	7	40	0	45	2
Bosnia & Herzegovina	10	10	0	0	10	0	8	8	0	0	8	0
Other	18	13	5	0	18	0	13	9	4	0	13	0
Totals	2,578	2,287	141	150	2,417	161	2,402	2,085	146	171	2,228	174

Aricoma Group - Number of workers who are not employees
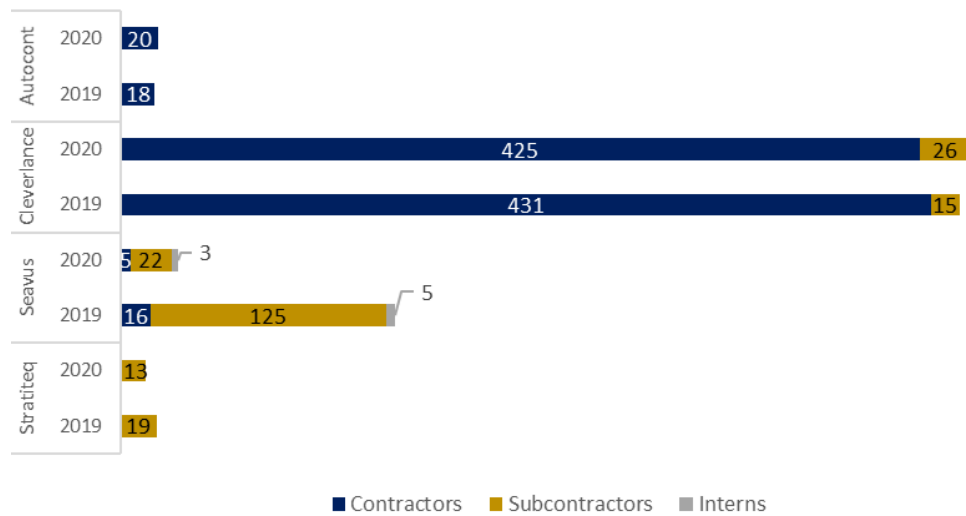
Recruitment & Turnover

Aricoma Group - Rate of new hires and turnover
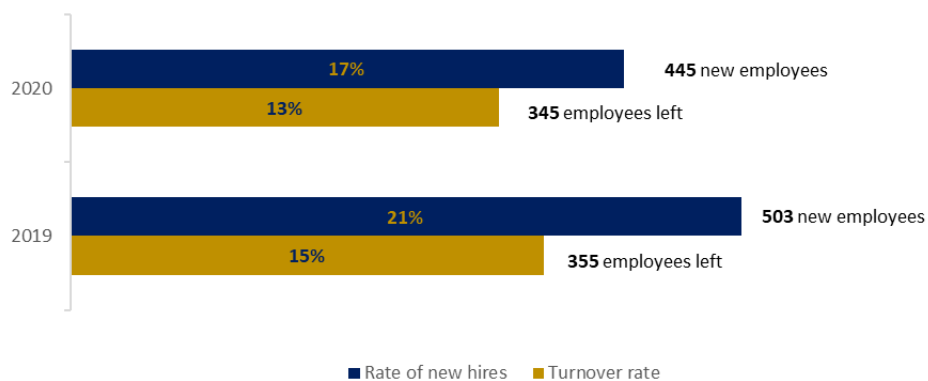
Recruitment

The recruitment process is an essential part of any company. People come and go, careers grow, or new projects come along therefore the teams need to change accordingly.

Attracting talents in the IT and application development industry is very challenging. A variety of tools including social media, headhunting, and different internal or external contacts, to reach the desired candidates for open positions are used. Recruiting from internal positions is also supported to give our employees an opportunity to move their careers up.

Each company in the ARICOMA Group is trying to also meet talents outside of corporate walls. 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.

ARICOMA Group - New hires by age group:

Age group	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 [%]
Under 30 years old	664	184	28%	655	219	33%
30-50 years old	1,599	247	15%	1,452	260	18%
Over 50 years old	315	14	4%	295	24	8%
Totals	**2,578**	**445**	**17%**	**2,402**	**503**	**21%**

ARICOMA Group - New hires by gender:

Gender	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 [%]
Male	1,862	329	18%	1,726	376	22%
Female	716	116	16%	676	127	19%
Totals	**2,578**	**445**	**17%**	**2,402**	**503**	**21%**

ARICOMA Group - New hires by country of operation

Country	2020 Total number of employees	2020 Number of new hires	2020 Rate of new hires [%]	2019 Total number of employees	2019 Number of new hires	2019 Rate of new hires [%]
Czech Republic	1,387	210	15%	1,320	228	17%
Macedonia	477	95	20%	475	115	24%
Slovakia	301	43	14%	302	71	24%
Serbia	182	41	23%	68	35	51%
Sweden	155	27	17%	169	25	15%
Belarus	48	19	40%	47	20	43%
Bosnia & Herzegovina	10	4	40%	8	7	88%
Others	18	6	33%	13	2	15%
Totals	**2,578**	**445**	**17%**	**2,402**	**503**	**21%**

Turnover

The high turnover in the IT industry is not a new trend. Turnover of more than 11% or even 20% is almost expected across the industry. This is mainly due to the very high demand for IT experts world-wide who are not market dependent and get offers from all around the world. That is why our recruitment process is designed and adjusted to suit the fast-paced and high-demand market. Also, the benefits within the companies in the IT industry are always very attractive and versatile, so they can suit the needs of different types of employees. In addition, the COVID-19 pandemics in 2020 and the global changes overall also facilitated the turnover globally, so current trends of turnover are even higher.

Age group	2020 Total number of employees	2020 Number of employees left	2020 Turnover rate [%]	2019 Total number of employees	2019 Number of employees left	2019 Turnover rate [%]
Under 30 years old	664	123	19%	655	127	19%
30-50 years old	1,599	202	13%	1,452	199	14%
Over 50 years old	315	20	6%	295	29	10%
Totals	**2,578**	**345**	**13%**	**2,402**	**355**	**15%**

Gender	2020 Total number of employees	2020 Number of employees left	2020 Turnover rate [%]	2019 Total number of employees	2019 Number of employees left	2019 Turnover rate [%]
Male	1,862	283	15%	1,726	280	16%
Female	716	62	9%	676	75	11%
Totals	**2,578**	**345**	**13%**	**2,402**	**355**	**15%**

Country	2020			2019		
	Total number of employees	Number of employees left	Turnover rate [%]	Total number of employees	Number of employees left	Turnover rate [%]
Czech Republic	1,387	174	13%	1,320	176	13%
Macedonia	477	68	14%	475	84	18%
Slovakia	301	14	5%	302	4	1%
Serbia	182	34	19%	68	19	28%
Sweden	155	35	23%	169	57	34%
Belarus	48	16	33%	47	11	23%
Bosnia & Herzegovina	10	2	20%	8	2	25%
Others	18	2	11%	13	2	15%
Totals	**2,578**	**345**	**13%**	**2,402**	**355**	**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. This pillar became even more crucial during the COVID-19 outbreak in 2020. Our companies were able to move to a fully remote working mode very quickly and with minimal impact on efficiency. As part of work-life balance, we allow parents of children to work seamlessly from home in the case of illness or quarantine.

Seavus prepared specialised training supported by general guidelines and infographics on the most important aspects and requirements for the remote work, dealing with challenges during a crisis, as well as maintaining engagement and trust in a virtual setting. Furthermore, Seavus is currently customising its offices into a shared co-working space, which the employees can use on-demand when they work from the office.

AUTOCONT experienced cases of very difficult life situations where the employer always strived to be as humane as possible and adapt working conditions so that employees are not forced to choose between family and employer (e.g., a colleague who was left alone to care for a disabled child; a colleague who was left to care for a toddler and a new-born after the death of his wife).

Our companies' **brand, values and culture** are also very important for employee retention. As part of that, Stratiteq has established the Council of Joy and Wellbeing as an important piece in the dialogue with all employees through meetings where discussions on how to make Stratiteq the best workplace take place in order to develop and contain a strong culture and a profitable company. Stratiteq measures employee engagement on a weekly basis as it provides insight into the actual temperature of the organisation, employee activities, successful areas, and areas for improvement.

As part of its initiatives to strengthen relationships and further improve internal culture, AUTOCONT organises sporting events and staff days for employees, often including

families, that are an ideal place for informal communication, getting to know team members better and generally strengthening bonds between colleagues. To keep people informed and engaged, AUTOCONT also introduced regular online broadcasts from top management to employees, which, in its flexible form and higher frequency, fully replaced the annual company-wide conference. Employee' feedback is obtained from company-wide surveys that focus on employee attitudes towards particular aspects of the working relationship. The anonymous results give an overview down to the individual team level of team harmony, potential risks, and room for improvement.

At Cleverlance, everybody is encouraged to contribute ideas and discuss them with project management or company management colleagues. An agile matrix organisation has been developed showing what issues or ideas can be solved and by whom.

Since 2014, Seavus has been following a management and decision-making system concept called "Extreme Leadership" that provides the possibility to delegate the decision-making process for shared activities to the local level to strengthen the cohesion, collaboration, bonding and engagement with the community at the local level.

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.

The 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. Therefore, even in 2020, when the COVID-19 situation arose and the world economy slowed down, we did not resort to any form of redundancies. All our companies monitor the labour market and average wages on regular bases. AUTOCONT is great example of company where employees profit from employers stability. With the operations across the whole Czech Republic and location in every regional city, AUTOCONT brings attractive job opportunities to less attractive locations and allows relocation for our existing employees upon their request.

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 induvial employee in our group.

