valantic

ESG Report 2024

according to the ESRS-Standard

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Statement

With this first voluntary ESG Report, valantic takes a significant step toward greater transparency and accountability. As a fast-growing consulting company, our direct environmental footprint – primarily originating from company vehicles and office energy consumption (Scope 1 and 2) – remains relatively small. However, we acknowledge that our responsibility extends far beyond our immediate operations.

As trusted advisors in digital transformation, we aim to lead by example. Our clients rely on us to guide them through their digital and sustainability transformations, and we are committed to living up to this responsibility by continuously enhancing our own ESG performance. This report not only reflects the progress we have made but also highlights areas where further development is necessary, helping us to systematically address existing reporting and KPI gaps.

One of the key challenges we face is the decentralized structure of our numerous Competence Centers, which makes a consistent data collection a major focus topic. This report serves as an essential tool for bringing greater alignment and transparency to our ESG management efforts.

We recognize that sustainability is not a destination, but a continuous journey. While our negative impact may be limited, we are determined to invest the necessary resources to create positive change – both within our organization and for the benefit of our clients and society as a whole.

Inhalt

1. General disclosures

1.1. Basis for preparation

This sustainability statement covers the entire valantic Group for the reporting year 2024, including all competence centers worldwide. Some processes, such as whistleblowing and compliance training, are not yet fully integrated across all entities due to local requirements or ongoing integration; these are monitored and aligned with Group standards. The statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS), applying the double materiality principle as outlined in ESRS 1 and ESRS 2.

Environmental data (Corporate Carbon Footprint) is calculated annually in collaboration with Climate Partner, based on the Greenhouse Gas Protocol. Scope 1, 2, and relevant Scope 3 categories (purchased goods/services, waste, business travel, and employee commuting) are included. The double materiality assessment follows EFRAG guidance, involving internal stakeholders from key functions. At present, external stakeholders are not included in the process, but their involvement will be revisited in future cycles.

The 2022 standard served as the foundation for this report, and the materiality assessment was also conducted accordingly. Subsequently, the ESRS revision was used to align and update relevant sections, and to draft the ESRS 2 disclosures.

1.2. Governance

1.2.1. Role of administrative, management, and supervisory bodies

GOV-1

Responsibility for sustainability topics at valantic is distributed between operational and strategic levels. Operationally, the ESG Team—comprising multiple experts with diverse backgrounds—is responsible for tracking ESG topics and developments. Strategically, the CFO Department and the Executive Committee (ExCom) act as the steering committee for ESG matters.

Oversight of ESG strategy and risks is primarily exercised through the ESG Team's ongoing monitoring of relevant topics and reporting developments. Decision-making responsibilities rest with the ExCom and CFO Department. While these bodies make occasion-related decisions on ESG matters, there is currently no formalized, structured process for regular review or integration of ESG topics into routine management meetings.

The review of ESG topics by the responsible bodies occurs on an as-needed basis, rather than at fixed intervals. ESG risks and actions are reported to top management on occasion, typically via dedicated agenda slots in ExCom meetings when decision-making is required.

Risk management responsibilities are distributed across specialized departments: the Legal Department oversees legal aspects, the ESG Team monitors ongoing ESG developments and reporting requirements, and the Financial (CFO) / Group Accounting function ensures alignment and consolidation of ESG and financial reporting.

Sustainability topics are not systematically integrated into regular management meetings or decision-making processes. Instead, ESG topics are addressed within existing cross-functional meetings and committees, such as the Effectiveness Board, as relevant. The Legal Department is also responsible for implementing specific sustainability policies and strategies, such as those related to human rights and supply chain due diligence.

valantic has established key governance policies to ensure ethical conduct and compliance, including a Code of Conduct, Whistleblower Policy, Anti-Bribery Policy, Code on Human Rights, AI Policy, Communication Policy, Environmental Policy, and Information Security Policy. These policies set clear standards for behavior, support transparent communication and help safeguard against risks and misconduct across the organization. In addition, a mandatory sustainability training has been introduced for all employees to raise awareness and support the adherence to sustainable standards across the organization.

1.2.2. Integration of sustainability in incentive schemes

At present, sustainability criteria are not integrated into the incentive schemes or remuneration policies for management or employees at valantic. There are currently no sustainability-related targets or performance indicators that influence variable compensation or bonuses.

1.2.3. Statement on due diligence

GOV-3

Currently, valantic does not have a formal due diligence process in place for identifying, preventing, or mitigating actual and potential adverse impacts related to sustainability. For the preparation of this ESG report, a double materiality assessment was conducted for the first time. valantic is committed to further developing and refining this double materiality assessment to align future ESG reporting more closely with ESRS requirements.

1.2.4. Risk management and internal controls over sustainability reporting

GOV-4

valantic is in the process of developing structured risk management and internal control systems specifically for sustainability reporting. At present, the scope of risk management in relation to

sustainability reporting is limited, with responsibilities primarily assigned to the ESG reporting team. The current process involves the identification and collection of sustainability data from relevant departments, followed by a review for completeness and plausibility.

Formalized controls and systematic risk assessments related to sustainability disclosures have not yet been fully established. valantic recognizes the importance of robust internal controls and risk management in ensuring the accuracy and reliability of sustainability information and intends to further develop and formalize these processes in future reporting cycles.

1.3. Strategy and business modell

SBM-1

1.3.1. Strategy, business model, and value chain

valantic develops digital solutions and software to support clients in mastering digital transformation and gaining strategic advantages. Our business model combines technological expertise with deep industry knowledge, delivered through specialized competence centers and expert teams. We serve over 500 clients—including major DAX-listed companies—across Germany, Austria, Switzerland, and internationally.

Our value chain is built on strategic partnerships with leading technology providers and service partners, ensuring comprehensive solutions tailored to client needs.

Sustainability is integrated into our strategy by emphasizing responsible innovation, operational excellence, and fair business practices throughout our services and partnerships.

Value chain

valantic's value chain encompasses the full spectrum of activities required to deliver digital and IT solutions to its clients: it begins with the recruitment and development of skilled professionals and the establishment of strong partnerships with technology vendors and suppliers. Upstream activities include the procurement of hardware, software licenses, and professional services for project delivery as well. The core operations involve consulting and project management, software development and integration, implementation and change management as well as quality assurance. Downstream, valantic provides managed services, ongoing support, and maintenance to clients. The company maintains close client relationships, gathers feedback, and continuously improves its services and solutions to ensure long-term value.

Upstream	Core Operations	Downstream
• Talent acquisition and development • Supplier relationships • Procurement	• Consulting and project management • Software development and integration • Implementation and change management • Quality assurance	• Service delivery and support • Client relationship management • Feedback and continuous improvement:

valantic's value chain is characterized by strong collaboration with both upstream partners (technology vendors, talent providers) and downstream stakeholders (clients, end-users), with a focus on delivering sustainable, high-quality digital solutions.

1.3.2. Interests and views of stakeholders   SBM-2

valantic has begun to identify its key stakeholder groups as part of the ESG reporting process. Stakeholders include employees, clients, business partners, suppliers, and, where relevant, regulatory authorities and local communities. The identification of stakeholders was based on their relevance to valantic's business activities and their potential to be impacted by or influence the company's sustainability performance.

To date, stakeholder engagement has been limited and primarily informal, taking place through ongoing business relationships, project feedback, and regular communications with employees and clients. A structured process for systematic stakeholder engagement and collection of stakeholder concerns has not yet been established.

As a result, valantic has not yet formally summarized or prioritized key stakeholder concerns and interests. The company acknowledges the importance of structured stakeholder dialogue and intends to further develop its processes for stakeholder identification and engagement in future ESG reporting cycles.

1.3.3. Interaction of material IROs with strategy and financial effects   SBM-3

In the course of preparing this ESG report, valantic has identified material impacts, risks, and opportunities (IROs) related to sustainability through a double materiality assessment. At this stage, the potential financial effects of these IROs have not been quantified. Furthermore, there has not yet been a dedicated discussion at management level regarding how these IROs may affect valantic's business model and strategy.

