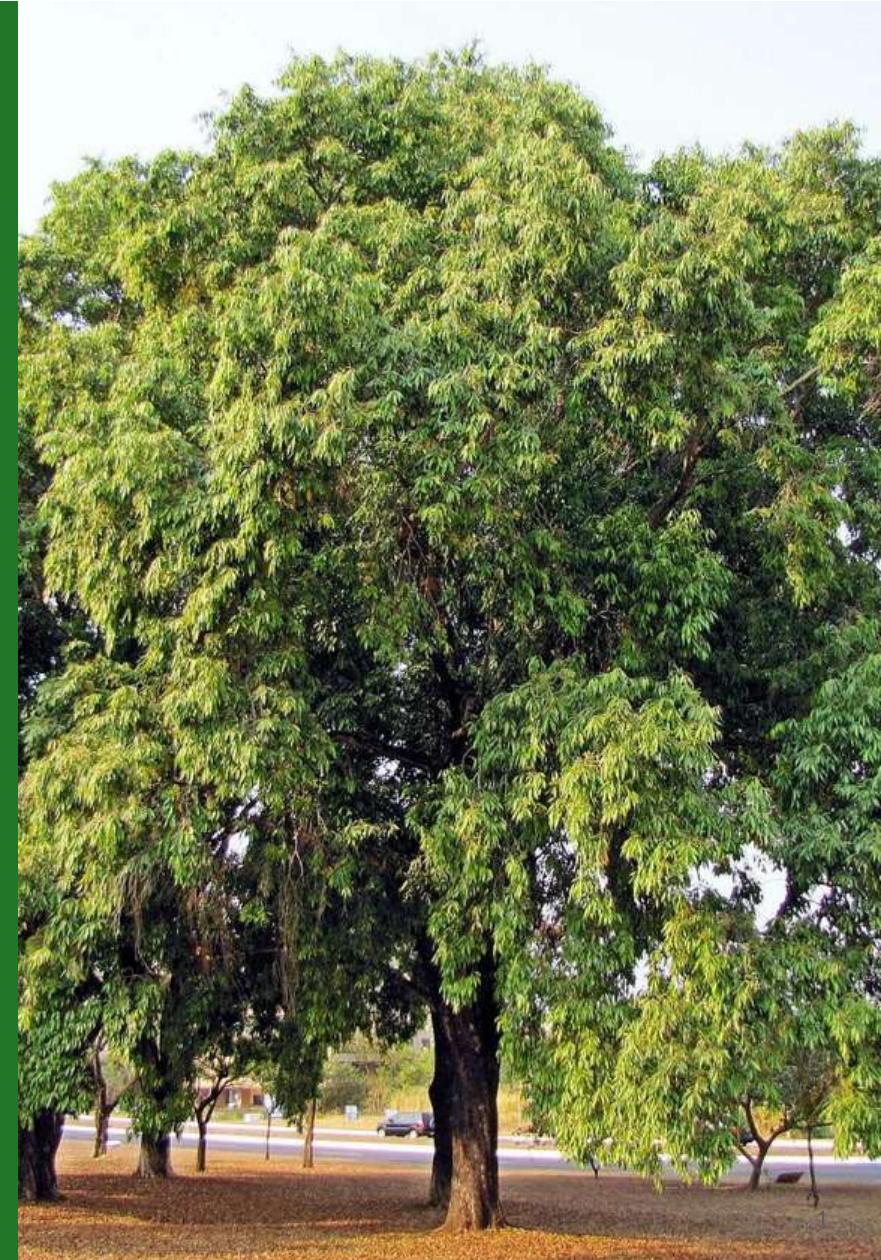




Sustainability Report 2025

DISCLAIMER: This report is for informational purposes only



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1. Executive Summary

Sustainability Strategy

1. Vision and Commitment

EVAM is committed to integrating sustainability into every aspect of its operations, ensuring long-term value creation for stakeholders while minimizing environmental impact and promoting social responsibility.

2. Strategic Pillars

a) Environmental Responsibility

- Carbon Neutrality Goal: Achieve carbon decrease by 2030 through energy efficiency, renewable energy adoption, and carbon offset programs.
- Green Operations: Transition to hybrid/electric vehicles, implement LED lighting, and optimize energy consumption in offices and data centers.
- Waste Reduction: Promote recycling and reduce electronic waste through responsible disposal and refurbishment programs.

b) Social Impact

- Employee Well-being: Foster diversity, equity, and inclusion (DEI) with clear policies and continuous training.
- Community Engagement: Partner with NGOs to provide EVAM solutions for social impact projects at discounted or free rates.
- Education & Development: Support STEM education initiatives and offer internships to underrepresented groups.

c) Governance Excellence

- Ethical Standards: Maintain strong compliance with data privacy, cybersecurity, and anti-corruption policies.
- Transparency: Publish annual ESG reports aligned with GRI standards.

3. Key Targets

- Reduce carbon emissions by 2030.
- Increase workforce diversity by 20% within 3 years.
- Ensure all suppliers comply with EVAM's ESG Code of Conduct by 2027