Aricoma Group - % of employees who received regular performance and career development review by gender
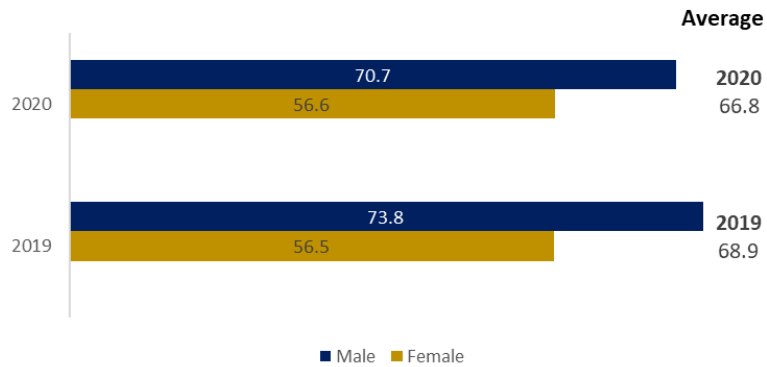
Average

2020
- 2020 — Male: 70.7, Female: 56.6 — **66.8**

2019
- 2019 — Male: 73.8, Female: 56.5 — **68.9**

■ Male ■ Female

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

2020
- 2020 — Senior management: 90.0, Middle management: 10.8, Staff: 81.2, Uncategorized: 28.4 — **66.8**

2019
- 2019 — Senior management: 90.0, Middle management: 13.0, Staff: 85.3, Uncategorized: 23.9 — **68.9**

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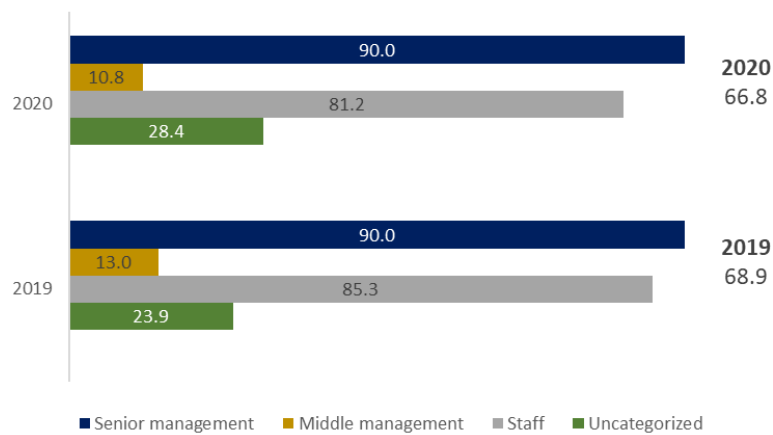
Note: Uncategorised category - created to cover data that is not available in required granularity; Seavus' Senior and Middle management performance review hasn't been included as it was conducted in a form of non-formal interview without official record.

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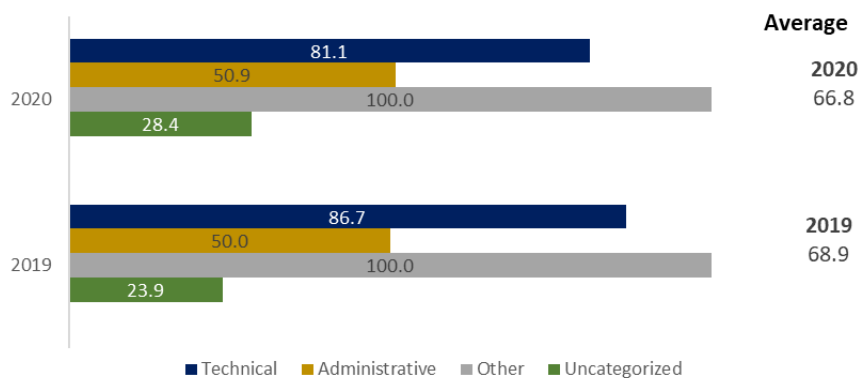
Average

2020
- 2020 — Technical: 81.1, Administrative: 50.9, Other: 100.0, Uncategorized: 28.4 — **66.8**

2019
- 2019 — Technical: 86.7, Administrative: 50.0, Other: 100.0, Uncategorized: 23.9 — **68.9**

■ Technical ■ Administrative □ Other ■ Uncategorized

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

At AUTOCONT, employee evaluation is the backbone of employees' whole career path. Since the newcomers' very first day, an adaptation plan is an important guiding element during the probation period, not only for the security and satisfaction of the newcomer, but also for the manager, as a tool for evaluating this period. Additionally, in 2020, a new

process was introduced to actively collect feedback during the probationary period through HR Business Partners aiming to communicate and resolve any ambiguities before the very end of the probation period. Depending on the type of position, the one-on-one interview with a manager is held mostly quarterly, but at least annually, to discuss the current employee's goals and performance and get valuable feedback regarding the employee's satisfaction and stability but also to discuss the employee's 3-year outlook and direction leading to mutual satisfaction supported by long-term goals and milestones.

At Seavus, performance evaluation is centralised and conducted via the Performance Evaluations internal system and supplemented regularly by continuous feedback provided throughout whole year. The employees are evaluated both numerically and descriptively, supported by real-life examples on a half-year and annual basis for the technology-related staff, and annual appraisals are in place for the corporate staff. In the evaluations, the KPIs, individual milestones, and upcoming educational requirements are also defined. The process is handled by evaluators, who are assigned by each division/department to enrol in the performance evaluation process for a specific number of employees. Before the assignment, each evaluator undergoes a specialised Evaluator's Training course, which prepares them well to perform a successful and high-quality employee evaluation. The list of evaluators is regularly updated.

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.

Quote: Kristina Smida (AUTOCONT): *"A good example was our colleague who was returning after a long parental leave, and her priority was to combine work and family life. She went through about 3 rounds of internal interviews for different part-time positions and, in the end, together, we were able to find a suitable position for her where she could apply her current experience and also develop and grow in the future."*

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

2020		Female	Male	Total
	employees currently on parental leave	64	15	79
	employees returned from parental leave	24	14	38
2019	employees currently on parental leave	50	25	75
	employees returned from parental leave	24	27	51

■ Female ■ Male
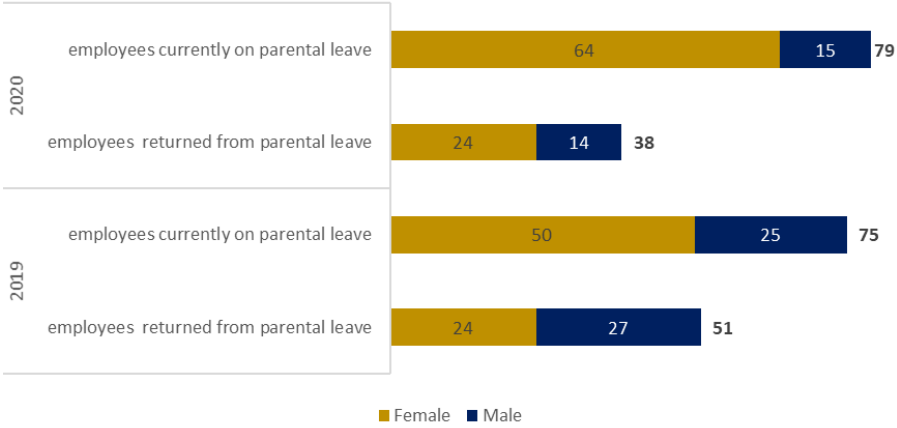
Education & training

We continuously offer several types of internal and external trainings to our employees to help them become and stay successful given the challenging requirements of the dynamic IT environment and support them in their career growth. 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 trainings required by local legislation. Because of the COVID-19 pandemic, we conducted fewer training sessions in 2020 compared to previous year.

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

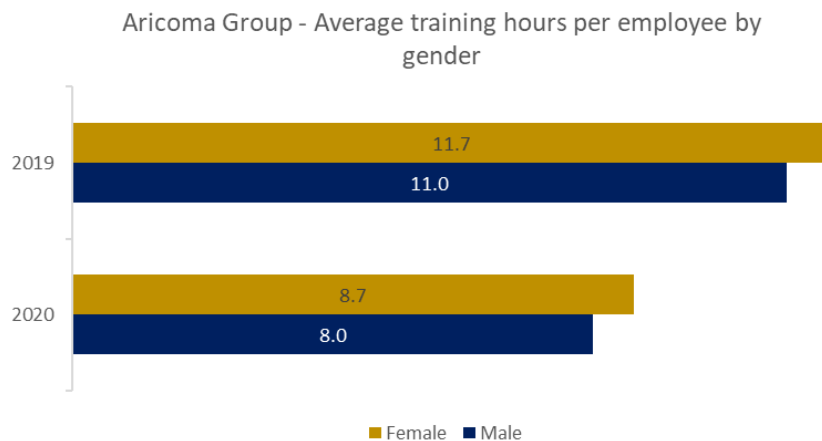| Year	Total training hours	Average training hours per employee
2020	21,152	8.2
2019	26,923	11.2

- Total training hours
- Average training hours per employee
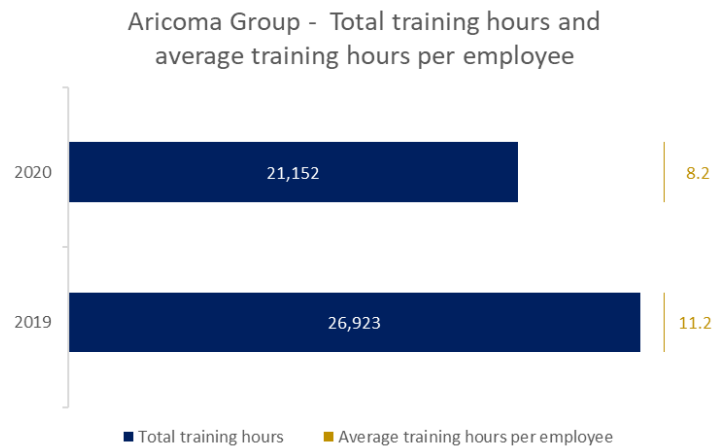
*Note: Average number of training hours were calculated based on the formula: (number of attends * hours of training)/total number of employees). Cleverlance training hours reflect internal training to which the employees enrolled through the internal system and the estimation of hours spent on mandatory 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