1.4. Double materiality assessment

1.4.1. The process of materiality assessment

IRO-1

For valantic, this represented the first double materiality analysis conducted. A comprehensive multi-level process to evaluate material topics was conducted, utilizing the supportive manual provided by EFRAG. Initially, a workshop was held where all sub-subtopics were discussed and prioritized. Topics that were not considered to have potential material impact were excluded, with reasons for their exclusion thoroughly documented.

Stakeholdergroup	Topic	Role in DMA	Position
Finance	Finance	Oversight of financial aspects	CFO
Environment	Environment	Identification and evaluation of environmental IROs	ESG Team
HR/Social	Social	Identification and evaluation of social IROs	Manager People & Organizational Development
Legal/Governance	Governance	Identification and evaluation of governance IROs	Legal Team
Employees	Own Workforce	Inclusion of employees' perspectives	Employee

A methodology was then established to assess and rate the IROs based on the criteria of "Scale, Scope, Likelihood, and Irreversibility," each measured on a scale of five. Due to the lack of reliable data for each topic, financial materiality was assessed qualitatively for this iteration.

Three expert teams, consisting of specialists in environmental, social, and governance fields, defined the IROs based on their professional experience, as well as insights gathered from workshops and interviews. They then applied the previously discussed methodology to assess materiality. In a subsequent joint workshop, these evaluations were revisited to ensure a comprehensive view that extended beyond a purely expert perspective. A materiality threshold was set through consensus among the expert teams, considering both the potential impact on valantic's business and the significance to stakeholders, leading to the final determination of material topics for valantic. At this stage, the double materiality assessment primarily involved internal stakeholders due to the initial focus on aligning internal processes and expertise. In future cycles, valantic intends to expand the process to include external stakeholder

perspectives—such as key clients, suppliers, and partners—to further enhance the robustness and relevance of the assessment. The double materiality assessment will be reviewed and updated annually, or whenever significant changes occur in the business environment, strategy, or regulatory landscape. This ensures that material topics remain current and aligned with both internal and external expectations.

IRO-2

1.4.2. Double materiality assessment result

The materiality assessment identified material IROs through a structured, multi-stage process, as described in Chapter 2.2. To ensure a comprehensive perspective, multiple internal stakeholders were involved, providing deeper insights into the relevant topics. The identified IROs are closely linked to valantic's core business processes and reflect a people-centric approach, with the workforce playing a pivotal role.

Besides workforce-related subtopics, environmental aspects were also deemed material for valantic. As an international service provider, despite not producing physical products, the importance of addressing environmental topics in our operations is considered essential. The identified material IROs are further detailed within the corresponding sections of this report. All identified material IROs comply with the disclosure requirements of the European Sustainability Reporting Standards (ESRS) and no other entity-specific disclosures were added. An overview of the material topics is shown in Figure 1. The sub-topics and sub-sub-topics are described briefly below.

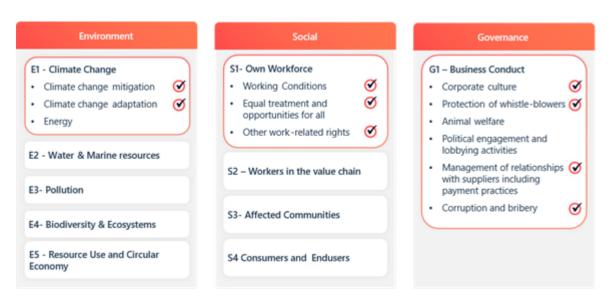| Environment	Social	Governance
E1 - Climate Change • Climate change mitigation ✓ • Climate change adaptation ✓ • Energy	**S1- Own Workforce** • Working Conditions ✓ • Equal treatment and opportunities for all ✓ • Other work-related rights ✓	**G1 – Business Conduct** • Corporate culture ✓ • Protection of whistle-blowers ✓ • Animal welfare • Political engagement and lobbying activities • Management of relationships with suppliers including payment practices ✓ • Corruption and bribery ✓
E2 - Water & Marine resources	**S2 – Workers in the value chain**	
E3- Pollution	**S3- Affected Communities**	
E4- Biodiversity & Ecosystems	**S4 Consumers and Endusers**	
E5 - Resource Use and Circular Economy		

Figure 1 – Material ESRS Topics

Environment (E)

In the environmental pillar, the topic of *Climate Change (E1)* was identified as material. On sub-topic level climate change mitigation was identified as a material and strategically important topic. As a consulting company with a high volume of travel activities, valantic generates significant emissions. However, it also offers consulting services that assist clients in their journey towards decarbonization, an area that presents both challenges and opportunities.

The sub-topic of climate change adaptation was also considered relevant in specific areas, such as the potential need for adaptation due to rising CO_2 prices and assessing the impact of increasing heat waves on employees. The sub-topic energy was not assessed as material, because valantic's electricity and heat consumption is low compared to the industry average. However there still is potential for increased efficiency through initiatives like improved building management and the use of renewable energy sources.

Social (S)

Within the social pillar, the topic of *Company Own Workforce (S1)* was identified as material. The sub-topics of working conditions, equal treatment and opportunities for all, as well as other work-related rights are particularly relevant. These topics not only reflect valantic's core values but are vital for maintaining employer attractiveness, ensuring long-term talent retention, and fostering a diverse and inclusive corporate culture.

Governance (G)

In the governance pillar and topic *Governance (G1)*, several topics were classified as material, including integrity and compliance, corruption prevention, whistleblower protection, and supplier management, with a focus on responsible payment practices. Corporate culture emerged as a key factor for sustainable economic success, particularly concerning customer and employee trust.

2. Climate Change (E1)

As a fast-growing consulting company, we are aware of our responsibility for the environment and are committed to making a positive contribution. We recognize the importance of transparently disclosing our environmental impact and continuously strive for improvement in this area. Particularly given our rapid growth, we are aware that we still have significant progress to make on our sustainability journey. Our commitment to environmental protection is driven by this awareness. To improve our environmental impact, we are focusing on three core pillars: creating transparency, embedding governance, and realizing savings. Through both our internal operations and the services we provide to clients, we aim to support the transition to a low-carbon and resource-efficient economy.

This section of the report outlines our approach to environmental sustainability, including our policies, actions, targets, and performance across key areas such as greenhouse gas (GHG) emissions and energy consumption.

2.1. Impacts, risks and opportunities

Through the double materiality assessment, we determined that Climate Change E1 is the only material topic in the environmental category for valantic. Therefore, the CCF serves as the main indicator of valantic's environmental performance. We focus on actively reducing our emissions through internal measures. This includes the adoption of environmentally friendly practices and the use of innovative technologies in our operations.

Material topics

Sub-Sub-topics	Material impact, risk, or opportunity	Category
Climate change mitigation	Scope 1, 2 & 3 emissions caused by our business activities	Actual negative impact
Adaptation to climate change	Rising CO_2 pricing or regulatory requirements for travel (impact on project business)	Risk

2.2. Transition plan

To emphasize the need for action and demonstrate our internal efforts regarding climate protection and adaptation to climate change, we are working on a transition plan in line with the requirements of the ESRS. The transition plan shall serve as a guideline for all internal stakeholders at valantic, when addressing environmental related changes within the organization. It also shall represent our commitment to external stakeholders, highlighting the efforts taken and targets set.

The transition plan will be based on quantitative data retrieved from the annual Corporate Carbon Footprint (CCF) and includes qualitative aspects such as our business model and external factors influencing valantic's business activities. This results in a comprehensive plan outlining valantic's contribution to limiting climate change and supporting adaptation to climate risks. For now, this report summarizes all the efforts and initiatives we are currently undertaking to transform our business into a more sustainable one. It therefore takes the role of a transition plan and provides a guideline for all environmental actions.

We understand that we are not yet at the end of our journey. The transition plan is a key tool to guide our future development, and we remain ambitious to improve our environmental performance every day.

2.3. Policies

Our environmental policy focuses on reducing our carbon footprint and promoting sustainable practices across the organization. A key step is the ongoing transition to green electricity at our office locations, paired with efforts to improve energy efficiency in our buildings. The policy also aims to reduce the impact of business travel by limiting its frequency, especially by air and car. We encourage the use of public transport, such as trains, through subsidized offers such as BahnCard. Additionally, we are working to gradually shift our company fleet towards electric vehicles to further reduce emissions.