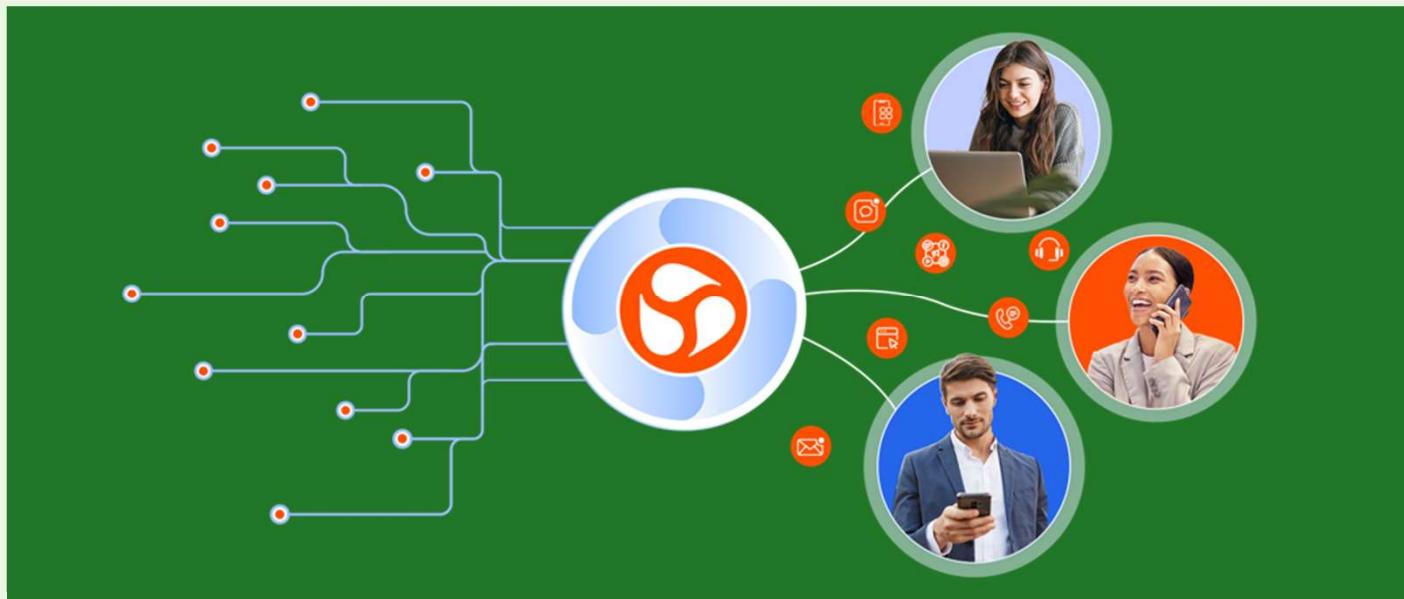
4. Monitoring and Reporting

- Quarterly ESG performance reviews.
- Annual sustainability report aligned with global standards (GRI, SASB, UN SDGs).
- Public disclosure of progress and challenges

2. About Company

Business Model & Value Chain

EVAM Yazılım Danışmanlık A.Ş. is a technology company specializing in software solutions with a focus on real-time data processing, customer engagement platforms, and analytics systems used by enterprises in banking, telecommunications, and other sectors globally.



Value Chain Overview:

Inputs

Skilled workforce, digital technology stack, cloud infrastructure

Activities

Software development, real-time data analytics, customer engagement solutions

Outputs

Analytics platforms, real-time decisioning engines, digital engagement tools

Outcomes

Enhanced customer experience, optimized operational efficiency, scalable software services

2. About Company

At Evam, we help brands turn every moment into lasting connections.

Our AI-powered, real-time martech solutions automate, personalize, and elevate customer interactions to build loyalty and retention.



Financial Services



Telecommunications



Retail



Travel

2. About Company

Awards & Recognitions



Evam has been honored as the Best Martech Automation at the **Martech Awards** in Türkiye, recognizing our dedication to transforming the way businesses interact with their customers through intelligent automation and AI-driven decisioning.



We're excited to share a major milestone Evam has been featured in the **Forbes Startup 50 List for 2025!** This prestigious ranking highlights the most promising and innovative startups shaping the, and we're proud to be recognized among them.



We were recognized for Excellent Employee Experience. Following an evaluation by the Happy Place to Work Science Committee, Evam was also listed among Turkey's Happiest Workplaces in the Software Development category.



Evam is a high-performing leader in marketing automation, personalization, and SMS marketing, recognized across multiple regions. With **180+ verified reviews and a 4.9/5 rating**, Evam earns strong customer trust through ease of doing business and excellent support.

2. About Company

Company Values



Trust



Customer First



Insist on the Highest Standards



Bias for Action



Ownership



Dare to Dream Big



Deliver Results



Have Backbone



Learn and Be Curious

2. About Company

ESG Commitment



At EVAM, we recognize that sustainability is not just a responsibility—it is a strategic priority. Our commitment to Environmental, Social, and Governance (ESG) principles is embedded in our business model and guides every decision we make.

Environmental:

We are dedicated to reducing our carbon footprint through energy-efficient operations, adopting renewable energy sources, and implementing waste reduction programs. Our goal is Reducing Emissions 75% by 2030.

Social:

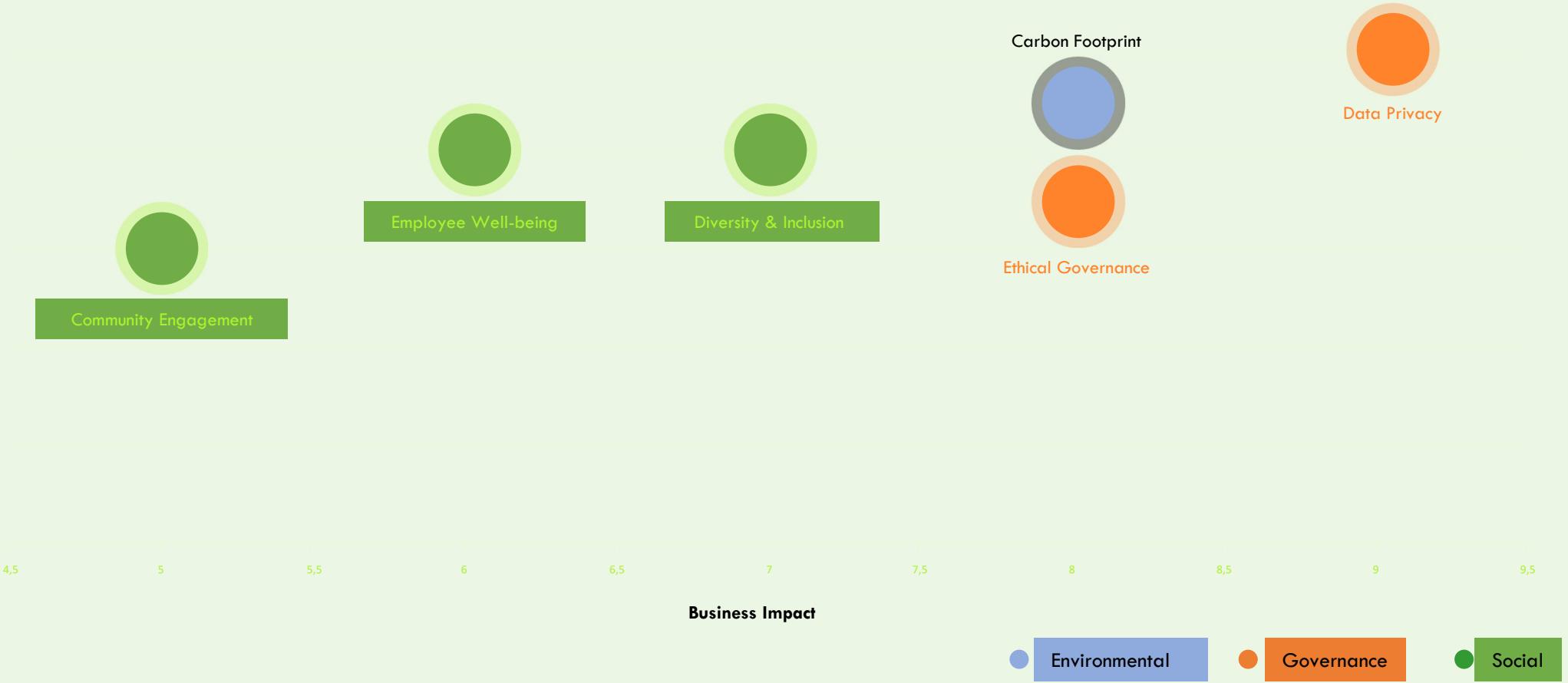
We prioritize diversity, equity, and inclusion within our workforce, ensuring equal opportunities for all. We invest in employee well-being, continuous learning, and community engagement initiatives that create positive social impact.

Governance:

We uphold the highest standards of corporate governance, transparency, and ethical business practices. Our policies ensure compliance with data privacy regulations, cybersecurity measures, and anti-corruption standards.

3. Materiality Assessment

Stakeholder Importance



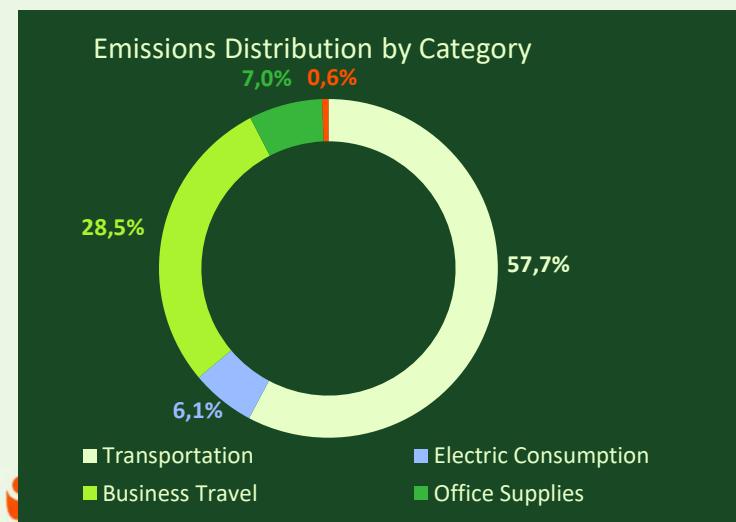
4. Environmental Performance

Carbon Footprint and Emissions

| Category | 2024 Emissions (kg CO ₂ e) | 2025 Emissions (kg CO ₂ e) |
|-----------------------|---------------------------------------|---------------------------------------|
| Business Travel | 28.455 | 28.185 |
| Office supplies | 6.950 | 2.950 |
| Cloud Services | 608 | 832 |
| Transportation | 57.564 | 56.789 |
| Electric Consumption | 6.110 | 5.180 |
| TOTAL EMISSION | 99.687 | 93.937 |

▼ 5.77% YoY Reduction

Total emissions decreased from 99.687 kg CO₂e (2024) to 93.937 kg CO₂e (2025)



Carbon Neutrality Roadmap Goal: Reducing Emissions by 2030

Short-Term

- Replace company gasoline cars with hybrid vehicles.
- Implement LED lighting upgrades.
- Enable full remote work for airplane commuters.

Mid-Term

- Switch to sustainable aviation options. (Partner with airlines that use Sustainable Aviation Fuel (SAF), Establish a travel emissions dashboard to monitor and optimize flight-related emissions.)
- Implement a travel emissions dashboard to monitor and optimize business travel.
- Optimize cloud workloads and migrate to green-certified data centers.

Long-Term

- Engage suppliers to reduce Scope 3 emissions.
- Conduct annual ESG audits and publish progress reports.

ESG Alignment and Impact Commitment

EVAM is committed to transparency, sustainability, and continuous improvement.

Our roadmap aligns with B Corp principles by reducing environmental impact, engaging stakeholders, and promoting responsible business practices.

We pledge to monitor our emissions annually and take measurable steps toward reducing carbon emission by 2030.

5. Social Responsibility-Employee Well Being Initiatives

Employee Satisfaction Surveys

We regularly conduct employee satisfaction surveys to gather feedback, measure engagement, and identify areas for continuous improvement.