Year	Female	Male
2019	11.7	11.0
2020	8.7	8.0

- Female
- Male

Aricoma Group - Average training hours per employee by level

2020
- Senior management: 11.9
- Middle management: 15.9
- Staff: 9.2
- Uncategorized: 4.1

2019
- Senior management: 12.5
- Middle management: 23.6
- Staff: 13.0
- Uncategorized: 4.6

Legend: ■ Senior management ■ Middle management ■ Staff ■ Uncategorized

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

Aricoma Group - Average training hours per employee by function

2020
- Technical: 9.1
- Administrative: 14.1
- Other: 5.6
- Uncategorized: 4.1

2019
- Technical: 12.8
- Administrative: 18.6
- Other: 9.5
- Uncategorized: 4.6

Legend: ■ Technical ■ Administrative ■ Other ■ Uncategorized

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

Seavus has quite an extensive Training and Development programme containing more than 280 training events annually, delivered in the form of Conferences/Congresses designed predominantly for the senior and management staff); Training sessions targeted more at the junior and intermediate staff, Certifications provided via the Seavus Educational and Development Centre, free of charge for the employees of Seavus; and finally Workshops usually conducted internally to enable a discussion platform and collaboration space for employees who work together on a specific problem. In collaboration with external providers, Seavus organises various technology-related training events that often provide information on new trends or novelties concerning the specific technologies. Managerial and Transformational Leadership training programmes, of 1 to 2 years, are aimed at moving Seavus' management staff away from possible signs of micromanagement towards a leadership style that embraces delegation and a strategic approach focus. Managers and potential Leaders at Seavus also attend regular annual Coaching sessions with a professional coach, to support and educate them in resolving human or communication issues.

At Cleverlance, various types of internal, external and language training are provided to the employees to support them with their career pathways and opportunities for growth, initially for specific business priority areas, and subsequently for all key career development areas. Every month, employees can join several training sessions at their discretion and, if specific knowledge needs to be acquired, employees can order specific training through the HR training department.

At AUTOCONT, besides mandatory training like GDPR, Compliance, Information Security supplemented by Decree 50 and Working at Heights training for technical staff, all AUTOCONT newcomers undergo "FAST START" training to get acquainted with the history, present and future of AUTOCONT. Employees can take advantage of individual or group language lessons, in the form of online or face-to-face training. In terms of hard skills, employees are provided with top-quality training including the necessary certifications complemented by soft-skills training sessions, not just at the management level, that are provided by external companies and tailored to AUTOCONT's needs. Finally, the employees are encouraged to take advantage of the AUTOCONT Training Centre.

At Stratiteq, all employees have their own personal competence budget to use on whatever they like to become more skilled. Every employee takes part in the Stratiteq Leadership Academy which gives employees the tools to lead themselves, others, as well as being led. This long-term initiative is based on Stratiteq's own leadership principles with a deep connection to the company's vision, mission values and strategy. Kapish is an internal conference held in TED-talk format where employees have a chance to share competences with each other. The employees also have the opportunity to join the client hackathons twice a year wherein by solving business cases, everyone has the opportunity to grow competence wise.

Health and work life balance

We believe that the health of our people is one of the 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 the 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 2020 was primarily known as the year of the COVID-19 pandemic, we put in our best effort to protect the health of our people by switching to remote working to the greatest possible extend and establishing strict hygienic rules in our premises.

At 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 occupation 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.

At Seavus, one out of twenty workers is trained to use a defibrillation device for urgent situations, and the employees are provided with private healthcare insurance paid for by the company in most of the locations.

2020 Statistics

No work-related illness was reported in 2020 at the ARICOMA corporate level, and one recordable work-related injury occurred in the form of an injured hand without serious consequences.

> *Recordable work-related injuries = 1*
>
> *Total hours worked = 5,465,092*
>
> *Recordable work-related injuries rate = 0.037 / 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.

Seavus' headquarters (Skopje, Macedonia) offers a completely equipped gym where employees can exercise or participate in recurring Pilates, Aerobic and Yoga classes with certified instructors. In 2020, the classes switched to online mode to also support employee's healthy lifestyle during the pandemic. Employees can also enjoy a game of table tennis in the headquarters' premises or book a fully equipped "Quiet Room" and "Massage Centre" to relax a bit. Furthermore, the employees can book the corporate bikes available in Seavus's offices when they choose not to use vehicles for daily duties outside the corporate premises. The availability of some of the benefits such as the gym, the "Massage Centre" and the corporate bikes depends on current COVID-19 restrictions and the company's preventative measures to ensure the protection of the employee's health and safety in the workplace.

Mental health

For ARICOMA, the mental health of our people is by no means less important than their physical health, especially when faced with the challenges brought on by the pandemic.

AUTOCONT provides employees with online health services where employees consult on their physical and mental health.

As a reaction to the COVID-19 pandemic, Seavus designed an internal "Wellbeing page" incorporating a variety of materials, audio, apps, brochures, and other materials, dedicated to topics such as stress anxiety, resilience, relationships, and other topics. In addition, Coaching sessions for employees are provided. Furthermore, there is a helpline available every day from 08 AM to 6 PM, with professional counsellors.

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 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 employeyes across continents - we had the furthest colleague from South East Africa.Our approach to this topic is to 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.

We have non-discrimination policies in place, supported by internal training on diversity topics.

In Seavus there have been clearly defined channels to anonymously raise complaints in case of any discrimination acts and processes how to manage them. We have not received any complaints on this subject in 2020.

> Quote: Kristina Smida (AUTOCONT): *"We received an application through our referral programme from a trans woman along with an explanation of her situation. She impressed us with her outstanding experience but also with her frankness. Not only did she pass the interview, but we see great potential in her for future promising collaboration that could be mutually enriching."*

Diversity has various benefits for businesses, such as increased employee engagement, retention, and profits. According to the McKinsey & Company report "Diversity wins - How inclusion matters" from 2020, the most gender-diverse companies are 48% more likely to outperform the least gender-diverse companies. In terms of support and encouragement of women within IT industry, Seavus is perceived as a great role model, putting long-term focus on gender-diversity, women inclusion within IT, career progression and raising awareness including issue of own [Seavus Women in IT Report](). According to Harvey Nash / KPMG CIO survey from 2020, only 11% of tech leaders were women, and only about one-fifth of IT team members were women. Beating the global trend, women represented 34% of employees* and 3 out of 5 C-level managers were women at Seavus in 2020.
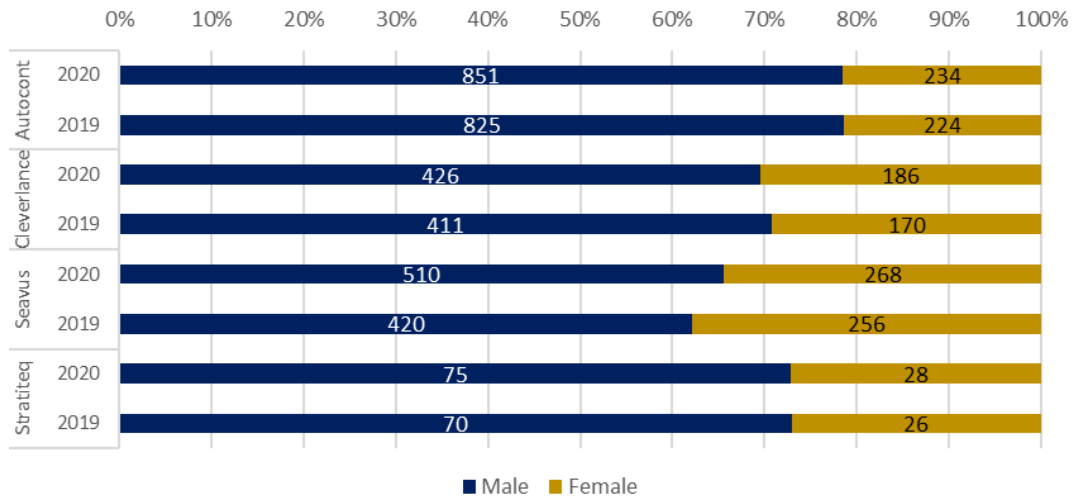
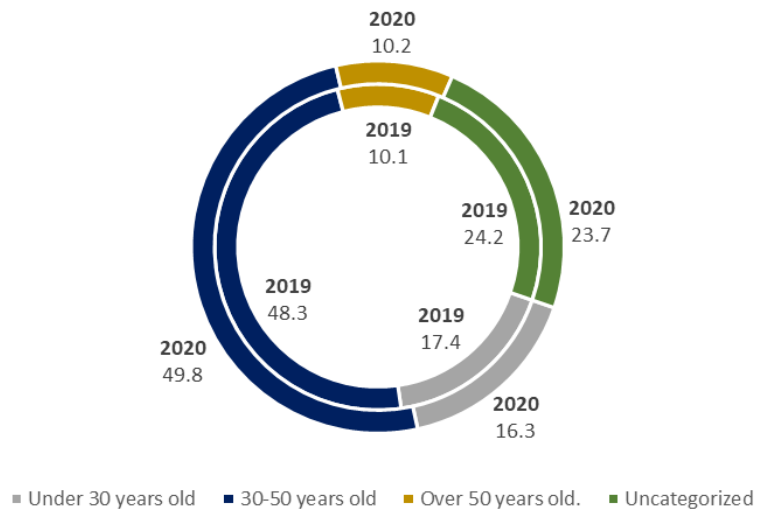*Note: Only core employees, external workers such as subcontractors, contractors and interns haven't been included.*

Employee diversity

Aricoma Group - Number of employees by gender

		Male	Female
Autocont	2020	851	234
	2019	825	224
Cleverlance	2020	426	186
	2019	411	170
Seavus	2020	510	268
	2019	420	256
Stratiteq	2020	75	28
	2019	70	26

■ Male ■ Female

Aricoma Group -% of employees by age group

2020 – 10.2
2019 – 10.1
2019 – 24.2
2020 – 23.7
2019 – 48.3
2020 – 49.8
2019 – 17.4
2020 – 16.3

