



Environment Society Governance

TheGoodPeople – TheGoodImpact



We are a rapidly growing organisation with a clear vision of what we want to become in the coming years and decades. We set ambitious business goals, guided above all by responsibility - for our environment, our employees, and the work we deliver.

We operate in a responsible and transparent manner by identifying and mitigating the key environmental impacts associated with our operational activities.

Pillars of Responsible Business

The ESG activities of the Euvic Group are based on three key areas that set the direction for our actions and responsible growth.

Environment

We monitor our impact on the planet, implement practices that reduce our carbon and energy footprint, minimise waste, and choose environmentally friendly infrastructure solutions.

Society

We care about employee well-being, support local communities, and engage in sports, culture, and education. At the heart of these activities is the TheGoodPeople Foundation.

Corporate Governance

We apply selected principles of the 2021 Best Practice for WSE-Listed Companies in the areas of ethics, transparency, and relations with stakeholders.

Double Materiality Analysis



The first and key step in preparing the organisation for reporting in line with the CSRD Directive and ESRS standards. It marks a shift away from a purely declarative approach to ESG towards a data-driven analysis based on risks and the actual impacts of the Group's activities - considering both the organisation's impact on its environment and the impact of ESG factors on the company's financial position.

Double Materiality Analysis

As part of the project, we focused on three key areas:

1. Identification of impacts, risks and opportunities

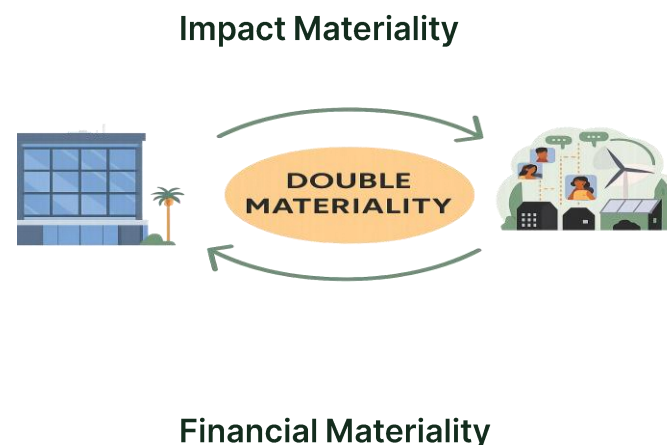
We mapped impacts, risks, and opportunities across the entire value chain, covering both our own operations and relationships with suppliers and customers. The analysis encompassed environmental, social and corporate governance areas.

2. Materiality assessment

The assessment considered, among other factors, the scale, scope and reversibility of impacts, as well as the likelihood and potential financial effects. As part of the analysis, interviews and surveys were conducted with representatives of key stakeholder groups, enabling the inclusion of both internal and external perspectives and increasing the credibility of the results obtained.

3. Prioritisation

The scale and international footprint of the Euvic Group's operations influence the materiality of identified ESG topics. Geographic expansion and the delivery-based business model increase the relevance of social and governance issues, as well as related ESG risks and opportunities.



Effects

The outcome of the analysis is a structured and methodologically robust set of ESG topics, which:

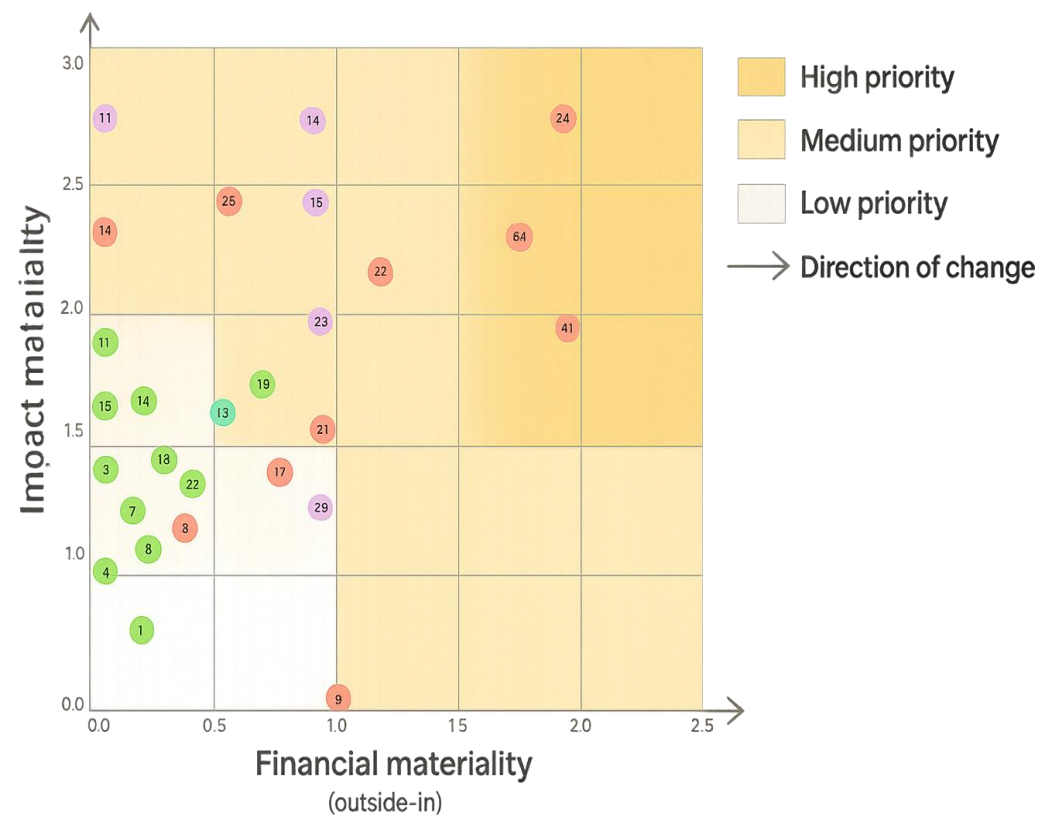
- provides a foundation for reporting in line with ESRS,
- supports management processes and decision-making,
- enables focus on areas of real significance for the organisation and its environment.

Material topics

As a result of the analysis, the following areas aligned with ESRS standards were identified as material:

- E1 (Climate change),
- E5 (Circular economy),
- S1 (Own workforce),
- G1 (Business conduct).

The results of the double materiality analysis are not static in nature. The organisation will subject them to periodic review and update in the event of significant changes, in particular those related to modifications of the business model, the scope of operations, or the regulatory environment.





Environmental

As a company committed to environmental responsibility, we continuously monitor and assess our impact on the planet. We implement practices aimed at reducing our carbon and energy footprint.

Environmental goals

We minimise the amount of waste generated, select environmentally friendly infrastructure and equipment solutions, and promote sustainable working practices at all levels of the organisation.

Carbon footprint

Our goal is to reduce the negative environmental impact of our operations and to comply with applicable environmental requirements. We measure and report our carbon footprint and take actions aimed at identifying opportunities to reduce it.

Environmental awareness

We foster pro-environmental attitudes among our employees and partners, building a culture of environmental responsibility across the entire organisation.

Pro-environmental actions

As a company, we aim to reduce the negative environmental impact of our operations by assessing the effects of our activities on the surrounding environment. Our approach to environmental matters is based on several key principles:

- **Building environmental knowledge and awareness** among employees through training and educational initiatives that support responsible attitudes and good practices.
- **Responsible cooperation in external relationships** – we undertake actions in collaboration with partners, suppliers and other entities, supporting shared efforts towards sustainable development.
- **Viewing environmental actions as investments** that create value for the company, its stakeholders and the wider community.

- **Operational impact** analysis covering energy consumption, indirect emissions, as well as procurement and infrastructure aspects. Potential environmental effects are taken into account in business decision-making to minimise negative impacts on the surroundings.
- **Open dialogue** and internal environmental discussions support active employee engagement in joint environmental initiatives and enable a real contribution to their development.
- **Effective environmental management** The ESG Management Representative is responsible for the coordination and standardisation of environmental actions, both within the company and in relations with suppliers.

Environment – operational activities and scope of impact

The following activities focus on areas of Euvic’s operations where we have a direct or indirect operational impact:

- **Identification of material environmental aspects and areas for improvement.** The environmental impact of our operational activities is analysed, with particular focus on office-based activities and work organisation, in order to identify areas with the greatest potential to reduce negative environmental impact.
- **Energy efficiency in the office environment.** Technologies and practices are implemented to support rational energy consumption in offices, including the use of energy-efficient equipment and organisational solutions, taking into account available infrastructure and operational capabilities.
- **Waste management and office work organisation.** Actions are undertaken to reduce the amount of waste generated and to support proper waste segregation in the workplace, including through internal guidelines, informational activities and operational good practices.
- **Integration of environmental aspects into organisational development.** Environmental aspects are considered in the planning of organisational and operational changes, in a manner appropriate to the nature and scale of the business carried out.



