

Environmental Responsibility_

Operational Carbon Footprint 2024

We follow the path of social and environmental responsibility_



Social

Euvic is not just a technology company, but also a community of passionate people. Our team is involved in various initiatives aimed at supporting and developing local communities. We organize and participate in sports, educational, and cultural events. Charitable activities are very important to us – we regularly support various organizations and projects aimed at helping those in need..



Environmental

As a company committed to environmental sustainability, we constantly monitor and assess our impact on the planet. We implement practices to reduce our carbon and energy footprint. We strive to minimize waste, choose eco-friendly infrastructure and equipment solutions, and promote sustainable working practices. Our goal is not only to meet environmental standards but also to exceed them to contribute to a better environment.



Corporate Governance

At Euvic, we prioritize equal opportunities and transparent management. Every employee has equal opportunities for professional development and advancement, and our policies are clear and uniform for everyone. This policy fosters a healthy and motivating work environment, where everyone feels valued and has the opportunity to pursue their professional aspirations.

Pro-environmental activities__

As a company, we strive to improve the state of the environment by continuously evaluating our actions in terms of their impact on the surroundings. Our approach **is based on several key principles:**

- Increasing knowledge and awareness of environmental issues among all employees. Through training, we aim to ensure that every member of our team is aware of their environmental impact and knows the best practices for protecting the environment.
- Collaboration and responsibility in external relations – we influence and cooperate with other companies, suppliers, authorities, and organizations to jointly pursue sustainable development and reduce negative environmental impact.
- Viewing environmental improvement efforts as investments. We believe that investing in ecological solutions benefits not only our company but also the entire community and future generations.
- Analysis of the Environmental Impact of Our Operations – we take into account the effects of our activities on air, soil, and water quality. When making business decisions, we consider their potential ecological consequences in order to effectively minimize negative environmental impacts.
- Through open dialogue and internal discussions on environmental issues, we strive to ensure that every team member actively supports our collective environmental efforts and has a real influence on their development.
- Effective Environmental Management
The ESG Management Representative is responsible for coordinating and standardizing environmental protection activities – both internally and in relations with suppliers.
- Through these actions, we aim to create a more sustainable future and leave a positive mark on our planet.

Step forward_

We recognize that a corporate environmental agenda requires a fully consolidated corporate policy and a clear roadmap:

- **Environmental impact analysis and identification of reduction opportunities compared to the baseline year.**
To effectively manage our environmental footprint, we conduct environmental analyses and audits. These activities allow us to identify areas where we can implement changes and reduce our negative impact. By comparing our results to the baseline year, we can monitor progress and adjust our strategies accordingly.
- **Energy consumption optimization and transition to renewable sources.**
We implement technologies and practices aimed at reducing energy usage in our offices. We invest in energy-efficient equipment and energy management systems. Our goal is to increase the share of renewable energy in our energy mix.
- **Reducing waste generation and increasing recycling rates.**
We introduce programs to minimize waste, such as waste segregation, recycling, and reuse of materials. We educate our employees about the importance of waste reduction and promote eco-friendly habits in the workplace. We also collaborate with recycling companies.
- **Assessment of the environmental impact of designed and invested solutions.**
We choose technologies and materials that are more environmentally friendly and strive to minimize the negative effects of our actions. We work with partners who share our values and goals in environmental protection and sustainable development.