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

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

Aricoma Group - % of employees by nationality

	Czech	Uncategorized	Macedonian	Serbian	Slovak	Swedish	Belarusian	Others
2020	35	24	19	8	7	4	2	1
2019	36	24	21	3	8	5	2	2

■ Czech ■ Uncategorized ■ Macedonian ■ Serbian ■ Slovak ■ Swedish ■ Belarusian ■ Others
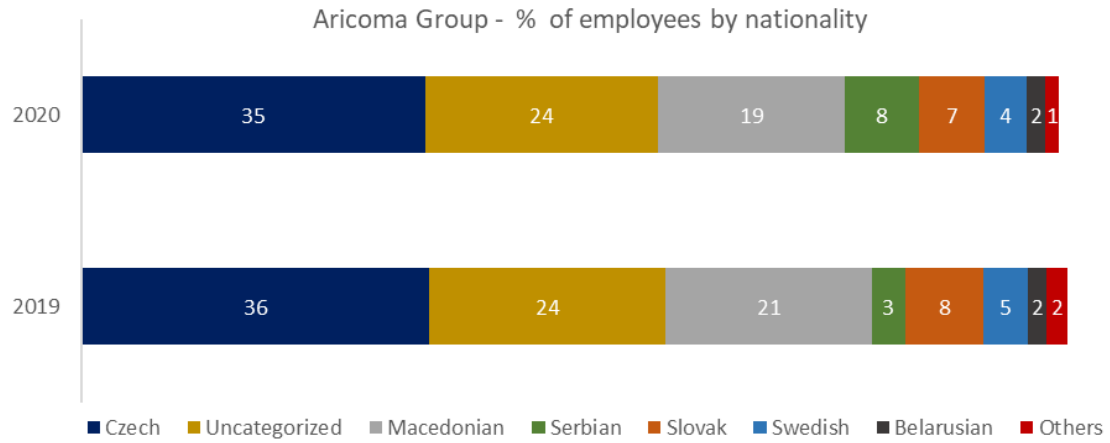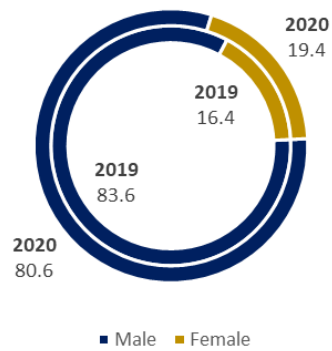
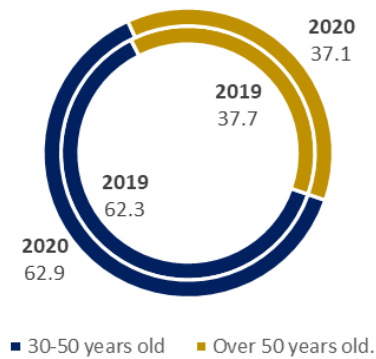*Note: Uncategorised category - created to cover data that is not available in required granularity*

Management diversity

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

2020 19.4
2019 16.4
2019 83.6
2020 80.6

■ Male ■ Female

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

2020 37.1
2019 37.7
2019 62.3
2020 62.9

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

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.

In 2020, the total value of monetary and in-kind contributions and donations was **EUR 370,000.**

Company giving

There is a long history of company donation initiatives at Cleverlance. Since 2010, Cleverlance has been supporting Foundation Archa Chantal focusing on supporting specialised hospital departments by purchasing calendars (approx. EUR 1,700) each year and distributing them to our clients.

Running with Teribearem 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 makes approx. EUR 1,700 each year.

Every year before Christmas, Cleverlance buys products made by handicapped people from the Portus Praha foundation sheltered workshop and gifts them to our clients.

Our long-term collaboration of KOMIX and Jedličkův ústav foundation also continued in 2020 through a donation for transporting handicapped children in amount almost 800 EUR. KOMIX also donated EUR 400 to Karel Boromějský shelter that provides health and social care for elderly people. As an annual tradition, KOMIX delivers St. Nicolaus gifts to children's homes and shelters in Prague-Smíchov. As part of COVID-19 response donations, KOMIX donated 200 sewn masks to U Apolináře maternity hospital and supported non-profit organisation People in Need by donating 7 laptops and 6 screens for online educational activities.

Since 2000, AUTOCONT is the main partner of the National Theatre in Prague. The support was even more important during the COVID-19 pandemic when the theatre was closed. The annual amount of support is more than EUR 76,000. A small portion of the donation was in the form of ticket purchases enjoyed by AUTOCONT employees and their guests. AUTOCONT also supported other various organisations in 2020 for example the support donation approx. EUR 4,400 to Hradec Kralove university, donation approx. EUR 1,500 to city Karlovy Vary foundation and donation EUR 600 to organisation V růžovém sadu to support workshop for the mentally handicapped. In Slovakia, AUTOCONT donated almost EUR 5,000 to Úsměv children shelter, as well as donation of EUR 2,800 to each of following subjects: organisation supporting children with cancer, organisation supporting children from Bytča shelter and organisation supporting handicapped girl Adélka.

Example of products with social impact

Stratiteq helps to coordinate the development of an app called DiabetesNinja that was designed for children with type 1 Diabetes by simplifying the tracking of blood sugar levels and helping with to calculate the carbohydrates. This app is an invaluable tool for relatives, teachers, and other people close to the children.

Society education support

Clever Academy

For more than 5 years, Cleverlance has been organising intensive weekly courses, designed for talented candidates without previous experience or education in IT where, at the end, the successful participants are offered a job at Cleverlance. The Testing Academy is undoubtedly the most popular programme that has become a participants' gateway to the IT world, enabling them after 1-2 years to find well-paid employment in the job market, pursue a career in software testing, or successfully move into other roles (analysis, programming, project management). Approximately 120 participants go through the academy each year, and throughout its existence, Cleverlance has enabled more than 200 successful participants to start their IT careers. The academies represent a cost of approximately EUR 38,000 per year. Cleverlance also supports the Czech non-profit organisation called Czechitas that aims to upskill society in IT by empowering Czechitas' students to join Cleverlance academies.

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 of 8-15.
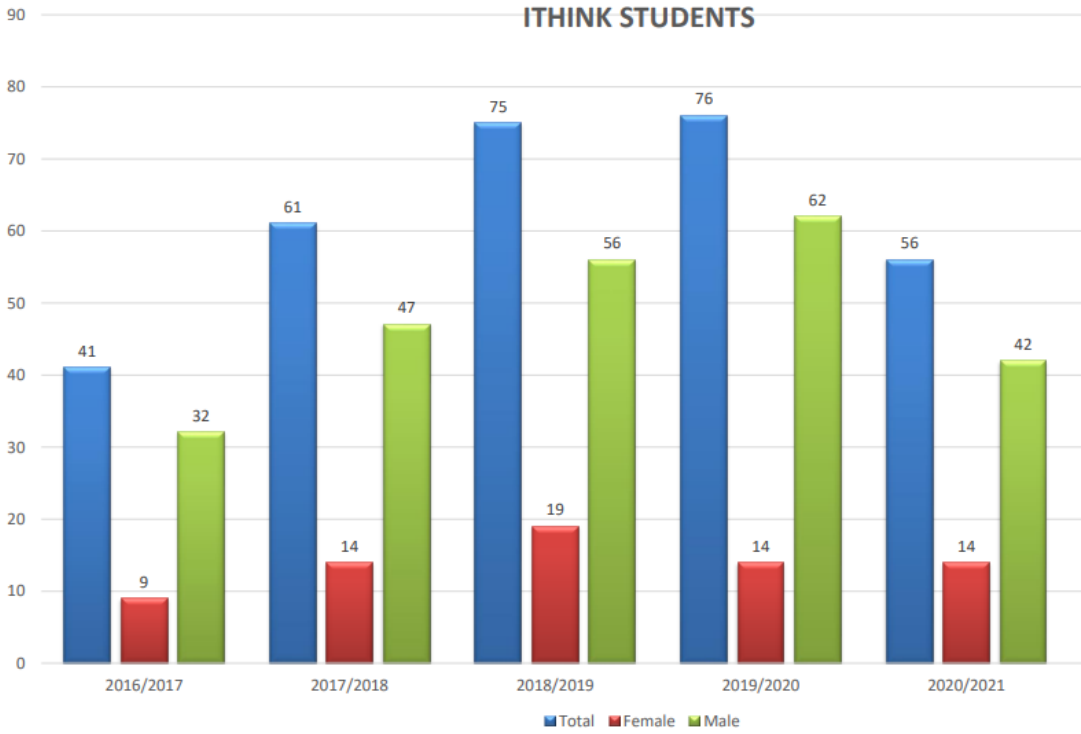
AUTOCONT Training Centre

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, Kids day, Open Day, Zoo events, etc.

ITHINK STUDENTS

Year	Total	Female	Male
2016/2017	41	9	32
2017/2018	61	14	47
2018/2019	75	19	56
2019/2020	76	14	62
2020/2021	56	14	42

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 conducted predominantly in the form of PR promotion as part of other Cleverlance content.

4. Governance

Our corporate governance is based on implementing best practices to meet our obligations towards our shareholders and stakeholders, with a focus on compliance, transparency, integrity and maintaining a high level of business ethics.

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 Matuštík). Executive committee members are appointed by the KKCG AG shareholder. The tenure of the committee members has been effective since 1st November 2021 when ARICOMA Group was regrouped into Aricoma Systems and Aricoma Digital.