Regular 1:1 Meetings

Managers and HR team hold regular one-on-one meetings with employees to support open communication, performance development, and wellbeing.

Exit Surveys & Exit Interviews

Exit surveys and meetings are conducted to understand employee experiences and identify opportunities to improve the employee lifecycle.

Onboarding Surveys & Check-in Meetings

Feedback is collected during the onboarding process to ensure a smooth integration and to support new hires' early wellbeing and engagement.

Private Health Insurance

All employees are provided with private health insurance to support their physical health and access to quality healthcare.

Gym Support Allowance

A gym support allowance is offered to encourage an active and healthy lifestyle.

Employee Participation in Social Responsibility Activities

Employees are encouraged to contribute as speakers or volunteers in social responsibility initiatives during working hours.

Healthy Nutrition Support

We promote healthy eating habits by offering regular breakfast offerings and fruit breaks at the workplace.

Remote Work Ergonomic Support

Based on employee needs, we provide equipment support to improve ergonomics and comfort in remote working environments.

Wellbeing Events & Activities

We organize wellbeing-focused activities such as breathing exercises, yoga sessions, and keynote talks to promote holistic wellbeing.

Psychological & Coaching Support (2025)

Employees have access to psychological counseling and professional coaching services to support mental wellbeing and personal development.

5. Social Responsibility-Employee Well Being Initiatives-Cont.



Flexible Working Principles

Clear guidelines on flexible and hybrid working models to support work-life balance.



Annual Leave & Rest Policies

Encouraging the use of annual leave and rest periods to prevent burnout and support long-term wellbeing.



Return-to-Work Support

Structured support for employees returning from maternity, paternity, or long-term leave.



Anti-Harassment & Psychological Safety Policy

Zero-tolerance approach to harassment and discrimination, with confidential reporting channels.

5. Social Responsibility-Employee Well Being Initiatives-Cont.

Master's & PhD Support

We provide financial and policy support for employees pursuing Master's and PhD programs in line with their professional development.

LinkedIn Learning Access

Employees are provided with access to LinkedIn Learning to support continuous learning and skill development.

Leadership Development & Coaching Programs

As part of our Future Leaders approach, we offer leadership training and professional coaching to middle management and senior leaders.

Role-Based Training & Certification Support

Training and certification support is provided in line with employees' job roles and responsibilities

Internal Instructor-Led Classroom Trainings

We organize in-person and instructor-led trainings to support both technical and soft skill development.

Annual Personal Training Budgets

Employees are allocated annual individual training budgets to support their personal and professional development goals.

Company Values & Culture Trainings

HR delivers periodic trainings aligned with company values to strengthen organizational culture and shared ways of working.

5. Social Responsibility-Health and Safety

24/7 Online Healthcare Support via Private Health Insurance

Employees can benefit from 24/7 online medical consultation services covered under the private health insurance plan.

Health & Safety Orientation During Onboarding

As part of the onboarding process, employees receive health and safety briefings, including information on emergency exits and workplace safety procedures.

Emergency Preparedness Drills

Regular earthquake and fire drills are conducted to ensure employee safety and emergency preparedness.

Periodic Health Screenings

We conduct periodic medical check-ups to monitor and support employee health.

On-Site Company Doctor & Remote Medical Support

A company doctor visits the office on a monthly basis, and employees have access to 24/7 remote medical support when needed.

5. Social Responsibility-Diversity, Equity & Inclusion (DEI)

Diversity Policy

We have a formal Diversity, Equity & Inclusion policy that guides our people practices and decision-making processes.

Equal Pay Commitment

We maintain a zero gender pay gap, ensuring equal pay for equal work across the organization.

Gender Diversity in Technology

Despite operating in the technology sector, our female employee representation is higher than the industry average.

Culturally Diverse Workforce

Our workforce includes employees from diverse cultural, religious, and linguistic backgrounds.

Fair & Transparent People Processes

Diversity is supported through transparent and structured people processes, including:

- 360-degree feedback mechanisms
- Objective performance management and calibration processes
- Company-wide transparent OKRs, accessible to all employees
- Calibration of managerial performance evaluations to reduce bias

Open Communication & Psychological Safety

We foster an inclusive culture through open-door policies, CEO coffee talks, and fully anonymous employee surveys, enabling employees to share feedback freely and safely.

6. Governance and Ethics

Corporate Governance Structure

(GRI 2-9, 2-10, 2-11)

Governance Framework

EVAM's governance structure is designed to ensure transparency, accountability, and sustainable decision-making.

Our Board



Anthony Stalker
Partner at CEECAT Capital



Bariş Sivri
CEECAT Capital



Can Alhas
Founder



Giles Nelson
COO at IsoMetrix Software



Yılmaz Karakaş
CEECAT Capital

6. Governance and Ethics

Corporate Governance Structure

Our ESG Committee



Yılmaz Karakaş, CFA
Board Member at Evam



Doruk Mutlu
CEO



Tuğba Dandin Sümer
CHRO



Ali Barış Bingüler
CTO



Dilara Acar Uzal
Marketing Director



Nurgül Akçin Önel
R&D and ESG Manager



Ecem Burcu Ölçer
Senior P&C Business
Partner

6. Governance and Ethics

Corporate Governance Structure (GRI 2-9, 2-10, 2-11)

Our Board of Directors includes **independent member**, ensuring balanced **and transparent** governance. To strengthen cross-functional collaboration on sustainability, EVAM has established an ESG Committee composed of representatives from various departments. Clear role definitions for key positions have been implemented to support accountability. The ESG Committee is planned to convene monthly starting in 2026 to review progress and align initiatives, ensuring that all ESG activities are strategically guided and integrated into our corporate objectives.