Waste prevention is an integral part of our environmental policy, even though it is not classified as a material topic within the ESRS framework. We raise awareness through internal training and encourage employees to reuse materials where possible, especially IT equipment. Our environmental policy also emphasizes the selection of environmentally friendly materials across our operations. Our waste management approach is guided by principles of proper waste separation and increased recycling of commonly used materials such as paper and general waste.

The policy provides a clear framework to embed sustainability into our daily decision-making, support continuous improvement, and ensure that environmental responsibility becomes a fundamental part of our company's culture and growth.

E1-5 – Policies related to climate change

Relevant policies on group level	Date of current version	Owner of policy	Executor
Environmental policy	February 2025	Legal	CFO

2.4. Actions

E1-5

Besides our emission category specific actions we are focusing on enhancing ESG awareness all over our company. Employees are encouraged to participate in the ESG crash course available in the Learning Hub, our valantic internal learning environment available to every employee. This training includes comprehensive information on sustainability practices, waste management, and actionable insights for reducing the corporate carbon footprint.

Company cars

Our objective is to reduce emissions from our company cars by switching to electric vehicles (EV) and limiting the use of combustion vehicles. Across the group we are committed to introduce a more sustainable mobility strategy that favors low-emission and electric vehicle models. We are also working on improving the charging infrastructure at office locations and encourage the use of EVs through internal incentives.

Buildings

Even though our lever for improvements within our building is rather limited, valantic is aiming to improve its footprint where possible. One aspect is valantic's strategy to implement a "Hub strategy" where smaller offices are consolidated in larger "Office Hubs". By this, valantic is also influencing its energy consumption, as new facilities are usually providing a much better energy efficiency. Furthermore, the execution of an energy audit revealed potential for further reduction. As a result we are focusing on the following aspects, to reduce our energy consumption and therefore our Carbon Footprint:

- Server rooms: The recommended temperature should be raised to 23-24°C.

- Room temperature: The setting of 23°C will be maintained and should not be changed individually in the rooms if possible.
- Refrigerators: Set freezers to -18°C (instead of -22°C) and refrigerators to 6-8°C.
- Meeting room screens: To be switched off after every meeting, as they consume a lot of energy also in standby-mode

Apart from the energy savings measures, we are focusing on reducing our footprint from our electricity consumption. As more of 50% of our energy consumption is caused by servers and cooling, a simple reduction of consumption is not possible. Therefore, we are putting our efforts into raising our quota of green electricity usage at valantic.

Purchased goods & services

We decided to work with mostly qualitative objectives within Scope 3. Considering that 2024 marks the first year we reported the category of Purchased Goods & Services in our CCF, our primary focus is on we improving data quality. Given valantic's heterogeneity and decentralized structure, we work with a diverse range of suppliers worldwide – from large companies such as SAP to small companies such as a tax consultancy in India. As a result, direct collaboration with every supplier to promote sustainable practices is not always feasible. However, improving reporting systems and fostering transparency remain key areas where we aim to make progress.

Waste

Due to the limited relevance of waste emissions, valantic is currently focusing to reduce the emissions caused by waste, by following qualitative targets.

- **Optimizing waste separation:** valantic is committed to improving waste separation processes by implementing clear and easy-to-understand labels and instructions at waste disposal points. Additionally, employee training programs will be conducted to ensure proper waste segregation practices as well as leveraging the internal communication platform to share updates, guidelines, and best practices related to waste reduction and sustainability.
- **Reduction of waste generation:** Measures will focus on minimizing waste through "zero waste" programs in the office, promoting the use of reusable materials such as shopping bags and ReBowl containers, and encouraging sustainable packaging solutions.
- **Improving data collection and quality:** To improve the reliability of waste data, valantic will shift from extrapolating data from a single office to conducting random data collection in multiple office locations. This will ensure better accuracy and quality in reporting.

Business travel

To reduce business travel emissions (1,240 t CO_2e in 2024), valantic is focusing on three key areas:

- **Sustainable Travel Policy:** valantic is developing a sustainability-oriented travel policy to encourage environmentally friendly travel options. This includes promoting rail travel (e.g., through BahnCards), rental bicycles, and carpooling. The policy will serve as a company-wide framework to guide employees toward more sustainable practices.

- **Reducing Travel Frequency:** Not only changing the way we travel helps to reduce our environmental impact but also reducing the travel frequency. By maximizing the use of digital communication tools, valantic continuously evaluates whether physical meetings can be replaced by virtual alternatives.

- **Improving Data Quality:** Enhancing data quality in emissions tracking is crucial to achieve our goals in the future. This includes implementing a detailed reporting system for business trips and improving the calculation of emissions by mode of transport (e.g., rail, air, car). These were previously collected using a spend-based approach. Furthermore, the use of technologies for the automated collection and analysis of business travel data will help us the achieve our targets.

Employee commuting

Our goal is to support a shift toward lower-emission commuting habits. To promote sustainable mobility, we encourage the use of public transport through subsidies like "Deutschlandticket" and offer flexible work-from-home arrangements to reduce the need for daily commuting. We also promote the use of rental bikes, support carpooling initiatives, and raise awareness about the environmental impact of commuting with our yearly commuting survey. Furthermore, we are encouraging our employees with company cars to shift towards a more environmental friendly way of transport. This is mainly done by a financial support for electric vehicles and numerous charging facilities in our offices. Additionally, the valantic Hub-strategy is centralizing office facilities in easily accessible places, with good connection to public transport. This also encourages colleagues to travel by bike, train or bus rather than by car.

E1-6

2.5. Targets

We are aware of the fact that ambitious, yet achievable targets are part of a consistent ESG performance. To support this, we are currently focused on defining and communicating valantic reduction targets for our different emission categories. However, limited data quality in several

areas leads to uncertainty regarding the actual emission values that needs to be solved in advance.

Our goal is to improve our database gradually, so that profound and reliable reduction targets can be derived for all categories. Furthermore, we will align the targets with all relevant stakeholders, to reach a high commitment among the entire company. We are currently working with high priority for the timely establishment of reduction targets.

Even though we do not have reduction targets yet, our reduction efforts will continue and even increase in the upcoming years. This is also reflected in our qualitative reduction targets for many emission categories, such as Waste or Business Travel.

2.6. Energy consumption and mix

E1-7

Due to our industry and the nature of our business model, energy consumption is not one of the main drivers of our carbon footprint. Nevertheless, we are constantly monitoring our energy consumption. However, we recognize that energy is one of the most obvious and accessible metrics when it comes to Carbin Accounting. As this is also the fact for most of our clients and other stakeholders, we are communicating our energy consumption and the development over the upcoming years as transparently as possible.

Metrics table: E1-7 – Energy consumption and mix

Energy	MWh 2024
Total energy consumption related to own operations (MWh)	3.975,1
Total Energy consumption from fossil sources (MWh)	3.444,2
Total energy consumption from nuclear sources (MWh)	0
Total energy consumption from renewable sources (MWh)	530,9

2.7. Gross scopes 1, 2, 3, and total GHG emissions

E1-8

valantic's CCF is calculated annually in collaboration with Climate Partner, who ensures the completeness and accuracy of the carbon accounting. The CCF is determined in accordance with the guiding principles of the Greenhouse Gas Protocol (GHG Protocol). All emissions are calculated and displayed as CO_2-equivalents, considering also other greenhouse gases than CO_2. Valantic has been measuring its climate balance since 2022, continuously expanding its scope

to include all relevant emission categories identified in the 2024 GHG Protocol materiality assessment.

*A number of greenhouse gases contribute to global warming and are converted and summarized under CO_2 equivalents, simply CO_2

Scope 1

Our Scope 1 emissions primarily derive from the combustion of mobile plants. This is due to the fact, that we are operating a number of company cars, which are used by our consultants to travel to customers on a regular basis. Further emissions occur through volatile gases. This can mainly be attributed to the leakage of coolant from air conditioning devices in our offices. Other emissions sources are not considered under Scope 1 due to the business model of valantic.

Scope 2

Our Scope 2 emissions include electricity and heating consumption. Electricity consumption covers the electricity usage within our offices and servers as well as the electricity used for electric company vehicles. The heating emissions are attributed to district heating and gas usage in rented offices.