All Committee members are male with 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

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

Governance structure as of 31 December 2021
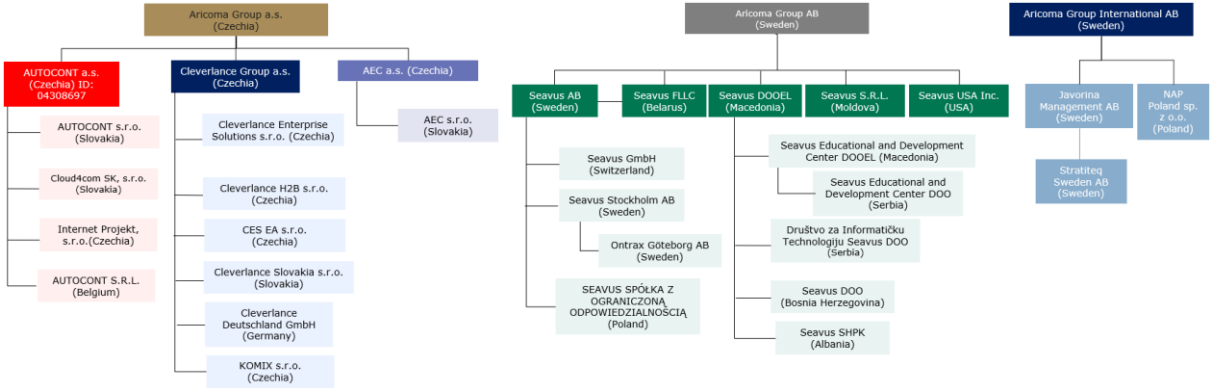
Remuneration and compensation

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 to identify and manage our impact on the economy, environment and people, is driven by the Executive Committee supported by a multidisciplinary team of SMEs representing all ESG-related functions across the whole group. The Committee and SMEs are being provided with the relevant information from external and internal resources in order to possess sufficient collective knowledge, skills, and experience needed to manage the ESG agenda and due diligence adequately.

In terms of sustainability reporting, our Committee is responsible for reviewing and approving the reported information, including the organisation's ESG material topics. The first step of the process is 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.

Anti-corruption and general compliance

ARICOMA Group has an established compliance programme to ensure that ARICOMA Group complies with all applicable laws and its own ethical standards. ARICOMA has a set of policies in place to address bribery, anti-money laundering, fair competition, and other compliance topics. These policies are codified in internal guidelines and each company has a person dedicated for compliance. Employees are regularly educated via compliance training sessions, and each new joiner is required to undergo compliance training as well. These compliance training sessions are held regularly to reflect on proper addressing of identified issues.

There is a possibility for each employee/contractor to report compliance issues either over the telephone or by email. Consequently, these compliance issues are evaluated, and the process is concluded by the annual compliance report.

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.

When it comes to external stakeholders, the grievance mechanism is supported by providing the public with contact information to the companies on their websites. In case of a submitted grievance, the respective case would be properly addressed and communicated with particular stakeholder to remediate the negative impacts of our operations. No external grievances have been reported in 2020.

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.

Mergers and acquisitions

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. 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 2020, the group-wide policies were either fully implemented in all locations or in the process of their full implementation.

Collective bargaining agreements

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

Despite there being no official agreements in most of the locations, the freedom of association is not limited by any means and transparent communication channels between employees and company are in place. Our employees are encouraged to ask any

potential questions as well as express their concerns, comments or suggestions for improvements.

At Seavus, the middle management organises a regular working groups on different corporate and/or strategic topics that can, in case of need, potentially result in subsequent meetings with the top management or corporate departments in order to discuss, negotiate and elaborate the employees' needs and concerns.

At Stratiteq, a representative has been appointed to serve as a point of contact for employee concerns related to work environmental subjects.

Membership associations

ARICOMA group companies are members of respected professional organisations in their countries. For example, in the Czech Republic, AUTOCONT is 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 certification such as ISO 9001, ISO 20000, ISO 27001, ISO 14001, TISAX and others.

Customer privacy (GDPR), Data security and management

With the increasing digitalisation of all sectors of our society, the protection of personal data is becoming a crucial part of the human rights agenda. Therefore, as part of delivering of our products and services, we strive to protect the data privacy of our clients and individuals and comply with relevant local requirements when processing personal data.

We have not experienced any personal data incidents and have not received any substantiated complaints concerning personal data from external parties or regulatory bodies in 2020.

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 2020.

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.

Responsible purchasing

We recognise our suppliers as essential partners in creating successful services and product offers for our customers and therefore 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
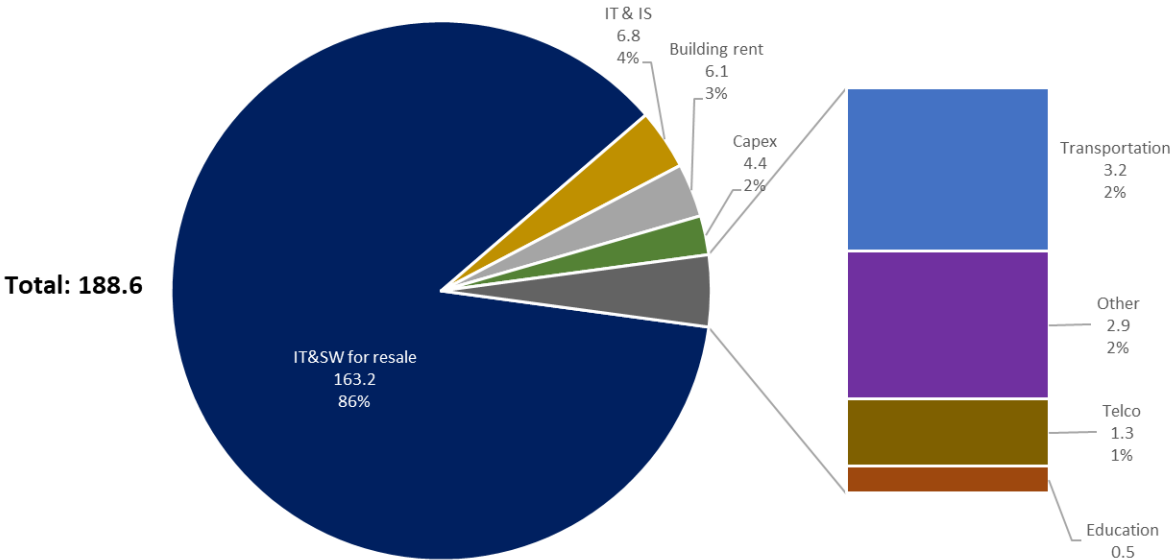
in a sustainable manner and bring value to our customers when delivering our downstream products and solutions such as IT and SW infrastructure, IT solutions, digitalisation and data and cloud solutions.

ARICOMA Value chain

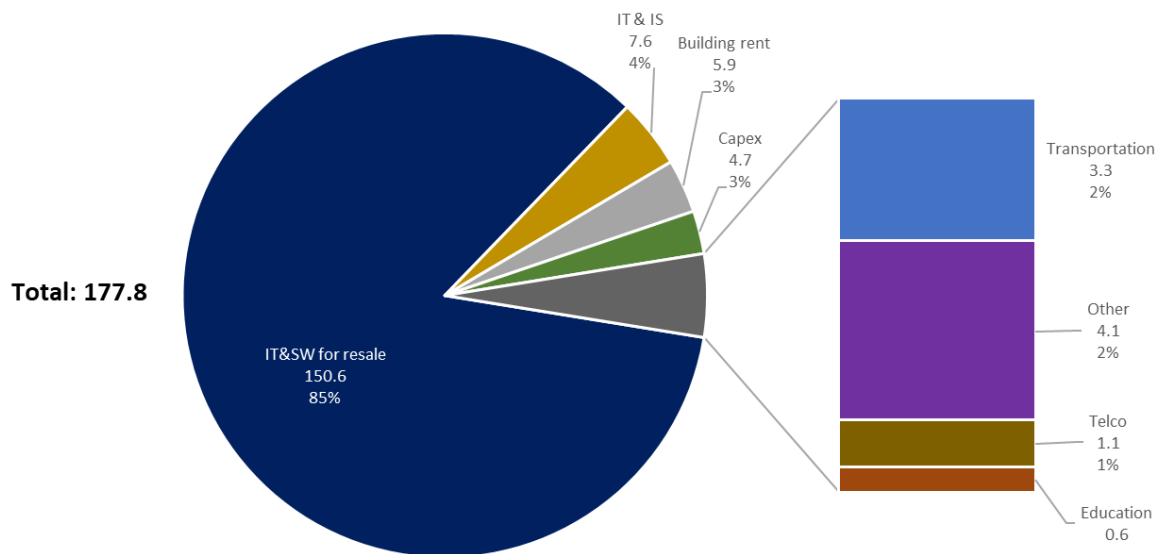Resources   ARICOMA Group   Customers
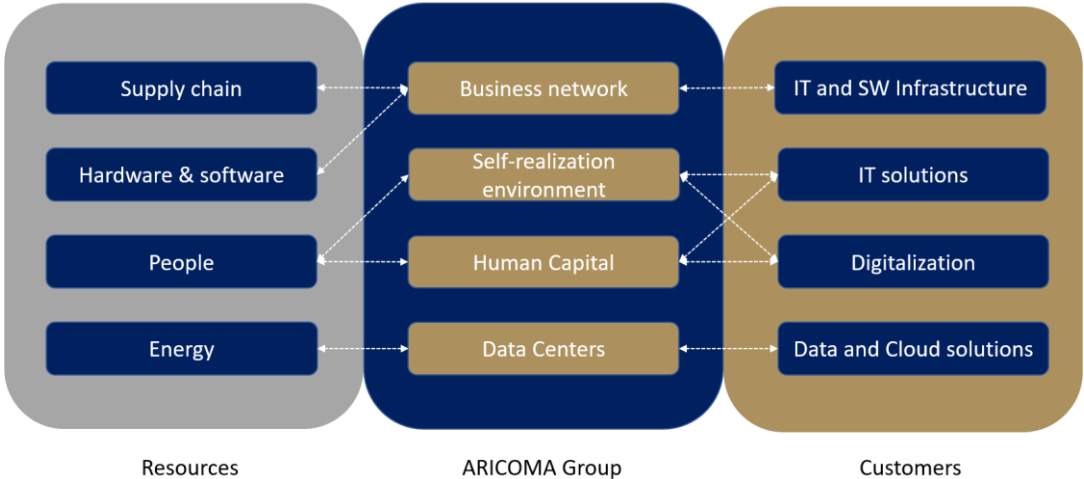
In 2020, we spent almost €190 million in purchases from our suppliers worldwide. Purchased items have been grouped into 5 main categories – Building rent, Transportation, IT&IS, Telco, Education, IT & Software for resell.