Roles and Responsibilities

The ESG Committee is responsible for approving corporate strategy, monitoring ESG performance, and ensuring compliance with regulatory requirements. ESG-related matters are coordinated by the **R&D & ESG Manager**, who reports directly to senior management and provides regular updates to the committee.

Diversity and Inclusion

EVAM promotes diversity within its governance bodies. The company adheres to equal opportunity principles across all levels.

Transparency and Reporting

EVAM is committed to reporting in accordance with GRI Standards, ensuring clarity and comparability of governance disclosures. Starting from 2025, all ESG reports will be published on our website under the Sustainability section. The 2025 ESG Report will mark the first step in this commitment to transparent and accessible reporting.

6. Governance and Ethics

Risk Management

EVAM has implemented a comprehensive risk management framework designed to ensure that risks are systematically identified, assessed, and mitigated across all business operations. Risk assessment has been completed and mitigation measures have been determined.

Risk Assessment

| Risk Category | Risk Description | Likelihood | Impact | Risk Level | Mitigation Actions |
|---------------|--|------------|--------|------------|--|
| Environmental | Rising carbon footprint and misalignment with sustainability goals | Medium | High | High | Measure and report carbon emissions, select cloud providers with green energy, implement remote work and energy-saving policies, set annual carbon reduction targets |
| Social | Lack of diversity and inclusion in recruitment and promotion | Medium | Medium | Medium | Develop DEI policies and targets, bias-awareness training, monitor diversity metrics, use inclusive recruitment channels |
| Governance | Insufficient transparency and comparability in ESG reporting | Low | High | Medium | Adopt GRI-compliant reporting, publish annual ESG reports on the website, internal review and external assurance if needed |
| Compliance | Non-compliance with data privacy regulations (KVKK/GDPR) | Low | High | Medium | Conduct regular compliance audits, implement data classification and (data loss prevention) DLP, update policies and contracts, provide employee training |
| Cybersecurity | Data breach impacting customer trust | Medium | High | High | Apply ISO 27001 controls, perform regular penetration tests, maintain incident response and notification plans, conduct backup and recovery drills |
| Reputation | Negative stakeholder perception due to ESG gaps | Medium | High | High | Proactive stakeholder communication, corrective/preventive action plans (CAPA), regularly share ESG goals and performance |

6. Governance and Ethics

Risk Management

EVAM has implemented a comprehensive risk management framework designed to ensure that risks are systematically identified, assessed, and mitigated across all business operations. Risk assessment has been completed and mitigation measures have been determined.

Compliance and Ethical Standards



Code of Ethics and Conduct: EVAM maintains a comprehensive Code of Ethics that outlines principles for integrity, fairness, and transparency in all business activities.



Regulatory Compliance: The company ensures compliance with all applicable laws and regulations, including data protection requirements such as KVKK and GDPR. Regular audits and policy reviews are conducted to maintain adherence.



Anti-Corruption and Fair Business Practices: EVAM strictly prohibits bribery, corruption, and any form of unethical business conduct. Monitoring systems and internal controls are in place to detect and prevent violations.

Training and Awareness: Mandatory training programs on ethics, compliance, and data privacy are assigned annually through LinkedIn Learning. All employees complete these courses and receive certifications, ensuring consistent awareness and understanding of legal and ethical obligations across the organization.

6. Governance and Ethics

Data Privacy and Cybersecurity



Data Protection Policies: EVAM adheres to strict data protection standards and complies with relevant regulations such as KVKK and GDPR. Policies are regularly reviewed and updated to ensure compliance and safeguard personal and corporate data.



Cybersecurity Framework: Robust security measures are implemented to protect systems and information assets. These include access controls, encryption, vulnerability management, and continuous monitoring.



Employee Awareness and Training: Mandatory cybersecurity and data privacy training is provided annually to all employees, reinforcing best practices and compliance requirements.



Certifications and Standards: EVAM maintains internationally recognized certifications such as ISO 27001 and ISO 27034, demonstrating commitment to information security and secure application development.

7. UN Sustainable Development Goal (SDG) Alignment

SDG 3 – Good Health & Well-being: Employee wellbeing, health insurance, psychological & coaching support, H&S initiatives

SDG 4 – Quality Education: LinkedIn Learning, annual training budgets, Master's & PhD support, internal trainings

SDG 5 – Gender Equality: Zero gender pay gap, DEI policy, increasing female representation in tech & leadership

SDG 8 – Decent Work & Economic Growth: Fair employment, flexible working, employee engagement, safe workplace

SDG 9 – Industry, Innovation & Infrastructure: AI-based solutions, R&D investments, TÜBİTAK projects, secure digital infrastructure

SDG 12 – Responsible Consumption & Production: Recycling, waste reduction, digitalization

SDG 13 – Climate Action: Carbon footprint measurement, 50% emission reduction target, green IT, remote work

SDG 16 – Peace, Justice & Strong Institutions: Strong governance, anti-corruption, data privacy, ISO certifications

8. Sustainability Goals and Roadmap

1. Purpose & Vision

EVAM aims to integrate sustainability and ethical values into its business processes, creating positive impact across environmental, social, and governance areas. The main objectives are:

- Reduce carbon footprint
- Increase diversity and inclusion
- Ensure transparent and ethical governance

2. Strategic Priorities

Environmental

- **Waste Management:** Achieve 80% recycling rate for paper, plastic, and glass
- **Green IT:** Optimize energy in data centers and provide Green IT training

Social

- **Diversity & Inclusion:** Raise female employee ratio to 40% and maintain generational diversity
- **Employee Development:** Increase annual training hours to 45 per employee

Governance

- **Ethics & Compliance:** Provide ethics code training to all employees
- **Data Privacy:** Achieve ISO 27001 certification and conduct regular audits
- **Transparency:** Implement GRI-compliant reporting and stakeholder communication