Scope 3

Our Scope 3 emissions are composed of multiple categories from the GHG Protocol. Given our business model, purchased goods and services represent a significant share of our emissions. Furthermore, waste within our offices is recorded and included in our CCF. Finally, employee mobility, including commuting and business travel using modes of transport other than company cars (e.g., planes, trains), is also accounted for within our Scope 3 emissions.

Our Corporate Carbon Footprint serves as the foundation for communication and target-setting in alignment with ESRS E1.

Metrics table: E1-8 – Gross scopes 1, 2, 3 GHG emissions

Greenhouse Gas emissions [tCO2e] by Scope	tCO$_2$e 2024	Share in 2024
Scope 1	1,399.81	9.05 %
1.1 Mobile combustion	1,251.68	8.09 %
1.3 Emissions from fugitive gasses	148,13	0.96 %
Scope 2	1,068.68	6.52 %
2.1 Purchased electricity (market-based)	556.37	3.60 %
2.2 Purchased heating	452.30	2.92 %
Scope 3	13,063.56	84.43 %
3.1 Purchased goods and services	8,216.52	53.11 %
3.3 Fuel- and energy related activities not included in scope 1 and 2	679.03	4.39 %
3.5 Waste generated in operations	103.69	0.67 %
3.6 Business travel	1,240.56	8.02 %
3.7 Employee commuting	2,823.76	18.25 %
Total emissions	**15,472.04**	**100 %**

2.7.1. Company Cars

Emissions from company cars fall under the GHG Protocol category *1.1 Mobile combustion* as they originate from vehicles owned or leased by the company and used for business purposes. These emissions are directly attributable to our operations and therefore play a central role in our climate strategy. Company cars are primarily used by our consultants to visit clients, work on projects and to perform sales. Within the CO$_2$ calculation, the emissions are not distinguished between private and business use. We are aware, that the provision of company cars also for private use results in higher emissions also in the private life of our employees. By accounting for all emissions, we want to create as much transparency as possible.

Methodology & data basis

We use detailed exports from our service providers for company cars as a basis for the calculation of the emissions. In this way, we have insights into how many litres are consumed by each car. Having the total amount of litres for each type, we then apply specific emission factors (CO$_2$e per liter) for diesel, petrol and hybrid vehicles. For electric vehicles, we use the annual kilometres as of the leasing contract as a basis for the calculation and apply the respective

emission factor (CO_2e per kilometer). This detailed vehicle-level data is available for most of our competence centers. For smaller competence centers where such data is not available, we use a group-wide average based on costs for company cars to estimate emissions.

Metrics table: Emissions from company cars

Type	tCO$_2$e 2024	Share in 2024
Hybrid	725.68	57.98 %
Petrol	276.52	22.09 %
Diesel	131.69	10.52 %
Electric	117.80	9.41 %
Total	**1,251.68**	**100.00 %**

Interpretation

Scope 1 emissions from company cars account for 1,252 t CO_2e or 8% of valantic's total emissions, indicating a notable impact from Scope 1 emissions. This highlights the direct impact of the need for mobility that comes with valantic's business model. The emissions are distributed across different types of vehicles, each with varying environmental impacts: Hybrid vehicles represent the largest share of company cars emissions, contributing 725 t CO_2e or 58%, followed by cars fuelled by petrol with 22% and diesel and electric cars with both approx. 10%. This and the fact that the direct emission factor for electric vehicles is superior to the ones with combustion engine shows, that there is an area for further development such as reinforcing the transition to fully electric vehicles.

2.7.2. Buildings

Under the category 'Buildings,' all emissions associated with valantic's physical premises are summarized. These emissions fall under the GHG Protocol categories *2.1 Purchased electricity* and *2.2 Purchased heating*. valantic operates as a tenant in office spaces across multiple cities. These offices are predominantly located within larger office complexes shared by multiple tenants and sub-units. As a result, valantic has limited influence over certain sustainability parameters, such as the type of heating system used.

Methodology & data basis

Scope 2 emissions from buildings are calculated based on energy consumption for electricity and heating across our office locations. We use consumption data obtained from utility invoices

provided by each office. This enables accurate, location-specific emission calculations based on kilowatt-hour usage and corresponding emission factors. For smaller offices without detailed consumption data, we estimated emissions using a group-wide average derived from energy cost data.

Metrics table: Emissions from energy consumption

Type	MWh 2024	Share in 2024
Electricity	1.579,7	-
Electricity (green)	530,9	13,3 %
Electricity (mix)	1.048,8	26,4 %
Heating	2.395,4	-
District Heating	686,0	17,3 %
Gas Heating	1.709,4	43,0 %
Total	**3.975,1**	**100.00 %**

Interpretation

Scope 2 emissions from buildings account for a significant share of valantic's CCF. Emissions from heating and electricity sum up to approximately 1,000 t CO_2e, representing 6.5 % of the total CCF for 2024,. The primary heating source in the offices remains natural gas, and the majority of offices are supplied with the local electricity mix.

2.7.3. Purchased goods & services

Within Scope 3 emissions, the category *Purchased Goods & Services* represents a substantial portion of valantic's total CCF. As a consulting company that does not produce tangible goods, this category is primarily driven by purchased services rather than physical products. Offering our clients the top-quality services also involves the engagement of external freelancers. Additionally, we rely on external experts for legal and accounting services.

Methodology & data basis

Similar to business travel emissions, the calculation of emissions for purchased services is based on the spend-based approach. Accounting data is extracted from our central financial reporting system. By maintaining separate accounts for different service types, such as external freelancers, we can apply the respective spend-based emission factors.

The purchased goods within this category primarily consist of equipment provided to employees, such as laptops, mobile phones, and screens. The IT department supplies the number of purchased items, and emission factors are applied for each equipment type. We acknowledge, that this approach results in limited data precision. However, given the relatively low impact of these items on valantic's overall emissions, this methodology was deemed acceptable. Nevertheless, we aim to improve data quality wherever feasible, even though it is not currently our top priority.

Metrics table: Emissions from purchased goods & services

Purchased goods & services (Scope 3)	tCO$_2$e 2024	Share in 2024
Purchased services	7,616.46	92.7%
Screens	315.59	3.8%
Laptops	221.23	2.7%
Mobile phones	57.30	0.7%
Water consumption [m3]	5.94	0.1%
Total	**8,216.52**	**100%**

Interpretation

This category accounts for more than half of valantic's total emissions (8,216 t CO$_2$e), representing 53% of the total CCF. Within this category, purchased services contribute 93% of emissions. These services primarily include external freelancers working on customer projects, as well as support for internal projects and specialized expertise. With combined emissions of 594.12 t CO$_2$e (7.2%), electronics reflect the impacts of the IT infrastructure required to perform our work. The high emission share in this category is typical for a business model that involves third-party service providers in customer delivery. It should also be noted that the chosen calculation methodology has limited precision and likely overestimates actual emissions.

2.7.4. Waste

Waste generated in our offices fall under the GHG Protocol category *3.5 Waste generated in operations* and includes everyday operational waste such as paper, packaging materials, and residual waste, as well as specific waste streams from equipment disposal, particularly IT hardware.

Methodology & data basis

For waste-related emissions in Scope 3, we apply a sample-based approach. Data was collected from one representative location, where waste quantities and types were analysed in detail. Using this sample, emissions were extrapolated across all other locations with employee headcount serving as a scaling factor.

Metrics table: Emissions from waste

Waste type	Amount (in t)	tCO₂e 2024	Share in 2024
Bio	68,3	1,53	1,47%
Glass	12,7	0,01	0,01%
Residual	91,2	64,05	61,77%
Plastics	61,2	37,29	35,96%
Paper	106,0	0,82	0,79%
Total	**339,6**	**1,251.68**	**100%**

Only non-hazardous waste is generated in our operations.

Waste type	Amount (in t)
Hazardous waste	0
Non-hazardous waste	339,6

Interpretation

Scope 3 emissions from waste disposal in buildings play a less significant role for valantic with approximately 100 t CO₂e, representing only 0.67 % of valantic´s total emissions. For the sake of completeness, these emissions are still tracked and reported. Waste types are mainly limited to household, plastic, paper and organic waste. Small amounts of electronic waste do also occur and are properly recycled. No hazardous waste is generated by valantic.