Society

Euvic is not only a technology company, but also a community of people driven by passion. We create software that supports business and everyday functioning. We engage in a wide range of initiatives aimed at supporting and developing local communities. These activities reflect our values and approach to social engagement, with the theGoodPeople Foundation as their central element.

Employees

We work with and employ qualified specialists, taking care of their well-being and creating a work environment that supports skills development. We support employee development through training, benefits, and programmes that promote well-being.

TheGoodPeople Foundation

Our team carries out activities aimed at supporting and developing local communities. These initiatives cover areas such as sports, culture and education, as well as selected social and support projects. The key entity coordinating these activities is the theGoodPeople Foundation.

Ethics

We conduct our activities in line with shared values and the principles set out in the Code of Conduct and Business Ethics, which apply to all individuals involved in the functioning of the company. These principles form the basis of our conduct both within the organisation and in our external relations.

Support for employee development

Our success is built on the competencies, knowledge and engagement of our employees. In a dynamically changing business environment, skills development and continuous upskilling are important both for the effective functioning of the company and for the professional growth of our teams.

Employee development activities form part of our approach to human capital management and focus on supporting skills enhancement and the development of key competencies. These development initiatives support the implementation of the company's strategic priorities, strengthen its adaptability and foster a culture of learning and continuous improvement.

This approach is consistent with Euvic's values and supports the achievement of ESG objectives in the areas of responsible human capital management and sustainable development.

- **Alignment with business needs.** Development activities are designed with current business needs in mind, while promoting the principles of sustainable development, ethical business practices and diversity within teams.
- **Alignment with individual needs.** Employee development takes into account individual needs and development paths, while remaining consistent with Euvic's values, the principles of sustainable development and equal access to development initiatives.
- **Flexibility and accessibility.** Various development formats are used, such as in-person training, e-learning and mentoring, enabling employees to adapt the learning process to their individual schedules and preferences.
- **Personal engagement.** Professional development is also based on employees' conscious involvement and responsibility for their own competencies. The company supports attitudes that foster self-development and continuous learning.
- **Support for continuous development.** Development activities aim not only to strengthen competencies necessary for day-to-day tasks, but also to support career planning and the development of personal potential.

Values

The values that guide our business activities form the foundation of our identity and define standards of conduct and good practices, applicable both within the organisation and in relations with its surroundings.

Trust

We act with honesty, loyalty and integrity. We build trust through the consistent adherence to ethical principles and high standards of conduct.

Engagement

We engage in the development of the company and the delivery of client projects, acting with a sense of responsibility and shared accountability for results.

Quality

Quality is an integral part of the way we operate at both the business and technological levels. We focus on developing competencies, improving processes and raising standards in the execution of our activities.

Effectiveness

We understand effectiveness as the responsible delivery of commitments, with a focus on timeliness and the quality of outcomes. We consistently strive to achieve set objectives, focusing on results and real value delivered to stakeholders.

Responsibility

We take responsibility for our actions and their impact on our surroundings. We act consciously, taking social and environmental aspects into account and supporting the development of responsible attitudes within the organisation.

Collaboration

We collaborate as a team, combining competencies and experience in the delivery of projects and the achievement of goals across the Euvic Group.

Foundation

The theGoodPeople Foundation carries out its mission of providing real support to individuals and communities in need through initiatives based on empathy, cooperation, and social responsibility. We support initiatives that contribute to building the common good, strengthening individual potential, and fostering the development of local communities.

Our activities are guided by the following values:

- **Empathy and respect for human dignity.** We act with sensitivity to the needs of others, respecting diversity and the rights of every individual.
- **Transparency and accountability.** We ensure transparency in our activities, financial management, and decision-making processes. We are accountable to donors, beneficiaries, and partners.
- **Collaboration and community engagement.** We believe in the power of collective action and engage volunteers, employees, and partners in initiatives aimed at the common good.
- **Sustainable development and long-term support.** We plan our activities with a focus on lasting social impact, supporting the development of competencies and independence of beneficiaries.
- **Innovation and openness to change.** We seek effective and appropriate forms of support and respond flexibly to evolving social needs.