Aricoma Group - Monetary value of payments made to suppliers by supplier category in 2020 [mil. EUR]

Total: 188.6

IT&SW for resale
163.2
86%

IT & IS
6.8
4%

Building rent
6.1
3%

Capex
4.4
2%

Transportation
3.2
2%

Other
2.9
2%

Telco
1.3
1%

Education
0.5

Aricoma Group - Monetary value of payments made to suppliers by supplier category in 2019 [mil. EUR]

IT & IS
7.6
4%

Building rent
5.9
3%

Capex
4.7
3%

Transportation
3.3
2%

Other
4.1
2%

Total: 177.8

IT&SW for resale
150.6
85%

Telco
1.1
1%

Education
0.6

Note - Categories explanation:

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

Supplier selection and evaluation

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

At AUTOCONT, approximately 80% of the suppliers have an ESG programme in place and the evolving trend is being tracked over the time. AUTOCONT maintains the targets and their fulfilment from its major manufacturers such as DELL, HPE, HPI, Microsoft, Lenovo, Cisco. Suppliers are selected based on Gartner Magic Quadrant technology grants, own IT sector research and customer requirements. Purchasing is managed in two ways – directly from the manufacturer and in-directly through an approved distribution channel. Approved suppliers are then evaluated twice per year based on defined criteria.

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 high level of security measures, but also to ensure a low impact on the environment (*e.g.,* Microsoft).

At Seavus, the well-structured and effective procurement process is achieved through compliance with established internal processes such as Procurement procedure document and others. 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.

According to Stratiteq's Environmental policy, requisitions from suppliers that offer eco-labelled and, if possible, locally produced products are encouraged and the purchasing personnel is obligated to strive for choice of the most environmentally friendly alternative at every opportunity. The relevant directives such as RoHS and WEEE are followed during purchasing process. There is also a Supplier environmental policy in place, which considers responsible IT equipment disposal, as IT equipment is rented from a third party in Stratiteq.

Innovations
The services of ARICOMA Group are designed to leverage the entire enterprise IT portfolio. Where it is effective to do so, we combine the solutions of our individual group companies to design, execute, and operate individual and complex solutions custom built for our customers. Our main workstreams are

- ICT Infrastructure and Cloud
- Implementation of information systems
- Application/software development
- ICT security
- Outsourcing of complex IT infrastructure

Innovative solutions with ESG impact
Our innovation universe is actively working on the environmental and social aspects of our products. If there is a meaningful way to bring positive impact in the environmental or social area, we are exploring them. In relation to environmental protection, we've just begun our journey. In the human resources area, we are further down the road, but we will always be striving for more.

Innovation for energy efficiency

In the future, we aim to put a strategic focus on developing high-quality software with less energy and hardware demand, when our products come into deployment in the customer environment. We are convinced that when speaking about reducing carbon footprint in the IT sector, the life cycle of the software is a crucial aspect, as large part of it comes from the energy consumed throughout the years, our customers have our software solutions in use. The first step on this path is going to be organising campaigns and initiatives to raise our people's awareness of this topic and motivate them to design new software in an energy efficient way.

Human mind as a resource

In ARICOMA, we believe that the human brain should be considered as a unique and unlimited resource of innovation. Our goal is to provide our people with adequate care and service (see [HR section of the report](#)) to maximise their innovative potential as well as to encourage them to seize any opportunity for innovation.

We also established various innovation teams within our companies to provide our people with innovation-incubator platforms for ideas and knowledge sharing. For example, at Stratiteq, we recently started our latest internal project, the Innovation Team. This is a flexible team where consultants get temporary placed when they are in between projects or have some spare time along running projects. In the innovation team, we keep a backlog with multiple minor projects and applications. The cornerstone of all projects that get added to the backlog is that they should have an innovative sprit to them. This could be utilising new technologies or applying existing tech in a new way of thinking. We mainly take on projects that either are for internal purposes or that could be used as Proof of Concepts during our sales processes with existing and new customers, or pro bono projects that support our target to do good in the world.

Digitalisation for inclusiveness

Our aim is to provide society with user-friendly software that, assuming they possess the needed hardware and internet connection, brings inclusivity to people that might otherwise experience obstacles or hardship due to the nature of their disability, for example, going to the bank can be done via computer screen. If digitalisation is the way to enjoy more variety in life and make it easier for people with certain incapacities, happiness is on our side as digitalisation options provided are expanded.

Examples of innovative solutions delivered to our clients

Smart Wallet

Digitalisation of the banking sector is Seavus' long-term focus. As part of that, Seavus Smart Wallet has been developed. This tool is more than a mobile wallet app – it enables payments, money transfers, payments with QR codes, full budget visibility and management of the same, and provides various spending analytics and account aggregation analytics. The smart "One to rule all" wallet aggregates all the user bank accounts in one place thus enabling full control and overview to the end user, and easy management of its personal finances and spending behaviour that results in the increased financial literacy of the user.

Electronic sick leave application

As part of digital transformation of the public sector, KOMIX has participated on development of the electronic sick leave application. The role of KOMIX was to ensure complete processing of the received electronic sick notes and related documents and to make the work of users/clerks as easy as possible when working with Sickness benefits. The calculation of benefits is an integral part of the processing. Our solution provided a transition from the existing manual entry of incoming paper documents to the receiving

of electronic documents saving approximately more than 8 million[6] paper documents per year related to sick leave. The e-Sick leave project earned praise from the Committee on Social Policy of the Chamber of Deputies of the Czech Republic and has also won the prestigious IT Project of the Year 2020 award.

Virtual reality for training purposes

In terms of the digitalisation of companies and society as well as products with social impact, Cleverlance offers training programmes utilising virtual reality.

The first category of solutions is the client's internal training sessions when virtual reality has been used for newcomers at banks who can practice handling with cash or for mechanics who can learn complicated service tasks with it. Virtual reality has also been proven to be handy for health and safety trainings in manufacturing companies when workers experience first-hand the consequences of non-compliance with safety rules or get hands on experience driving forklifts.

Training sessions for schools are perceived as another very important category of VR solutions. This technology has been helping elementary school children to understand principles of financial literacy by learning how to pay with their card and withdrawal from an ATM in VR while sitting at their school desk. It has been proven that this interactive way of training is much more effective for children than conventional lessons.

Enterprise application suite Active

AUTOCONT developed ACtive Reception and ACtive Workflow solutions to help their client to digitise and streamline the organisation's processes, for example, for approving orders, contracts or invoices as well as handling the distribution of incoming mail and the operation of company reception desks. Additionally, the ACtive CRM application enables clients to have sales activities under control, salespeople's time effectively spent on the right opportunities, execution of plans under scrutiny, clear lead tracking and lead mining while covering necessary GDPR processes at the same time.

Efficient identity management

Verifia is an identity and access management platform developed by CES EA that combines the functionalities of the Identity Management System, Access Management System and Privileged Identity and Access Management System and, thanks to that, provides clients with one identity space to manage internal users, external staff, as well as privileged accounts.

AEC Innovation laboratory

The long-term strategy of AEC is to bring innovations and new ideas to cybersecurity into central Europe. In cooperation with universities, AEC has authored several successful start-ups, which were subsequently sold to multinational investors. We have established an innovation laboratory in which we test new security technologies, create methodologies for measuring their effectivity and suitability, monitor threats and create a security knowledge base.

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[6] *The estimated number of paper documents saved is based on the number of documents initiating and closing sick leave in 2020.*

AEC cybersecurity products and services:
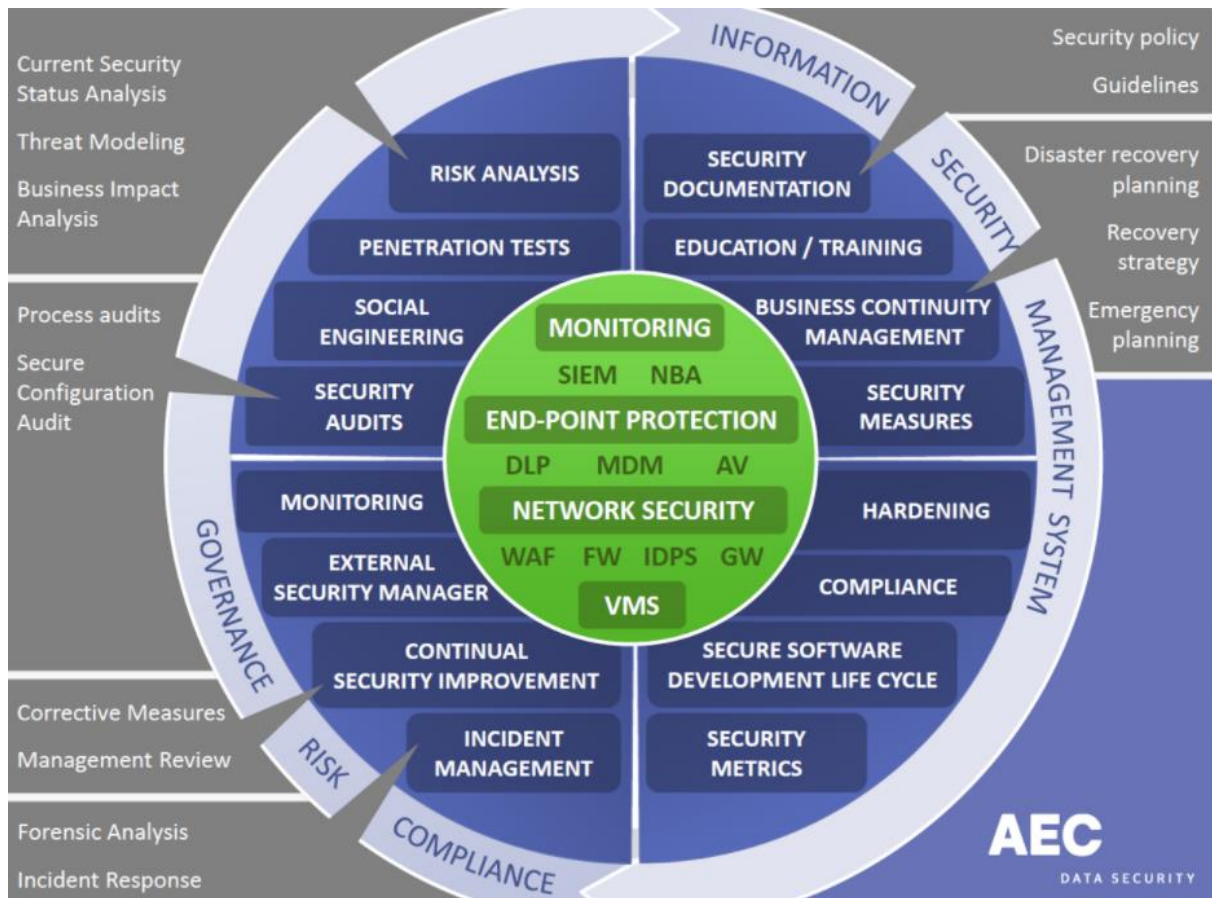
Securing of ATMs