2.7.5. Business travel

As a consulting company, emissions from the GHG Protocol category *3.6 Business travel* caused by our employees travelling to clients represent a significant portion of our CCF. Business travel emissions in Scope 3 include short- and long-distance flights, rail travel, private and rental cars as well as taxi rides.

Business travel emissions are based on our business-induced travel activity. Our consultants are visiting potential clients to sell projects, current clients to work on the project and events such as trade fairs to emphasize our brand.

Methodology & data basis

Emissions from business travel are calculated using a spend-based approach. We rely on to accounting data from our central financial reporting system. By having separate bookkeeping accounts per mode of transport, we can apply the respective spend-based emission factors for flights, rail travel, and private or rental vehicles.

For hotel stays, the total cost is divided by the average cost per night to determine the number of overnight stays. An emission factor per overnight stay in a hotel is then applied to calculate emissions from accommodations.

Metrics table: Emissions from business travel

Business Travel (Scope 3)	tCO$_2$e 2024	Share in 2024
Flight	772.11	62.24%
Train (long-distance)	236.51	19.07%
Hotel accomodation	214.79	17.31%
Private and rental car	17.14	1.38%
Total	**1,240.56**	**100.00%**

Interpretation

Business travel contributes approximately 8% of valantic's total CCF in 2024, equaling 1,240 t CO2e. Flights are the largest contributor, accounting for 62% of emissions. These include both short- and long-distance flights, reflecting the need to expand and strengthen our global business presence. This highlights the importance of prioritizing alternatives, such as virtual meetings, and exploring more sustainable travel options..

The second largest source of emissions, accounting for 19% (236 t CO2e), stems from long-distance train travel. Hotel accommodations contribute 17% (215 t CO2e), emphasizing the potential for engaging with eco-friendly hotels that prioritize energy efficiency and sustainability.

2.7.6. Employee commuting

Our teams are spread across multiple locations and multiple countries, therefore the GHG Protocol category 3.7 Employee commuting is a significant driver of emissions. Although we encourage flexible working arrangements like home office, many employees still commute regularly into the office. Given the environmental impact of this daily routine, commuting is an important issue to address as part of our wider sustainability efforts.

Methodology & data basis

To assess the environmental impact of commuting, we conducted a company-wide employee survey. We gathered data on modes of transport (e.g. private car, public transport, bike, walking), commuting frequency, and average travel distances. Our employees could also select two modes of transportation, to get a better understanding of the real commuting behavior. The participation rate in the survey was high with 51%, providing a reliable database. Emissions were then calculated using established emission factors based on transport type and distance.

Metrics table: Emissions from employee commuting

Commuting type	tCO$_2$e 2024	Share in 2024
Bicycle	-	0,00
Car – Diesel	456,23	16,48%
Car – Electric	189,31	6,70%
Car - Gasoline	519,84	18,41%
Car – Hybrid	145,24	5,41%
Home-Office	1.216,16	43,07%
Long-distance train (e.g. RE, IC, ICE)	62,27	2,21%
Motorbike/Scooter	29,89	1,06%
Public Transport (e.g. S-Bahn, Tram, Bus)	195,71	6,93 %
Total	**2.823,65**	**100%**

Interpretation

The survey results show a diverse commuting profile across the company. While many employees regularly use public transportation, bicycles, or walk to work, a large number still rely on private vehicles, especially in areas with limited public transport infrastructure. However, over the past years we have observed a positive trend in commuting behaviour. Many employees

now travel shorter distances and commute to the office less frequently, partly due to increased flexibility through hybrid work models. These developments are encouraging and indicate that our mobility-related initiatives and workplace policies are already having an impact. The insights from the survey help us identify further potential for reduction.

3.Own workforce (S1)

Since the majority of our operations involve consultancy services performed by our employees rather than the development or sale of proprietary software products, we focus on our own workforce within the social dimension. Human and labor rights are integral to our business practices, supported by our company values and group-wide policies. Our five values as the foundation for our employer-employee relationship.

Our five core values - **Partnership, Entrepreneurship, Operational Excellence, Fairness,** and **One Firm** - serve as guiding principles for all actions and decisions at valantic. They are embedded in our company culture and reinforced through leadership and training.

> **Partnership** is characterized by a readiness to help others, trust, responsibility and respect. We live partnership both internally and externally, meaning that regardless of hierarchies, we work together in a spirit of mutual respect.

> **Entrepreneurship**

> **Operational Excellence** needs a high customer focus and is achieved when we inspire our customers with our solutions. Consequently, we invest into training and developing our people accordingly.

> **Fairness** is a duty towards our colleagues, clients, business partners, investors, our environment and comes with respect, transparency and open communication.

> **One Firm** relates to our organizational structure and to our commitment to share, cooperate, support each other and work as a highly qualified network. At the same time, we embrace and appreciate the diversity that comes naturally with us being organized in many semi-autonomous business units. The One Firm value implies that both diversity and being part of a bigger organization can go hand in hand.

In the following, we discuss the significance of our workforce for valantic and how our company culture and values directly influence our sustainability efforts. While we report on the key performance indicators (KPIs) that are already available and material to both our colleagues and our organization, we acknowledge that some data gaps still exist. This report also serves as a foundation to identify these gaps and address them systematically in the future.

3.1. Impacts, risks and opportunities

At valantic, a basic principle is that employee satisfaction and customer satisfaction are equally important and form the foundation of all our decisions. When making choices, we evaluate them

against two guiding questions: Does it positively influence employee satisfaction? And does it positively influence customer satisfaction? If the answer is "no" to either, we do not pursue the option.

As part of our double materiality analysis we, carefully assessed how sustainability matters impact our workforce and the IROs they pose for valantic. The table below shows which topics we identified as material both for our workforce and valantic as a company. Following our double materiality analysis, secure employment and social dialog were determined not to be material for valantic.

Material topics
Working conditions
Employee Characteristics
Fair Remuneration
Health and Safety
Work-Life-Balance
Equal Opportunities
Diversity
Persons with Disabilities
Training and Skills Development
Remuneration Metrics
Remuneration Metrics
Incidents, Complaints and Severe Human Rights Impacts
Data Security

Material topics
Working Time
Adequate Remuneration
Work-Life-Balance
Health and Safety
Gender equality and equal pay for work of equal value
Diversity
Employment and inclusion of people with disabilities
Training and Skills Development

Measures against violence and harassment in the workplace

Privacy

Sub-Sub-topics	Material impact, risk, or opportunity	Category
Adequate Remuneration	Fair compensation enhances financial security and strengthens employee retention	Actual positive impact
Health and safety	Prolonged high work demands without balance harm mental and physical well-being, increasing burnout risk	Potential negative impact
Work-Life-Balance / working time	Flexible working hours	Actual positive impact
Gender equality	unequal pay disadvantages women, limits careers, and deepens social inequalities.	Potential negative impact
Diversity	Diversity enhances innovation, decision-making, market reach, and financial growth	Potential Chance
Inclusion of people with disabilities	Accessible offices and adaptable work environments to support people with disabilities	Actual positive impact
Training and development	Training boosts productivity, retention, innovation, and compliance, improving quality and reducing costs	Chance

3.2. Policies

S1-1

Our policies for our workforce focus on fostering a fair and compliant work environment. They address topics such as equal opportunities, employee well-being, and adherence to labor standards, reflecting our commitment to ethical and sustainable practices.

Overview table: S1-1 Policies related to own workforce

Relevant policies/guidelines on group level	Date of current version	Owner of policy	Executor
The valantic way	2023	valantic	valantic
Code on Human Rights	February 2025	Legal	CFO
Information Security Policy	February 2025	IT	CFO

The valantic way

Our company culture is encapsulated in "The valantic Way," a non-binding document that serves as a compass for employees, partners, and stakeholders. It outlines our mission, values, organizational structure, and cultural principles, including our ambition to maintain an "asshole-free zone."

Key elements of the valantic way include our vision and mission, our five basic values including hands-on advice on how to bring them to life on a daily basis, an understanding of our organizational structure, a glimpse into the valantic strategy, our Culture of Cultures, and some guidance on how career management works at valantic. Every new employee is introduced to "The valantic Way" during onboarding, reinforcing our commitment to a respectful and inclusive workplace.