3. Goals & KPIs

| Area | Goal | KPI |
|------------------|----------------------------|------------------|
| Waste Management | Recycling rate 80% | GRI 306-3, 306-4 |
| Diversity | Female ratio 40 % | GRI 405-1 |
| Training | 45 hours/year per employee | GRI 404-1 |
| Data Security | ISO 27001 certification | GRI 418-1 |

4. Implementation Plan

- **Short Term (0-1 year):** Establish ESG committee and data collection infrastructure
- **Medium Term (1-3 years):** Launch energy efficiency projects and implement DEI policies
- **Long Term (3+ years):** Achieve decrease carbon and global ESG reporting global

8. Sustainability Goals and Roadmap

| Task | Category | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------------------------------------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ESG Committee setup | Governance | ■ | | | | | | | | | | | |
| Waste management plan | Environmental | | | ■ | | | | | | | | | |
| DEI policy draft | Social | | ■ | | | | | | | | | | |
| Annual training plan | Social | | | ■ | | | | | | | | | |
| Waste segregation roll-out | Environmental | | | | ■ | | | | | | | | |
| Green IT training (Wave 1) | Social | | | | | ■ | | | | | | | |
| Ethics training rollout | Governance | | | | | | ■ | | | | | | |
| DEI training sessions | Social | | | | | | ■ | | | | | | |
| ISO 27001 internal audit | Governance | | | | | | | ■ | | | | | |
| GRI template creation | Governance | | | | | | | | ■ | | | | |
| Mentorship program launch | Social | | | | | | | ■ | | | | | |
| Interim tracking of training hours | Social | | | | | | | | ■ | | | | |
| ISO certification | Governance | | | | | | | | | ■ | | | |
| ESG report draft | Governance | | | | | | | | | | ■ | | |
| Annual training target closure | Social | | | | | | | | | | | ■ | |

LEJANT: Environmental Social Governance

9. Performance Metrics and KPIs

| Indicator | GRI Code | Description | Value (2025) |
|---|-----------|--|---|
| Total number of Employer | GRI 2-7 | Total number of employees including permanent and temporary | 84 |
| Senior Management | GRI 405-1 | Diversity in senior management positions | Gender representation in senior management: 3 women 43%, and 4 men 57% |
| Managers | GRI 405-1 | Diversity among managers | Gender representation (senior and mid-level), 5 women (31%) and 11 men (69%) |
| Employees (Permanent and temporary) | GRI 2-7 | Total workforce by employment type | Fulltime: 80; Part-time: 4 Total workforce: 84 |
| Interns | GRI 2-7 | Number of interns employed | Total #of interns: 3 |
| New Employee Hires and Turnover | GRI 401-1 | Employee recruitment and turnover rates | Turnover Rate 2025(total leavers): 29% |
| Average tenure at Evam | GRI 401-1 | Average length of service for employees | 3 years 3 months |
| Time spent per full-time employee on training and development | GRI 404-1 | Training hours per employee | Training hours per employee:60 hours per year |
| Average Training Hours per Employee | GRI 404-1 | Average annual training hours | Total annual training hours: 5.040 hours for 80 FTE |
| % of employees who chose to participate in learning programs | GRI 404-2 | Participation in learning and development programs | >80 |
| Participation in 360-degree review (%) | GRI 404-3 | Employees receiving performance and career development reviews | >85 |
| Work-Related Injuries % | GRI 403-9 | Work-related injury rates | 0% |
| % of female share of total workforce | GRI 405-1 | Gender diversity in total workforce | 32 women (38%) among total of 84 workforce |
| Females in all levels of management positions | GRI 405-1 | Gender diversity in management | 4 women (25%) among all levels of total 16 (senior and mid-level) managers |
| Females in junior management positions | GRI 405-1 | Gender diversity in junior management | 2 women (%29) among 8 mid-managers |
| % of females among the new hires (2025) | GRI 405-1 | Gender diversity among new hires | 7 women (%28) among 25 total new hires |
| Baby boomers generation at Evam | GRI 405-1 | Age diversity - Baby Boomers | 1 employee among 84 (1%) |
| Generation X at Evam | GRI 405-1 | Age diversity - Generation X | 8 employees among 84 (9.5%) |
| Generation Y at Evam | GRI 405-1 | Age diversity - Generation Y | 59 employees among 84 (70%) |
| Generation Z at Evam | GRI 405-1 | Age diversity - Generation Z | 17 employees among 84 (20%) |
| % of people from other nationalities | GRI 405-1 | Nationality diversity in workforce | Turkish: 81 employees among 84 total (97%) Canadian: 1 employee among 84 total (1%) Romanian: 1 employee among 84 total (1%) South African: 1 employee among 84 total (1%) |