In 2020, many financial institutions operating Diebold Nixdorf ATMs were facing new types of attacks. AEC brought in a new innovative product for ATM testing that showed outdated devices were unable to withstand this attack. Attacks on cashpoints, which are also widely used by banks in the Czech Republic and Slovakia, have recently been reported in many European countries.

Cyber Security Surveillance Service

Advanced Security Surveillance using AC SOC was developed by AUTOCONT, providing organisations with leased services of an external cyber security team on a monthly payment basis, as well as the software and hardware required to operate the surveillance system. This product has become a finalist in the Czech IT product of the year competition in 2019.

Innovation in pandemic times

Stratiteq has developed a new technical solution for one of the largest administrative regions in Sweden. The QlikView application manages daily updates of the vaccination process. It enables staff to measure performed vaccinations toward an established time frame, and different risk- and priority groups. It visualises the number of vaccinations per age group, gender and geography. It also has an area to display the number of delivered vaccines.

To help the Swedish public transport company to manage challenges brought on by the pandemic, Stratiteq has also developed a solution for predicting occupancy that ensures safety conditions to travellers but also increases efficiency and reduces cost for the transport company.

Industry recognitions

AUTOCONT received two awards from Dell Technologies in June 2020. The first one, called „Net New Business Partner of the Year", was awarded for realising the most new business contracts not only in terms of total volume, but also in terms of the number of new customers. Another award called "Workforce Transformation Partner of the Year" was awarded for the largest sales volume in Dell's client systems. For the results for 2020, AUTOCONT received three major awards from other global technology leaders, Hewlett Packard Enterprise and HP Inc.

AUTOCONT was also named the winner of the 17th year of the Czech IT project of the year competition in 2020 for its implementation of the project "Security of hospital information systems" for the psychiatric hospital in Opava. Moreover, as part of the project, an application and desktop virtualisation infrastructure was delivered based on Citrix Virtual Apps & Desktops, IGEL Thin Client and Imprivata OneSign technologies. The project also received "The most innovative project" award from the Arrow ECS and Citrix team.

A letter of thanks from the Ministry of Health of the Czech Republic has been delivered to cyber security experts from AEC who helped restore computer systems paralysed by phishing and security attacks in Brno and Kosmonosy medical facilities.

Report Summary

2020 ESG report is the first issue of ARICOMA Group group-wide sustainability report.

The information cited in the GRI Content Index have been reported with reference to the GRI Standards. The disclosures are based on the early adopted Revised Universal standards (2021) since 2020 ESG report is the first-time issue of sustainability report.

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

The 2020 ESG Report contains disclosures that present the economic, social and environmental impacts connected with ARICOMA Group business activities.

We aim to build on this first ESG report issue of ARICOMA Group and continue to further improve internal processes, awareness, and comprehensiveness of non-financial reporting.

No restatements were made as this is the first report.

This report was reviewed by ARICOMA Executive Committee.

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

Independent practitioner's limited assurance report is an integral part of the 2020 ESG report.

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

GHG Report should be read along with the GHG results published in ESG Report 2020.

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

For further details regarding this report, please refer to 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 2020 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		X	First 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](#)				
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](#)				Independence criteria not relevant
GRI 2: General Disclosures 2021	**2-12**	Role of the highest governance body in overseeing the manageme	[ESG Governance](#)				

		nt of impacts					
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			X	Not applicable	Not required due to private ownership
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Anti-corruption and general compliance				
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	ESG Governance				
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	Remuneration and compensation				
GRI 2: General Disclosures 2021	2-19	Remuneration policies	Remuneration and compensation				
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Remuneration and compensation				No independent committee in place, determined by shareholders
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio			X	Confidentiality constraints	Information is not availabl

							e to public
GRI 2: General Disclosures 2021	**2-22**	Statement on sustainable development strategy	[Message from Chairman of Executive Committee](#)				
GRI 2: General Disclosures 2021	**2-23**	Policy commitments	[Anti-corruption and general compliance](#)				
GRI 2: General Disclosures 2021	**2-24**	Embedding policy commitments	[Anti-corruption and general compliance](#) [Mergers and acquisitions](#)				
GRI 2: General Disclosures 2021	**2-25**	Processes to remediate negative impacts	[Anti-corruption and general compliance](#) [Mergers and acquisitions](#)				
GRI 2: General Disclosures 2021	**2-26**	Mechanisms for seeking advice and raising concerns	[Anti-corruption and general compliance](#) [Collective bargaining agreements](#)				
GRI 2: General Disclosures 2021	**2-27**	Compliance with laws and regulations	[Anti-corruption and general compliance](#)			No non-compliance	
GRI 2: General Disclosures 2021	**2-28**	Membership associations	[Membership associations](#)				

GRI 2: General Disclosures 2021	**2-29**	Approach to stakeholder engagement	Stakeholders				
GRI 2: General Disclosures 2021	**2-30**	Collective bargaining agreements	Collective bargaining agreements	19.6% employees covered by collective bargaining agreements (Seavus AB and Seavus DOOEL)			
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 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	Anti-corruption and general compliance	Approach described without quantitative indicators			

GRI 205: Anti-corruption (2016)	**205-3**	Confirmed incidents of corruption and actions taken	[Anti-corruption and general compliance](#)	No incidents			
GRI 206: Anti-competitive Behavior (2016)	**206-1**	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	[Anti-corruption and general 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			
GRI 302: Energy (2016)	**302-3**	Energy intensity	[Energy and fuel](#)				
GRI 303: Water and Effluents (2018)	**303-1**	Interactions with water as a shared resource	[Water](#)				
GRI 303: Water and Effluents (2018)	**303-2**	Management of water discharge-related impacts	[Water](#)				
GRI 303: Water and Effluents (2018)	**303-3**	Water withdrawal	[Water](#)				
GRI 305: Emissions (2016)	**305-1**	Direct (Scope 1) GHG emissions	[Carbon footprint and emissions](#)				
GRI 305: Emissions (2016)	**305-2**	Energy indirect (Scope 2) GHG emissions	[Carbon footprint and emissions](#)				
GRI 305: Emissions (2016)	**305-3**	Other indirect (Scope 3) GHG emissions	[Carbon footprint and emissions](#)				

GRI 305: Emissions (2016)	**305-4**	GHG emissions intensity	[Carbon footprint and emissions](#)				
GRI 306: Waste (2020)	**306-1**	Waste generation and significant waste-related impacts	[Waste](#)				
GRI 306: Waste (2020)	**306-2**	Management of significant waste-related impacts	[Waste](#)				
GRI 306: Waste (2020)	**306-3**	Waste generated	[Waste](#)				
Social							
GRI 401: Employment (2016)	**401-1**	New employee hires and employee turnover [This Standard includes a Standard Interpretation on how to calculate the rates of 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)	**403-6**	Promotion of worker health	[Health and work life balance](#)				
GRI 403: Occupational Health and Safety (2018)	**403-9**	Work-related injuries	[Health and work life balance](#)				
GRI 403: Occupational Health and Safety (2018)	**403-10**	Work-related ill health	[Health and work life balance](#)				
GRI 404: Training and Education (2016)	**404-1**	Average hours of training per year per employee	[Education & training](#)				
GRI 404: Training and Education (2016)	**404-3**	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	[Charities and Non-profit](#)			Information incomplete	We disclose initiatives and programs, no formal

		development programs				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			

pwc

Service Practitioner's Assurance report

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

To the management of Aricoma Group a.s., 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 (hereinafter "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 31.12.2020 (hereinafter "reporting period") on pages 5 to 16.

ARICOMA Group's Responsibility for the GHG Statement

The managements of each entities comprising the ARICOMA Group are 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.

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 CO_2 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 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 managements of each entity comprising the ARICOMA Group to assist the ARICOMA Group's managements 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.