Our carbon footprint in 2024_



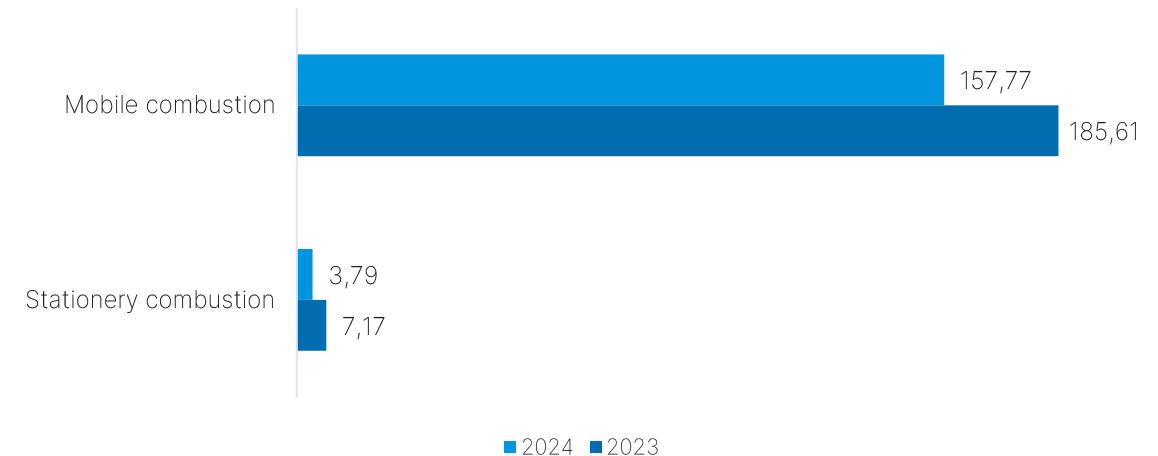
Greenhouse gas emissions by scope__

Scope 1

Direct emissions from sources owned or controlled by Euvic.

- The majority of the Scope 1 emissions generated by the company's operations come from the combustion of fuels in the transport vehicles in the organisation's fleet. To accurately calculate emissions, we used a method based on the distance traveled by our vehicles. The data for these calculations came from vehicle cards that are kept by the logistics department. This allowed us to determine exactly how much fuel was used and what emissions were generated.
- In 2024, we have introduced new regulations for the use of company cars, which are aimed at optimizing the number of kilometers traveled. These regulations provide guidelines for efficient route planning, promotion of carpooling and use, with the aim of reducing fuel consumption and CO2 emissions.
- In 2024, we did not generate emissions from refrigerants, as they were not replenished in buildings over which we have operational control.
- Our headquarters in Gliwice has obtained Green Certificates, confirming that 100% of the energy consumed comes from renewable sources.
- As part of our policy of resource optimization, we have decided to reduce unnecessary offices. By doing so, we not only reduce operating costs, but also minimize our impact on the environment. Fewer offices mean less energy, less waste and a smaller carbon footprint.

Scope 1 CO₂e emissions (tonnes)

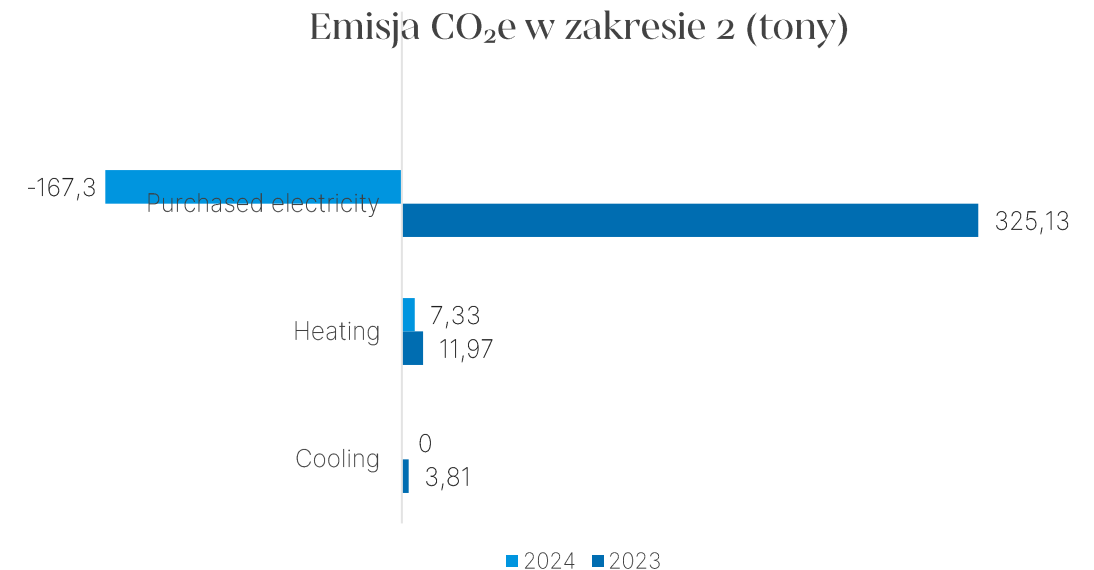


Greenhouse gas emissions by scope__

Scope 2

Indirect emissions released into the atmosphere as a result of the use of purchased energy – generated by facilities other than the company's buildings.