10. Future Outlook

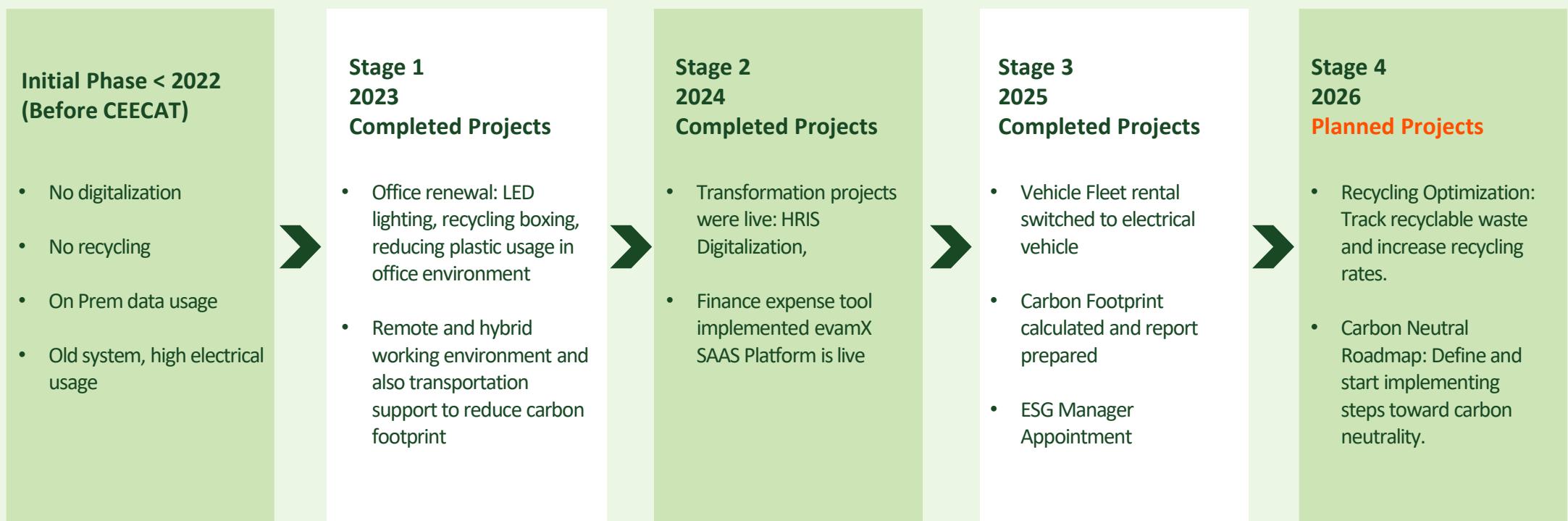
Strategic Initiatives:

EVAM will continue to strengthen its ESG governance by expanding cross-functional collaboration and integrating sustainability into core business strategies. Key initiatives include enhancing transparency in reporting, improving diversity and inclusion programs, and aligning operations with global sustainability standards.

EVAM is committed to embedding sustainability into its technology roadmap.



11. History of Studies - Environmental



11. History of Studies - Social

Initial Phase < 2022 (Before CEECAT)

- No HRIS system
- Lack of performance management
- No rewarding system
- Lack of L&D systems
- No community engagement/social impact
- No employee health & well being
- No job desc. & no career mapping/rotation
- No nps surveys
- No female manager in management



Stage 1 2023 Completed Projects

- KPI based performance system implemented.
- Job descriptions and career mapping implemented
- Nps system
- 50%+ female manager in MT
- Employee handbook was live.
- Employee survey kick off

Social activities:
a) Coffee Breaks w/CEO
b) Town-hall meetings
c) Happy hours



Stage 2 2024 Completed Projects

- Implemented HRIS system to track all P&C-related items.
- Increased female representation in the software development team.
- Launched LinkedIn Learning Hub for mandatory and role-based training; individual training budgets allocated for personal growth.
- Embedded EVAM values into all aspects of work, decision-making, and interactions across the organization.
- Established Employee Wellness Program, offering gym memberships, step-up challenges, yoga, meditation, life event leave, and two additional weeks of parental leave.
- Introduced leveling and grading system for tracking career progression.
- Initiated NGO donations for employee birthdays and for unselected candidates in recruitment as a social responsibility initiative.



Stage 3 2025 Completed Projects

- ESG page/section implemented at EVAM web site where people can track EVAM ESG reports and initiatives.
- ESG Awareness training done to ALL EVAM employees.
- Implemented Recruitment tool via HRIS system.
- Psychological & Coaching Support.
- Happy Place to work certification taken



Stage 4 2026 Planned Projects

- Community Engagement Programs: Organize volunteering activities and partnerships with local NGOs to strengthen social impact.
- Social Responsibility Projects: Support education or environmental projects through corporate sponsorships and employee participation

11. History of Studies - Governance

Initial Phase < 2022 (Before CEECAT)

- No policy & procedure
- No Cybersecurity & GDPR
- No audit & control mechanism
- No ethics & compliance
- No gender & diversity
- No committee or Board diversified
- No ESG awareness



Stage 1 2023 Completed Projects

- GDPR implemented
- Cyber Security division was established to address cybersecurity issues.
- Diversity and inclusion awareness was addressed and recruited 2 disabled employees to EVAM.
- Ethics, Code of Conduct, Anti bribery, hybrid, recruitment & exit policies were implemented.



Stage 2 2024 Completed Projects

- Data protection 2 factor authentication system implemented for third party tools (hibob, cottgroup, finansys).
- E&Y Auditing
- Environmental, waste sorting and recycling, wellbeing policies are implemented.
- Grievance policy is updated aligned with OECD/EU standards.
- In order to give equal opportunity, 2 managers appointed to management team.
- ESG Committee is established and R&D manager is assigned to ESG Manager as well



Stage 3 2025 Completed Projects

- Establishment of ESG CommitteeFormation of a dedicated ESG committee.
- ESG Report published.
- Integration of ESG into Risk Management Incorporating ESG risks into corporate risk management processes