In addition, our culture is influenced and determined by the principles of different initiatives that valantic joined: the UN Global Compact and the Diversity Charta. To live and implement all of these values, we have several compliance policies, and at the same time we know about the power of culture, social norms and experienced behavior.

Code on Human Rights

Our Code on Human Rights describes in greater detail the aforementioned topics, adding principles of conduct regarding topics such as working hours, career management and work-life-balance. Also, the Code of Conduct explicitly includes a commitment to equality, diversity and a fair and respectful treatment of each other. Detailed description in G1policies related to business conduct.

Information Security Policy

The handling of information in line with data security standards is part of our Code of Conduct. In addition, the Information Security Policy defines the intended level of IT Security at which services are provided by valantic group. IT Security has a potential impact on our workforce in two ways: The way how valantic handles and, consequently, protects the personal data of our employees. Indirectly, our employees benefit from and play an active part in protecting our customers, contractual partners, service providers, authorities and other third parties. The careful handling of the latter is required to provide stable working conditions and secure employment in a respected and trusted working environment for our employees.

3.3. Actions

Health and safety

Healthy employees are a cornerstone of productivity, engagement, and overall organizational success. A focus on health not only reduces absenteeism and turnover rates but also fosters a resilient and motivated workforce capable of delivering high-quality results.

Physical health is supported through ergonomic workplace setups in many valantic offices, cooperations with company fitness programs and related to this, discounted memberships in sports and health facilities. Many locations participate in company sports competitions such as company runs and thus promote the inclusion of exercising into a healthy lifestyle. Also, employees in many locations support the purchase of bikes or offer financial support for bicycle leasing programs. Furthermore, employees are provided with fresh fruits, healthy snacks and drinks in many offices.

To ensure that every employee is familiar with the basic knowledge about fire protection, first aid as well as health and safety at work, valantic provides a dedicated mandatory training. Training contents about health and safety address the prevention and correct behavior in case of accidents at work, ergonomic workplaces, addiction, mental health, the protection of groups like pregnant employees and adolescents below 18 years, stress prevention, the importance of breaks and healthy nutrition. Employees are obligated to repeat this training on a yearly basis.

In addition, individual activities and measures are carried out in various parts of the company, such as teams, locations or countries. Those include for example first-aiders for physical and mental health, which are defined as go-to-people in case of physical or mental health incidents. Also, there are offers for expert consultations on ergonomic workplace setups in home offices.*

Work-Life-Balance

At valantic, we recognize the importance of work-life balance and offer flexible working hours, part-time models, home office contracts, options to work abroad, and parental leave in line with local regulations. We also support unpaid sabbaticals upon request, ensuring employees can manage personal commitments while thriving professionally.

Training and skills development

Providing our employees with equal opportunities also means to provide everyone with tools and resources to develop the necessary skills for their jobs, pursue their professional interests and grow both personally and professionally. A crucial element represents the valantic Learning Hub, a learning management system and platform where employees can find a wide

variety of learning offers of any type, be it on-site training sessions, blended learning offers, or access to documents and audio files. We use this wide variety of offerings to create role-based valantic learning journeys. This way, our employees can see right away which skills are important for their role and they have immediate access to the corresponding courses. They can select appropriate content for themselves in order to expand their capabilities. audio files. Role-based learning journeys guide employees in identifying key skills for their roles and accessing relevant courses.

For our leaders and those who aspire to become leaders we offer a dedicated **Leadership Development Program**. The goal is for participants to acquire essential principles of systemic leadership and practical management tools.

Overall, valantic offers a great variety of learning opportunities for all its employees, from different target groups to open formats that anyone can join and engage in. Examples for the latter are cross-functional hackathons, monthly company-wide knowledge sharing sessions and mentoring programs.

Initatives

In addition to our own policies, we support national and international initiatives as active members which serve the purpose to express our commitment to be a sustainable employer. In Germany we are members of the "Diversity Charter", a non-profit organization and at the same time a commitment to promote and support diversity in workplaces. By signing the charter, we declare to create equal opportunities for all our employees and to shape working conditions that are free of prejudices.

Our membership of the UN Global Compact affirms our commitment to respect human and labor rights, and to maintain certain social and ecological standards.

3.4. Targets
S1-4

Currently, we have not established specific qualitative or quantitative targets related to our own workforce as outlined in Disclosure Requirement S1-4. The process of defining relevant targets is under consideration and will be aligned with ongoing developments in our sustainability strategy. Updates to this section will be provided once targets are set.

3.5. Characteristics of employees

S1-5

Our employees are our most valuable asset and the key to our success. That is because every single one of them has a direct influence on how our work is being perceived by our clients. For this reason, we are committed to creating a work environment where our employees can grow, thrive, and unlock their full potential.

The table below presents the gender distribution among employees in the group. The gender distribution per headcount is regularly monitored. The numbers are as expected given the scope of the group's work and market presence. No further measures have been deemed necessary.

Metrics table: S1-5 Gender distribution

Gender	Number of employees (headcount)
Male	2864
Female	1237
diverse	2
Not reported	58
Total employees	**4160**

Valantic's business model with a diversified portfolio that covers several business areas and geographical areas, provides a robustness to changes in the various markets.

Metrics table: S1-5 Geographic Distribution

Country	Number of employees (headcount)
Austria	246
Belgium	60
Bulgaria	107
Denmark	328
Germany	2447
India	146
Lithuania	20
Malaysia	19
Netherlands	81
Portugal	273

Romania	84
Spain	122
Switzerland	168
Ukraine	41
Serbia	4
US	5
Not reported	9
Total	**4160**

The employee turnover was 10.3 per cent in 2024. During the reporting period, 897 employees left. Detailed information on turnover is provided in the following table.

Metrics: 1-5 Distribution of contract type

Number of	Male	Female	Other	Not reported	Total
Number of employees (head count / FTE)	2864	1237	2	8	4160
Number of permanent employees (head count / FTE)	n/a	n/a	n/a	n/a	n/a
Number of temporary employees (head count / FTE))	n/a	n/a	n/a	n/a	n/a
Number of fulltime employees	n/a	n/a	n/a	n/a	n/a
Number of parttime employees	n/a	n/a	n/a	n/a	n/a

Metrics table: S1-5 Employee Turnover

Employee Turnover	2024
Rate	10,3%
Number of employees	897

3.6. Diversity

S1-8

valantic equals a diversity of cultures and people. Thanks to our inorganic growth, we unite a multitude of regions, countries, backgrounds, and therefore, cultures within one brand. Each company that joins valantic cultivates its own culture that has grown over years and made it

successful. We explicitly do not aim to change or assimilate the different cultures within valantic. Instead, we welcome all cultures, accept that they coexist and focus on the benefits: Cultural diversity makes us smarter, more innovative and more attractive. We call this our Culture of Cultures. All those differences that we experience are on the other hand being counterbalanced by a common set of values that we are all committed to. This is ensured by a very careful process that precedes every time a company joins valantic.

Our Culture of Cultures is just one example of how we live and embrace diversity at valantic. valantics Code of Conduct clearly states that people of all religions, genders, ethnic origins, skin colors, ages, nationalities, professional and social backgrounds are not only welcome, but valued at valantic. Our value Fairness allows no other behavior, and in accordance with our value Operational Excellence, it's everyone's performance and dedication to solve our customers' problems that counts. We firmly believe that a diverse workforce can help us best to achieve the best possible Operational Excellence.

valantic's roots and biggest part of the business are located in Germany, which makes the inclusion of foreign talents into our German entities a relevant topic for us. Our integration efforts in this context exemplify how we are living not only diversity, but also inclusion. A comprehensive onboarding program helps foreign new colleagues settle in quickly and become familiar with the new setting and their new colleagues. The company also offers assistance for finding accommodation, language courses and cultural activities.

As a tech company, valantic employs more women than average in the IT industry. Around 30% of valantic's employees are women. The internal network "valantic Women Power" unites not only women, but all interested employees for an exchange on society, science and economy on a regular basis.