- Total Scope 2 emissions are 33.67 tCO₂e This low emissions are the result of our commitment to renewables(OZE)
- Renewable energy for the office in Gliwice comes from 100% renewable energy sources.
- Our office in Warsaw has a certificate of guarantee of origin for electricity, which confirms that all energy consumed by the company comes from renewable energy sources(OZE).
- Compared to 2024, when our emissions of 317.53 tCO₂e, we have managed to reduce emissions by 90.41%, thanks to the implementation of a number of measures to increase energy efficiency and the use of renewable energy sources.
- In our calculations, we also included the purchased electricity used to heat and cool our buildings. Where possible, we received accurate data from building owners. In cases where we did not have this data, we used the method of averaging the data based on the index for the usable area.
- Last year, we took a number of measures to reduce Scope 2 emissions. We liquidated offices in Wrocław, Toruń, Częstochowa and Katowice, two separate offices in Bielsko-Biała were merged into one, located in a more energy-efficient building.



Greenhouse gas emissions by scope__

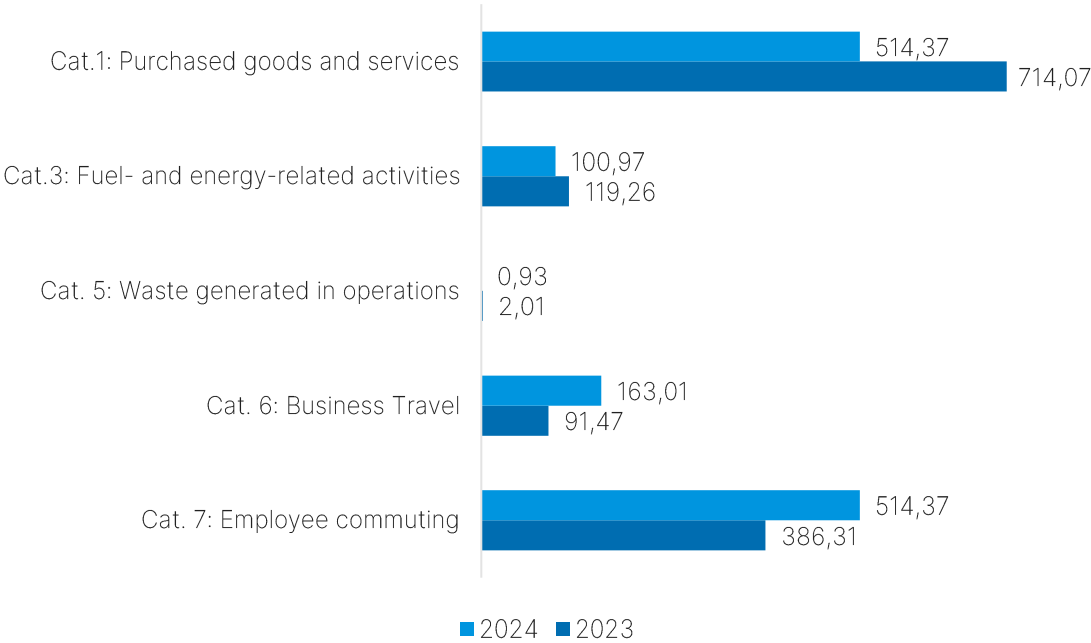
Scope 3

All other indirect emissions that occur throughout the value chain and are outside the direct control of the organisation.