Statutory objectives

1. Support for children and young people
2. Assistance for individuals in crisis
3. Promotion of mental and physical health
4. Education and skills development
5. Environmental protection and climate action
6. Volunteering and social engagement
7. Support for local and community initiatives
8. Social inclusion and equal opportunities



Examples of the theGoodPeople Foundation's initiatives

Social projects

- Support for institutions working in the area of children's and adolescents' mental health (Omenaa Foundation)
- Psychological support programme for children injured in accidents (Wielka Wyprawa Maluchów – The Great Little Cars Expedition)

Educational projects and support for young people

- Development support for architecture students at the Silesian University of Technology (open-air painting workshop and post-workshop exhibition)
- Upper Secondary School No. 14 in Zabrze – programme aimed at preventing mental health crises among young people
- Support for the education of children at risk of social exclusion (Hearty Foundation)
- Support for education in Zambia (Laptops for a school in Zambia)
- UKŁ SPIN Katowice – support for young athletes (co-funding of a sports training camp)

Minor aid activities and employee-led initiatives

- WOŚP Charity Run
- Employee fundraising initiatives – Children's Day, volunteering and donation packages for animal shelters
- Oxygen concentrator for a hospice in Żory
- Donation for Maksymilian – rehabilitation support
Individual support: assistance for Grażyna undergoing cancer treatment and Maja living with cystic fibrosis

Support for local initiatives

- Sports field for the House of Hope (Gliwice)
- Washing machine for the Buty Jakuba Foundation (Katowice)
- Laundry and bathroom facilities for people experiencing homelessness (Zabrze)
- Equipment, cleaning supplies and volunteer support for flood-affected communities in Kłodzko
- Support for the fire brigade in Wojcice
- Pink Boxes initiative – support for girls in children's homes in Gliwice
- Holiday gift packages for children's homes in Warsaw
- Culinary evening for the "Mega Mocni" community

Corporate governance

A fundamental principle of Euvic's operations is a transparent and professional approach to doing business. We operate in compliance with applicable laws and regulatory requirements that are relevant to the interests of the company and its stakeholders.

Stable business growth and development

We operate as a strong technology group in Poland and international markets. Business diversification enables us to better understand local markets, tailor our approach to client needs, and effectively manage collaboration across the Group. Euvic's development is driven by stable organic growth, complemented by selective acquisitions.

Policies

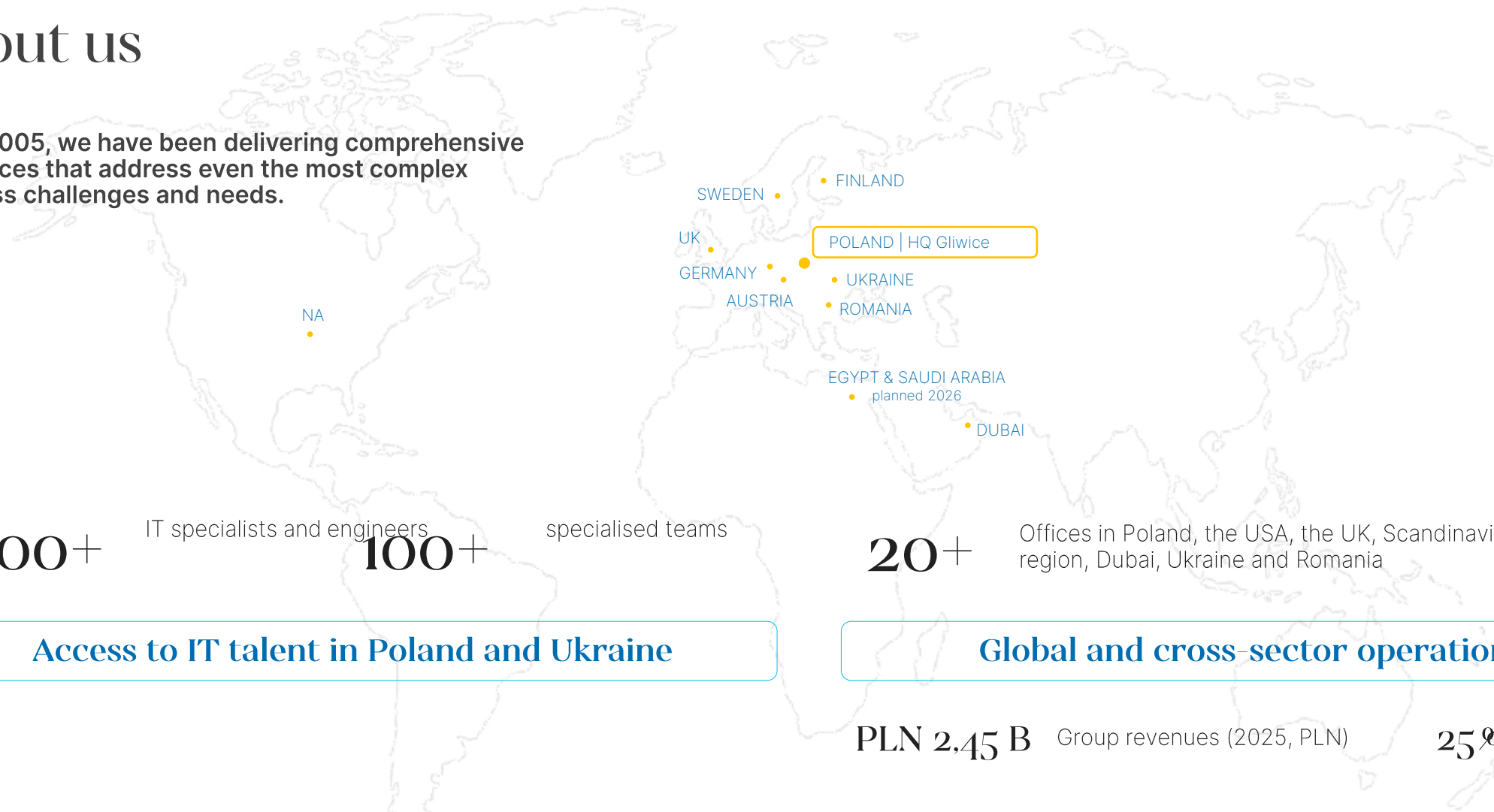
Employees and collaborators of the Euvic Group adhere to the adopted principles of conduct and fulfil their commitments in a reliable and responsible manner, with due care for the quality of activities and the reputation of the company and its clients.