Gender distribution in top management

Top management at valantic consists of all partners and CEOs, who are collectively responsible for strategic leadership and the overall success of the company. The representation of women in top management positions at valantic is relatively low, with women accounting for 8.5%. While valantic does not pursue rigid gender quotas, the company actively supports women in management roles and values their contributions to leadership.

Metrics table: S1-8 Gender distribution in top management by gender

Gender	Headcount	Percentage
Male	161	91,5%
Female	15	8,5%

Total	176	100%

The relatively low percentage of women in top management is influenced by a combination of factors. First, as an IT and consulting company, valantic operates in an industry traditionally characterized by a lower share of women in senior roles. Additionally, societal and cultural factors, such as varying childcare and family support structures in different countries, may also play a role in influencing career trajectories.

Despite these challenges, valantic is committed to fostering an inclusive workplace and creating opportunities for women to grow into leadership positions. By providing development opportunities, promoting a supportive and flexible working environment, and recognizing diverse career paths, the company aims to continue diversifying its leadership team.

Age Distribution

The age distribution of employees is calculated by the total number of headcount under 30, employees between 30 and 50, and employed older than 50. The age distribution exhibits a strong presence of employees in the 30 to 50 age range, making this group the largest segment of our workforce. This is complemented by a dynamic mix of younger professionals under 30 and seasoned experts over 50. This diverse age range enriches our team with a broad spectrum of perspectives and experiences, thereby enhancing our ability to deliver innovative and comprehensive solutions to our clients. The data in the table below is based on an internal survey, resulting in discrepancies compared to the employee numbers mentioned in Section 1.6, which are derived from the central employee management system. We are actively working to enhance the quality and consistency of centralized data.

Metrics table: S1-8 Distribution of employees by age group

Age categories	Number*	Percentage
<30	779	25,47%
30-50	1949	63,69%
>50	332	10,84%
Total	3060	100%

* Numbers come from an internal survey, so the figures differ from the employee numbers in 1.6 employee characteristics

3.7. Adequate wages

Our employees are our most valuable asset and the key to our success. Ensuring fair compensation is a critical component of our working conditions and is rooted in one

S1-9

of our company values, fairness. Based on the current available feedback, we can say that all employees are paid above the minimum wage, including those in lower-wage countries such as India. However, we have not yet received responses from all CCS locations globally and are actively working on achieving a complete disclosure regarding compliance with minimum wage standards.

Adequate pay is essential for attracting and retaining talent, improving job satisfaction, and enhancing loyalty across the organization. This approach not only fosters a positive work culture but also supports our commitment to equitable and sustainable employment practices

S1-11

3.8. Persons with disabilities

Currently those data are not available. valantic is working on collecting the respective data.

Metrics table: S1-11 Persons with disabilities

Age categories	Number*	Percentage
Persons with disabilities amongst employees, subject to legal restrictions on collection of data*	n/a	n/a

*subject to legal restrictions regarding data collection

S1-12

3.9. Training and skills development

At valantic, all supervisors are encouraged to conduct annual performance talks with their employees to review goals, performance, and career development plans. Also, employees also have always the right to request additional meetings to discuss their personal development goals at any time. However, we currently lack comprehensive data on actual participation rates in these meetings as well as quantitative metrics on average training hours. Therefore, it is displayed as "n/a" in the table below. We are actively working on filling this data gap and defining adequate metrics for this material topic.

Metrics table: S1-12 - Training and skills development	No.
Average number of training hours per person for employees	n/a

Percentage of employees that participated in regular performance and career development reviews	n/a

3.10. Health and safety

S1-13

In a consulting environment, the risk of serious workplace accidents is relatively low due to predominantly office-based work, as reflected in consistently low accident figures in 2024. In total there were 24 work-related injuries/accident of which 15 happens in Spain, 6 in Germany and 3 in the Netherlands. These numbers result in an accident rate of 3.39. The rate of work-related injuries is calculated by dividing the total number of injury cases by the total hours worked by all employees in the company, then multiplying the result by 1,000,000. For this calculation, an estimated average of 1,700 working hours per employee per year was used. This provides the number of injuries per one million hours worked, enabling standardized comparison of workplace safety across different organizations or time periods.

Metrics table: S1-13 Health and safety

Health and Safety	2024
Percentage of employees covered by health and safety management system	n/a
Number of work-related accidents	24
Rate of recordable work-related accidents (per 1.000.000 working hours)	3,39
Number of cases of recordable work-related ill health	n/a
Number of days lost due to work-related injuries from work-related accidents	n/a
Number of fatalities as a result of work-related injuries/ill health	0

3.11. Work-Life Balance

In most countries, compliance with family-related leave requirements is ensured due to local legal regulations. However, for certain countries, such as the USA and India, we currently lack comprehensive data. We are actively working on filling this data gap, and these metrics are marked as "n/a" in the following table.

S1-14

Metrics table: S1-14 Work-Life-Balance

S1-15

Work Life balance	2024
Percentage of employees entitled to take family-related leave	n/a
Percentage of employees that took family-related leave	n/a

3.12. Remuneration metrics

The gender pay gap is calculated by comparing the average salaries of male and female employees in different countries, based on full-time equivalents (FTE). The calculation is adjusted to account for the gender distribution of employees in each country. This approach reflects not only individual salaries but also the structural distribution of genders within the workforce across regions.

The underlying data is derived from an internal survey. However, data from Belgium, the United States, and Serbia is missing and has therefore not been included in the analysis. For the next report, we aim to improve data quality to ensure more reliable results.

This gap is influenced by the higher representation of men at valantic, especially in top management positions.

Metrics table: S1-15 Remuneration Gender Pay Gap and Remuneration Ratio

	2024

Gender Pay Gap	25,91%*	
Remuneration ratio	N/A	
Remuneration ratio		n/a

*Data on Belgium, US, Serbia and not reported not included

3.13. Incidents of discrimination and other human rights incidents

S1-16

Throughout all group companies, no cases of discrimination were reported during the reporting period. This underscores the company's dedication to maintaining an inclusive and respectful workplace in line with its ESG principles.

Metrics S1-16 Incidents of discrimination and other human rights incidents

Incidents	2024
Total number of incidents of discrimination and harassment	0
Total number of other human rights incidents connected to own workforce	0
Total amount of fines, penalties and compensation for damages for the incidents	0

4. Business conduct (G1)

At the core of our sustainability strategy is a robust governance framework that ensures transparency, ethical conduct, and accountability throughout valantic. Our structure enables effective risk management, responsible decision-making, and alignment with long-term stakeholder value. Executive leadership oversees ESG risks and opportunities—including climate, ethics, data governance, and compliance—supported by clear policies, regular training, and transparent reporting. This approach fosters trust, resilience, and sustainable value creation.

4.1. Impacts, risks and opportunities

As part of our double materiality assessment, we carefully evaluated the impacts of governance-related sustainability matters in our company and stakeholders, as well as the risks and opportunities (IROs) these matters may pose to our business. The following table outlines which governance topics we have identified as material to valantic from both an impact and a financial perspective:

Material topics

Sub-Sub-topics	Material impact, risk, or opportunity	Category
Corporate culture	valantic's core values send a powerful message to the market - shaping the decisions of customers, investors, and potential employees to engage, invest, or join the company.	Chance
Whistleblower protection	Whistleblower protection ensures early risk detection, builds trust, and prevents costly crises.	Actual positive impact
Corruption prevention	Legal compliance, reputation, and credibility. Regular training promotes a positive company culture by raising awareness of ethics and integrity.	Actual positive impact
Supplier management	Supplier management includes monitoring compliance and ethical standards to minimize risks such as labor law violations, environmental breaches, or corruption.	Actual positive impact

4.2. Policies

At valantic, integrity and reliability are at the heart of our corporate culture. Our Compliance Management System (CMS) ensures ethical business conduct in line with laws and regulations, applying to all employees and setting expectations for business partners. The CMS helps prevent, detect, and address misconduct across the organization.

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Our Code of Conduct consolidates our core values, behavioral expectations, and legal requirements, forming the foundation for responsible business practices. Supported by group-wide compliance policies, these are regularly reviewed and updated by the Legal Team to ensure consistent implementation and swift adaptation across all entities.