1 August 2022

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.

pwc

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, 2020	Methodology and Assumptions	Criteria
Scope 1 GHG emissions	Direct Scope 1 GHG emissions	1,417.82 tCO2e	Selected approach for calculating GHG emissions is through the application of documented emission factors (activity data*emission factor) Emission activities included into the calculation: • Vehicles combustion • Stationary combustion • Fugitive emissions	GHG Protocol
Scope 2 GHG emissions	Indirect Scope 2 GHG emissions	2,551.09 tCO2e	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: • Purchased electricity • Purchased heat	GHG Protocol
Scope 3 GHG emissions	Other indirect Scope 3 GHG emissions	92.27 tCO2e	Selected approach for calculating GHG emissions is through the application of documented emission factors (activity data*emission factor) Emission activities included into the calculation: • Waste management	GHG Protocol

Greenhouse Gas Emissions Inventory Report

ARICOMA Group

Contents

Introduction

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

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

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

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

Required information

Description of the company and inventory boundary

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 for 3 legal entities representing the Aricoma Group, specifically Aricoma Group a.s., Aricoma Group AB and Aricoma Group International AB. 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)
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 Stockholm AB (Sweden)
	Seavus FLLC (Belarus)
	Seavus DOOEL (Macedonia)
	Seavus Educational and Development Center DOOEL (Macedonia)
	Seavus DOO (Serbia)
	Seavus DOO (Bosnia Herzegovina)
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 centers, company cars or other significant source of emissions and they are therefore out of the scope of the calculation.

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 made by employees were not included due to lack of data and their low quality. Their impact on GHG emissions is expected to be material, however the reporting system in the organisation is not designed in a way which enables provision of this data within the whole group as of 2020. Process changes have been identified that will ensure data collection in future years. The calculation tool used by ARICOMAGroup is designed to enable the organisation to process and report on this data in future years.

Reporting period covered by this inventory

From 01.01.2019 to 31.12.2019
From 01.01.2020 to 31.12.2020

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 (tCO2e/number of employees)	2020 TOTAL (tCO$_2$e)	2020 Emission intensity (tCO2e/number of employees)
Scope 1	1,962.08	0.82	1,417.82	0.55
Scope 2*	3,011.52	1.25	2 551.09	0.99
Scope 3	50.97	0.02	92.27	0.04
Total emissions	5,024.57	2.09	4 061.18	1.58

* 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.

Purchased energy, specifically purchased electricity, was the main source of emissions during both years and represented around 42% of the total GHG emissions. In terms of individual GHG emissions, CO2 accounted for the majority, but HFCs accounted for about 23% on average for both years. The high share of HFCs is due to the use in cooling systems in data centres operated by the company. The share of other GHGs was not material. 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 (tCO₂e)	Emission intensity (tCO2e/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 consist of 1% of the Scope 1 emissions.

Consumption of fuels per fuel type in litres	2019	2020
Diesel	382,613	238,012
LPG	963	487
Petrol	278,533	183,925
Plug-in Hybrid Electric Vehicles (PHEVs) - petrol	130	215
Unknown	8,072	16,946
Total consumption	670,311	439,585
Total tCO2e	1,632.05	1,048.78

Stationary combustion:

Natural gas consumption for Cleverlance Enterprise Solutions s.r.o. and Cleverlance H2B s.r.o. data comes from invoices. Data for CES EA s.r.o. and AEC a.s. is estimated on the basis of group average.

Data on diesel consumption comes from invoices and there was no need for estimation.

The estimated data consist of 0,5% of the Scope 1 emissions.

Consumption of fuels per fuel type in GJ	2019	2020
Diesel	63	26
Natural Gas	307	246
Total	370	272
Total tCO2e	19.96	14.30

Fugitive emissions:

Fugitive emissions of ARICOMA are connected with the cooling systems used in the data centres. The data comes from the technical report from the company responsible for the maintenance of the cooling system. Leakages of cooling agents for Seavus were estimated based on the worst-case scenario provided by the device operator.

The estimated data consist of 20% of the Scope 1 emissions.

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

Purchased energy:

Electricity – Majority of the electricity consumption data comes from invoices. In case of Internet Projekt, s.r.o., and selected data for AUTOCONT a.s. (data for former companies Cloud4com, a.s. and DataSpring s.r.o. – merged with AUTOCONT a.s. in 2021) . are the consumption data estimated using the company average per employee. For CES EA s.r.o., AEC a.s. and Seavus AB was a share of the office building estimated using the company average per square meter of the office space. Electricity consumption by electric vehicles was estimated based on the average consumption per 100 km.

Heat - Majority of the purchased heat consumption data comes from invoices. In case of Internet Projekt, s.r.o. and selected data for AUTOCONT a.s. (data for former companies Cloud4com, a.s. and DataSpring s.r.o. – merged with AUTOCONT a.s. in 2021). are the consumption data estimated using the company average per employee. For CES EA s.r.o., AEC a.s. and Seavus AB was a share of the office building estimated using the company average per square meter of the office space. The whole purchased heat consumption for Stratiteq was estimated based on the office size.

The estimated data consist of 8% of the purchased energy consumption.

Energy consumption per type in kWh	2019	2020
Electricity consumption	4,425,455	4,036,403
Heat consumption	2,977,532	2,527,721
Total consumption	7,402,987	7,013,935
Total tCO2e (location based)	2,811.9	2,496.4
Total tCO2e (market based)	3,011.52	2,551.09

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

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 48% of the waste production.

Produced waste by type in tonnes	2019	2020
Batteries	0.39	1.07
Food waste	0.35	0.35
Glass	2.03	1.08
Municipal waste	164.57	141.06
Paper waste	32.67	26.33
Plastic waste	12.99	10.76
Technical waste	39.34	53.45
Total production	**252.81**	**234.09**
Total tCO2e	**50.97**	**92.27**

Emission intensity

The number of employees was used for emissions intensity.

Emission intensity (tCO2e/number of employees)	2019	2020
Scope 1	0.82	0.55
Scope 2*	1.25	0.99
Scope 3	0.02	0.04
Total emission intensity	**2.09**	**1.58**

* For scope 2 emissions calculation was used the market-based method. More detailed overview of the scope 2 emissions including 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 (2020 and 2019)
Vehicle's combustion	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2020 and 2019)
Electric vehicles	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2020 and 2019)
Purchased electricity	Location based: EIB Project Carbon Footprint Methodologies Market based: European Residual Mixes (AIB 2019, 2020)
Purchased heat	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2020 and 2019)
Waste management	DEFRA - UK Government GHG Conversion Factors for Company Reporting (2020 and 2019)

Optional information

Detailed breakdown of the carbon footprint

Emissions of tCO2e by source	2019	2020
Scope 1		
Fugitive emissions	310.06	354.74
Stationary combustion	19.96	14.30
Vehicles combustion	1,632.05	1,048.78
Scope 1 Total	**1,962.08**	**1,417.82**
Scope 2		
Electric vehicles	0.00	0.01
Purchased electricity	2,525.15	2,151.89
Purchased heat	486.37	399.20
Scope 2 Total	**3,011.52**	**2,551.09**
Scope 3		
Waste management	50.97	92.27
Scope 3 Total	**50.97**	**92.27**
Grand Total	**5,024.57**	**4,061.18**

Share of emissions of tCO2e by source	2019	2020
Scope 1		
Fugitive emissions	7.63%	8.73%
Stationary combustion	0.40%	0.35%
Vehicles combustion	32.48%	25.82%
Total Scope 1	**39.05%**	**34.91%**
Scope 2		
Electric vehicles	0.00%	0.00%
Purchased electricity	50.26%	52.99%
Purchased heat	9.68%	9.83%
Total Scope 2	**59.94%**	**62.82%**
Scope 3		
Waste management	1.02%	2.27%
Total Scope 3	**1.02%**	**2.27%**
Grand Total	**100.00%**	**100.00%**

Attachment – carbon footprint overview for each Group

Group	Data type	Unit	2019	2020
AUTOCONT	Carbon footprint	tCO2e	3,172.50	2,480.01
	Emission intensity	tCO2e/employee	3.02	2.29
Cleverlance	Carbon footprint	tCO2e	650.83	558.46
	Emission intensity	tCO2e/employee	1.12	0.91
Seavus	Carbon footprint	tCO2e	1,198.99	1,020.66
	Emission intensity	tCO2e/employee	1.77	1.31
Stratiteq	Carbon footprint	tCO2e	2.24	2.06
	Emission intensity	tCO2e/employee	0.02	0.02
Grand Total	Carbon footprint	tCO2e	5,024.57	4,061.18
	Emission intensity	tCO2e/employee	2.09	1.58

Share of emissions of tCO2e by group	2019	2020
AUTOCONT	63.14%	61.07%
Cleverlance	12.95%	13.75%
Seavus	23.86%	25.13%
Stratiteq	0.04%	0.05%
Grand Total	100.00%	100.00%

Emissions of CO2e in tonnes	2019	2020
AUTOCONT		
Scope 1		
Fugitive emissions	0.0	44.7
Stationary combustion	4.3	1.7
Vehicles combustion	1,310.2	818.6
Total Scope 1	1,314.5	865.0
Scope 2		
Purchased electricity	1,471.4	1,306.0
Purchased heat	351.6	264.3
Total Scope 2	1,823.0	1,570.3
Scope 3		
Waste management	35.0	44.7
Total Scope 3	35.0	44.7

Cleverlance		
Scope 1		
Stationary combustion	15.7	12.6
Vehicles combustion	299.1	222.0
Total Scope 1	**314.8**	**234.6**
Scope 2		
Purchased electricity	206.6	194.3
Purchased heat	125.9	126.0
Total Scope 2	**332.6**	**320.3**
Scope 3		
Waste management	3.5	3.6
Total Scope 3	**3.5**	**3.6**
Seavus		
Scope 1		
Fugitive emissions	310.1	310.1
Vehicles combustion	21.0	7.3
Total Scope 1	**331.0**	**317.4**
Scope 2		
Purchased electricity	847.1	651.6
Purchased heat	8.8	8.8
Total Scope 2	**855.9**	**660.5**
Scope 3		
Waste management	12.0	42.8
Total Scope 3	**12.0**	**42.8**
Stratiteg		
Scope 1		
Vehicles combustion	1.8	0.8
Total Scope 1	**1.8**	**0.8**
Scope 2		
Electric vehicles	0.0	0.0
Purchased electricity	0.0	0.0
Purchased heat	0.0	0.0
Total Scope 2	**0.0**	**0.0**
Scope 3		
Waste management	0.4	1.2
Total Scope 3	**0.4**	**1.2**
Grand Total	**5,024.6**	**4,061.2**