Ethics

Ethics is an integral part of our day-to-day operations. The principles set out in the Code of Conduct and Business Ethics are applied both within the organisation and in our relationships with clients.

About us

Since 2005, we have been delivering comprehensive IT services that address even the most complex business challenges and needs.



6300+

IT specialists and engineers

100+

specialised teams

20+

Offices in Poland, the USA, the UK, Scandinavia, the DACH region, Dubai, Ukraine and Romania

Access to IT talent in Poland and Ukraine

Global and cross-sector operations

PLN 2,45 B Group revenues (2025, PLN)

25% YoY growth

About us

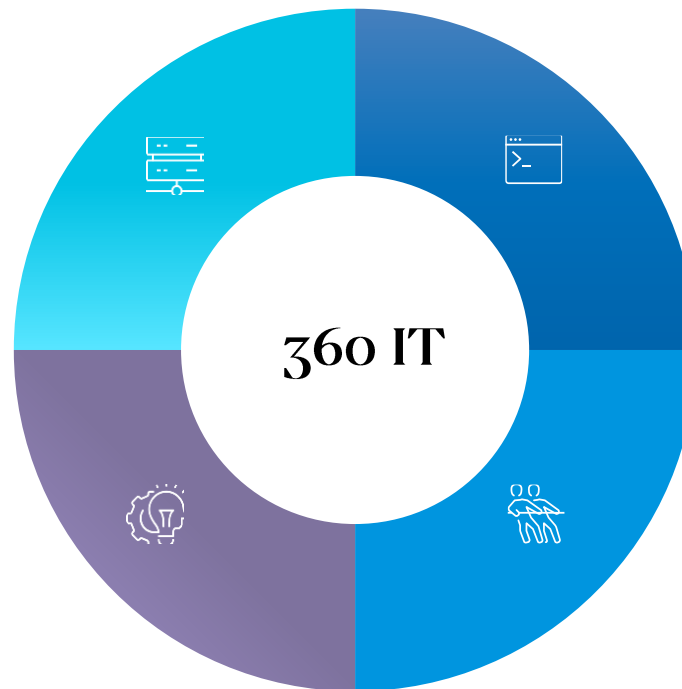
We build a strong technology group based on a business model founded on four pillars of activity.

IT Infrastructure and Distribution

Effective management of all key IT operational components: strategy, processes, hardware, data, and human resources.

Digital Marketing

Integrated communication and advertising activities, powered by technology, supporting sales, marketing, and communication.



Software Development and Consulting

Comprehensive, cost-effective services covering every stage of the software development lifecycle - architecture and design, development and implementation, and maintenance.

Team Augmentation

Access to the skills of individual IT specialists or fully assembled project teams with appropriately tailored competencies.

Thank you for your attention