The following policies serve as our guiding principles:

G1-1 – Policies related to business conduct

Relevant policies on group level	Date of current version	Owner of policy	Executor
Code of Conduct	February 2025	Legal	CFO
Anti-bribery Policy	August 2025	Legal	CFO
Whistleblower Policy	May 2025	Legal	CFO
AI Policy	May 2025	Legal	CFO
Communication Policy	February 2025	Legal	CFO
Information Security Policy	February 2025	IT	CFO

Code of Conduct

valantic's Code of Conduct (CoC) sets clear ethical standards and strict anti-corruption requirements for all employees and business partners, fostering a culture of integrity and responsible business conduct. The CoC and related policies align with international anti-corruption and human rights standards, including the UN Guiding Principles, UN Convention against Corruption, Universal Declaration of Human Rights, ILO Conventions, and applicable laws. These policies are accessible on our intranet and communicated through targeted training.

A separate Supplier Code of Conduct defines expectations and promotes ethical conduct throughout our value chain.

Link to our Supplier CoC: https://www.valantic.com/wp-content/uploads/valantic-supplier-code-of-conduct-2025-en.pdf

Anti-bribery Policy

We are committed to the highest ethical standards in preventing bribery and corruption. This commitment is grounded in our valantic-wide Anti-bribery Policy which outlines clear behavioral expectations and mandatory rules to prevent any form of bribery, facilitation payments, or undue advantage. This policy applies to all employees, managers, and third parties acting on behalf of valantic. Key topics covered include handling of gifts, hospitality, and entertainment, engagement with third-party agents or intermediaries, reporting and escalation of suspected violations, prevention of conflicts of interests and risk assessment.

Whistleblower Policy

valantic operates a centralized whistleblowing system covering most legal entities, enabling employees and stakeholders to confidentially report suspected misconduct or policy violations. Some entities maintain independent systems due to local requirements or ongoing integration. These are regularly reviewed for alignment with group standards on confidentiality, accessibility, and protection against retaliation. Where necessary, remedial actions are taken. Reports can be submitted anonymously, in line with legal requirements, by employees, contractors, suppliers, and other stakeholders.

Link to the whistleblower system: https://valantic.whistleblowing-software.com/

AI Policy

Our AI Policy governs the responsible and compliant use of generative AI tools for business purposes. The policy aims to harness AI's benefits while mitigating legal, confidentiality, and reputational risks. It requires review of AI-generated content for accuracy, bias, and compliance, prohibits unfiltered use, and mandates legal review for new AI applications. The policy is regularly updated to reflect legal developments and is integral to our overall business conduct framework.

Communication Policy

Our Communication Policy sets out the legal, ethical, and behavioral standards for all external communications, ensuring protection of confidential information, respect for rights, and

consistent representation of our values. The policy mitigates risks related to copyright, confidentiality, and reputation, and applies to all employees worldwide.

4.3. Actions

<div style="float:right; border:1px solid #555; border-radius:6px; padding:4px 12px;">G1-2</div>

valantic has implemented measures to ensure the effective implementation of policies designed to prevent, detect and address legal risks.

Sustainable procurement

Sustainable procurement is part of valantic's ESG strategy with the goal that all material goods and services should be procured according to the highest sustainability criteria. In addition to product or performance-related criteria, we also pay attention to sustainability performance when selecting our service providers and suppliers. The following aspects are important to us: environmental management, ethics, fair working conditions, respect for human rights throughout the supply chain and social commitment. We fulfill our corporate responsibility to ensure human rights standards in global supply chains by complying with the German Supply Chain Due Diligence Act (LkSG).

Our supplier management is based on a structured risk analysis covering country, product group, and supplier-specific risks. Suppliers are assessed through questionnaires, interviews, and classifications to define appropriate preventive measures. Key actions include employee training, a Supplier Code of Conduct, contractual safeguards, and risk-based controls.

Results are regularly reviewed, communicated to management, and used to strengthen purchasing practices.

Risk management

Responsibilities for risk management at valantic are clearly allocated: the Legal Team oversees legal risks and compliance, Controlling monitors financial risks, and the IT department manages IT security risks. Regular reporting ensures that management is informed at least annually. Responsible managers report several times a year in management meetings, maintaining continuous dialogue and oversight. This structured process enables informed decision-making and effective risk management across the organization.

Corporate culture training

valantic requires all employees to complete annual corporate compliance training, including anti-bribery and anti-corruption modules, via an internal e-learning platform. In the reporting

period, 65% of employees participated via the internal e-learning platform. For entities not integrated into the central platform, equivalent local training is provided in line with legal and risk requirements. The Legal Team ensures minimum standards and consistent integrity practices group-wide.

Training is interactive, scenario-based, includes practical examples, and ends with a knowledge check. New hires complete the training within three months; all employees repeat it annually. Completion rates and feedback are monitored to assess effectiveness.

Whistleblower System

As outlined in our Whistleblower Policy, we provide accessible and confidential reporting channels for employees, contractors, suppliers, sub-suppliers, and other stakeholders to raise concerns about unethical or non-compliant behavior via our whistleblowing platform. Reports can be submitted anonymously where permitted by applicable laws. The tool is easy to access via our company website and all employees receive information on how to use the tool and who to contact if they have any questions. Additionally, a dedicated email address is provided for reports.
Our internal whistleblower system enables early detection of misconduct, ensures legal requirements are met, protects the company from risks, and fosters a culture of integrity and transparency.

Our Legal Team coordinates the processing and investigation of reports following a structured procedure. Concerns are handled in a timely, fair, and sensitively managed manner, with strict confidentiality upheld throughout the process .

We enforce a zero-tolerance policy toward retaliation. Any attempt to discriminate, penalize, or disadvantage whistleblowers is categorized as serious misconduct and may lead to disciplinary action.

The Legal Team periodically reviews the effectiveness of the whistleblowing process, analyzes reported cases and aggregates data, and identifies areas for continuous improvement. Findings are incorporated into annual reporting on risk management and compliance performance.

By embedding whistleblower protection within our broader compliance management system, we enhance our risk mitigation practices, strengthen ethical decision-making, and cultivate a culture of open dialogue and accountability aligned with the EU Whistleblower Protection Directive and broader corporate governance principles.

Whistleblower reports and ethics violations	Metrics
Whistleblower reports: Number of reports received through the group's whistleblower system	1
Whistleblower reports: Number of reports received through the dedicated E-Mail for reports	0
Ethical violations	N/A

4.4. Targets

Currently, we have not established specific qualitative or quantitative targets related to our business conduct as outlined in Disclosure Requirement G1-3. The establishment of such targets is being evaluated as part of our broader governance and compliance framework. Future disclosures will include defined targets as soon as they are set.

4.5. Corruption and bribery

At valantic, we are committed to conducting business with the highest standards of integrity, fairness, and transparency. As part of this commitment, we maintain a strict zero-tolerance policy towards bribery and corruption. We adhere to all applicable anti-corruption laws and regulations. valantic had no corruption cases in 2024, neither with customers nor with employees or authorities. There was no suspicion of corruption or other unethical business practices.

G1-4 – Metrics related to incidents of corruption or bribery

Incidents of corruption and bribery	Metrics
Total number of confirmed incidents of corruption or bribery	0
Total number of convictions	0
Total amount of fines for violation of anti-corruption and anti-bribery laws	0

4.6. Supplier Management - Payment practices

Our procurement processes are based on a standard principle of respecting the specific payment terms agreed with each individual supplier. Payments are made in strict accordance with the original contractual terms. In cases where supplier-defined terms are not specified or formally

codified, our default policy is to settle all invoices within 30 days—or in alignment with the relevant local standard, where applicable.

While we apply equal treatment to all suppliers, we acknowledge the particular importance of avoiding late payments to small and medium-sized enterprises (SMEs). To support this, we promote open communication and transparency regarding payment terms and practices, aiming to strengthen long-term, trust-based supplier relationships and ensure financial fairness across our value chain.

G1-6 – Metrics in relation to payment practices

Incidents of corruption and bribery	Metrics
Standard payment terms in number of days by main category of suppliers	30 DAYS
Percentage of its payments aligned with these standard terms	N/A
Number of legal proceedings currently outstanding for late payments	N/A