- Total Scope 3 emissions in 2023 were 1,127.71 tCO2e and accounted for by far the largest portion of Euvic S.A.'s total emissions.
- The largest component of Scope 3 emissions were those related to the purchase of goods and services (Category 1), where the three largest subcategories were software, other services purchased by the company, and computer accessories and hardware. Our company is developing dynamically, while taking care of rational resource management. Through thoughtful purchasing decisions, we minimize our environmental impact while supporting our growth as a company.
- The second largest category of our emissions are those related to our employees' business trips. This is due to the high expectations of our customers, who often require direct contact and support on site. We are aware of the environmental impact of these journeys and are taking steps to optimise and reduce emissions, while maintaining a high quality of customer service.
- Another component is employee commuting, despite the fact that a large part of the work that Euvic S.A. employees performed in 2024 was performed outside the office. As part of this statistic, we also included our subcontractors performing remote work for Euvic.

In this regard, we managed to reduce emissions from 1,313.11 tCO2e to 1,127.71 tCO2e, a reduction of 14.12%. This is another step towards sustainability and environmental protection!

Emisja CO₂e w zakresie 3 (tony)



Significant results in CO₂ emission reduction in 2025—

Reduction of emissions from 192.78 tCO₂e to 161.56 tCO₂e(Scope 1)

Thanks to our actions, emissions in this category have been reduced by 16.19%.

This shows our commitment to minimizing our environmental impact and striving for sustainable development.

Reduction of emissions from 351.2 tCO₂e to 33.67 tCO₂e(Scope 2)

Over the past year, we have managed to reduce emissions by an impressive 90.41%. %.

This achievement is the result of our continuous efforts to optimize energy consumption and implement green practices.

Reduction of emissions from 1,313.11 tCO₂e to 1,127.71 tCO₂e (Scope 3)

Our actions resulted in a 14.12% reduction in emissions, which is a significant achievement in the context of our sustainability strategy.

Energy Purchasing and Generation Policy_

Green certificates guaranteeing a minimum share of green energy by suppliers

As part of our procurement policy, we cooperate with energy providers who can guarantee a minimum percentage of green energy in the supplied electricity. The green certificates we receive from our suppliers serve as proof that the energy we consume comes from renewable sources. This ensures that our actions contribute to reducing CO₂ emissions and protecting the environment

Installation of photovoltaic panels

We invest in renewable energy sources by installing photovoltaic panels on the roofs of our buildings.

This allows us to produce our own clean energy to power our offices and facilities. Photovoltaic panels not only help us reduce our carbon footprint but also lower energy costs, which benefits both the environment and our company

Since 2024, our headquarters and at the same time our largest office (Gliwice) has been powered by 100% green energy confirmed by a certificate

Since the beginning of 2024, our headquarters in Gliwice – which is also our largest office – has been powered entirely by green energy.

We hold a certificate confirming that all energy consumed in this office comes from renewable sources. This is an important step in our sustainability strategy, demonstrating our commitment to environmental protection and our pursuit of carbon neutrality

Control and monitoring of spalin_ emissions

Continuation of reporting and emission analysis

Regular reporting and analysis of emissions are key to effectively managing our environmental impact.

We continue to collect data on emissions from various sources, such as our vehicle fleet, energy consumption in offices and server rooms, and business travel. This data is then analyzed to identify areas for improvement and implement appropriate corrective actions. This enables us to monitor our progress and adjust our strategies to achieve even better results

Increasing knowledge and awareness of environmental issues among all employees

Education and environmental awareness among our employees are essential to achieving our sustainability goals.

We organize training sessions and publish educational materials on the company portal to increase knowledge about environmental issues. Employees are encouraged to take eco-friendly actions both at work and in their personal lives. Through these efforts, we are building a culture of environmental responsibility across the entire organization.

Office productivity

Optimizing the efficiency of our offices is one of the priorities in our sustainability strategy.

We implement technologies and practices aimed at reducing energy consumption, such as energy-efficient lighting, energy management systems, and heating and cooling based on renewable energy sources.

Equipment Performance / Purchasing Policy

When selecting new equipment – such as computers, servers, or office devices – we consider not only functionality but also environmental impact.

We prioritize energy-efficient, durable, and easily recyclable solutions.

This helps us reduce our environmental footprint and supports responsible, sustainable purchasing practices.

EUVIC.

#theGoodPeople
#theGoodImpact

Euvic S.A.

ul. Przewozowa 32 | 44-100 Gliwice
www.euvic.com | info@euvic.pl