Stage 4 2026 Planned Projects

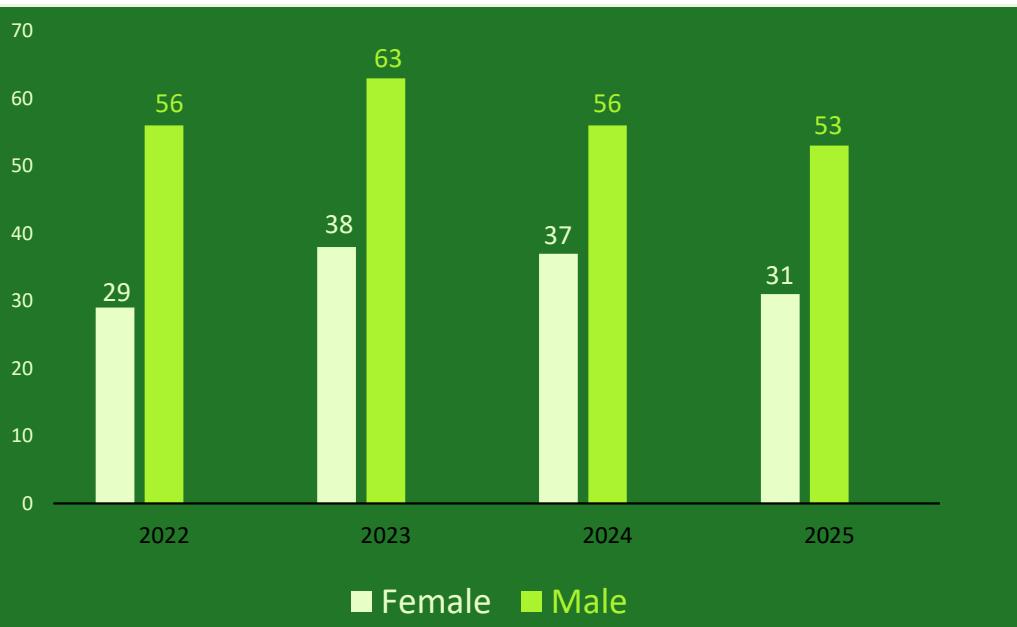
- Whistleblower Policy & Mechanism Establishment of an anonymous reporting mechanism for ethical violations.
- Annual Governance Training for Board Members Providing annual corporate governance and ESG training to board members.

11. Some Highlights

EVAM remains committed to advancing gender diversity and inclusion across all levels of the organization. While representation has shown variations over recent years, we view this as an opportunity to strengthen our initiatives. Our focus for the upcoming period is to implement targeted programs that support female leadership and ensure balanced representation in management roles. Gender equity continues to be a core pillar of our ESG strategy, and we are dedicated to achieving sustainable progress.

Absenteeism Rate over years:

Tracking absenteeism helps us focus on employee well-being and work-life balance, ensuring a healthier, more engaged team. To track the absenteeism rate more accurately, a new leave type has been introduced for cases where no report is provided, categorized as sick leave

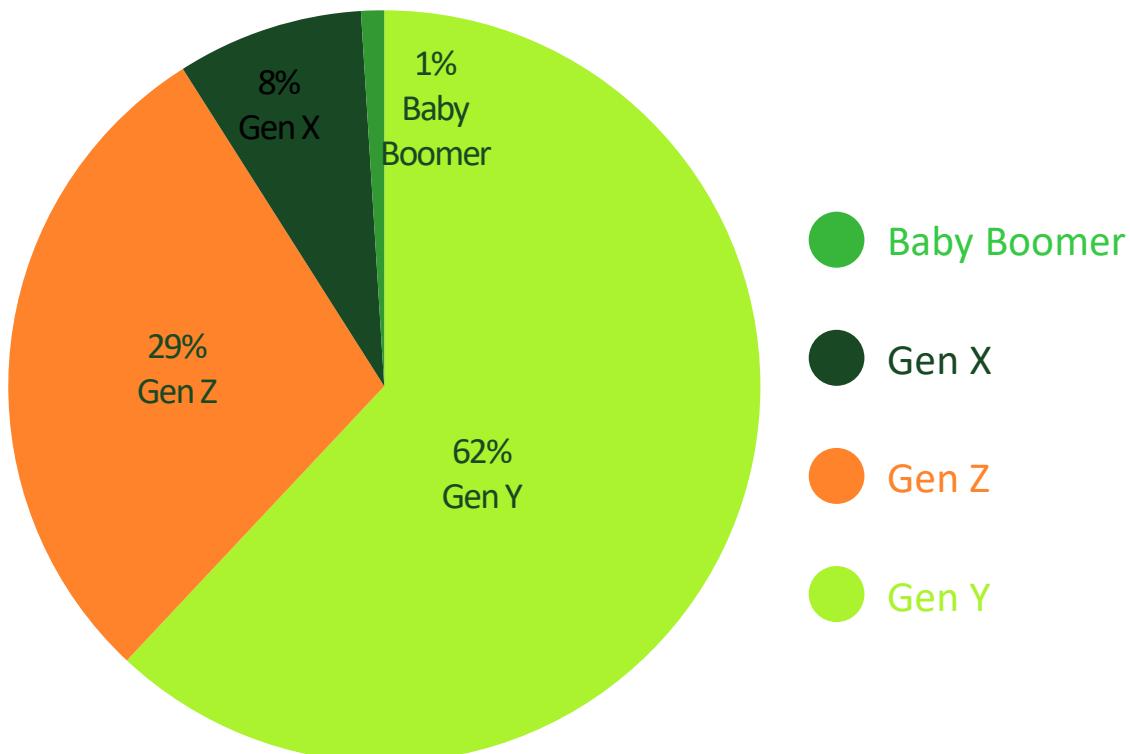


**Our absenteeism rate for
2025 was
0.41%**

11. Some Highlights

Current Age Breakdown:

This balanced age distribution supports a mix of experience and fresh perspective within our team. Our team predominantly consists of Generation Y and Z members, so the initiatives/projects that EVAM is implementing aim to increase engagement for these two generations.



12. Appendices

GRI Index:

GRI 2-7: Total number of employees
→ Page 29

GRI 305: Emissions → Page 11

GRI 404-1: Training hours per employee → Page 29

Certifications and Awards:

- ISO 27001 – Information Security Management
- ISO 27034 – Application Security
- Forbes Startup 50 List (2025)
- Martech Awards – Best Martech Automation
- Happy Place to Work Recognition

Contact Information:

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Thank You

