



CSR Policy

We consistently implement a policy of corporate social responsibility. It is embedded in the culture of our organization, as well as in the mission and the vision of Edge1S. When taking actions, we are mindful of their broader and long-term perspective and the consequences they entail, both in terms of the business environment and the well-being of our employees and the natural environment.

October 2024

Introduction

We care about the well-being of our employees and strive to make each of them feel part of the Edge1S team, so we target them with a range of activities to support both their well-being and personal development.

With a motivated and well-integrated team, we are able to build strong long-term relationships with our Clients. We operate consistently with business ethics, legal regulations and commitments agreed upon with Clients.

Compliance with all accepted standards allows us to maintain our status as a trustworthy business partner.

Mindful of the environmental consequences of conducting business, we make every effort to ensure that our business activities place as little strain on the environment as possible.

In our projects, we also take public interest into account. We support the education sector by facilitating access to the latest technologies. We involve local communities by participating in selected charitable and grassroots initiatives.

In 2023, we participated in the **Responsible Companies Ranking (ROF)** to benchmark our activities against the market's best practices. We were awarded a respectable 23rd place among over 70 companies that applied. This is Poland's only listing of the largest companies evaluated for the quality of responsible management in compliance with ESG guidelines. ROF 2023's partner is the Responsible Business Forum.



CSR Activities

1 Local community

- We take regular part in **the Noble Gift** charity initiative, aiming to involve our employees in helping those in need and raising awareness of the importance of doing good.
- The campaign enjoys great interest among our employees. Together we prepare Christmas packages for families in need, and afterwards we meet to collectively wrap them.
- We get involved in initiatives that both support charitable causes and promote the regular practice of sports.
- We get involved in initiatives that both support charitable causes and promote the regular practice of sports. Among other things, you can meet us at the **IT Football Championships** (In 2022, our team came unrivaled).
- We also make an appearance at running events such as **Wings for Life** and **Poland Business Run**.
- Our employees always volunteer in great numbers for such events when they are aware that the funds raised will be used for a worthy cause.
- We support local animal shelters by organizing collections of, among other things, food and funds to help animals in need. We have a lot of pet enthusiasts in our team, so the response is guaranteed.
- In addition, our offices are **pet friendly**. This allows us to reinforce a positive atmosphere in the workplace and encourage people not to leave their pets alone at home.

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- In times of emergency, we respond and engage in collections and important social campaigns.
- After the outbreak of war in Ukraine, we donated to the **SOS Children's Villages** association which provides assistance to, among others, residents of orphanages and foster families in distressed areas of Ukraine. We encourage our employees to do the same.
- We support them by preparing, among other things, lists of verified collections, or by informing them about **local initiatives** (e.g. DKMS Point, where one can register as a bone marrow donor).



2 Supporting the education sector

- As an IT company, we are familiar with the idea of digitization and the practical use of technology. We co-funded the establishment of the eduLAB accelerator which supports **the digital transformation of the education sector**. It aims to identify the needs of educational institutions and, once identified, seeks appropriate solutions in academia and the startup community.
- The best ideas are given the accelerator's full support in the process of their implementation. Such a solution contributes to increased innovation in the education sector and supports young entrepreneurs and technology enthusiasts. Currently, **eduLAB** is part of the innovations pillar, in **Euvic Integrator 2.0's** business strategy.

3 Environment

- When choosing locations for new offices, we pay attention to whether they have sustainable building certifications. Our headquarters is located in a building which has been **awarded LEED CS (user- and environmentally friendly) certification**. Among other things, it boasts systems for saving drinking water and energy. The building is filled with greenery, and the roof hosts an beehive.
- We insist on the presence of greenery in our offices. We segregate waste as recommended by the building administration and strive to reduce water and electricity consumption. We also have dedicated containers where we collect bottle caps, used batteries or toner cartridges.
- We encourage employees to commute to work by environmentally friendly means of transportation – primarily by bicycle. Each office has a well-developed bicycle infrastructure. We regularly remind employees about the benefits of cycling, for example, by celebrating **International Bike to Work Day**.
- Business travel of our employees is carried out primarily by Polish National Railways (PKP).
- **We reduce the use of paper in our offices.** Wherever possible, we use electronic documentation circulation, e.g. when signing contracts with Clients and issuing electronic invoices, and we ask our suppliers to do the same. Similarly, we use electronic documentation for internal documents, e.g. records of receipt of company equipment.



Employees

1 We invest in employee development

- We focus on the development of our employees' competencies, which is why we have created our own proprietary development program (**PDP - People Development Programme**), under which every employee is allocated an individual budget to improve competencies in a particular area.
- We also regularly organize soft-skills trainings such as Time Management, Communication, etc. We have launched projects that enable our employees to share knowledge - micro-trainings and **Edge1TalkS**. Our company's specialists prepare materials on a selected subject, and subsequently present them in the form of a webinar or a stationary meeting.
- Each of our employees is provided with regular **English classes** with a professional tutor. We also keep company libraries in our offices with both technical and general development books. Additionally, we subscribe to industry periodicals for our employees



2 We support well-being and work-life balance

- We promote a healthy lifestyle among our employees, **particularly exercising regularly**. We organize collective bicycle trips, and we have permanent sports groups uniting fans of volleyball, soccer and squash. We also equipped our Lublin office with professional table tennis gear. In addition, we co-finance sports membership cards for employees.
- We advocate preventive health care. Events that have become a fixed part of our calendar include **Pink Ribbon Day** and **November**. We also celebrate Health Day during which employees can enjoy consultation with a nutritionist or physiotherapist, among others.
- We provide access to **private medical care**. The package dedicated to employees includes consultations with a wide range of specialists and the opportunity to conduct all basic examinations.
- We are aware of the burdens associated with the nature of work in the IT industry, as well as of remote work. We do care about the well-being of our employees and educate them on topics such as job burnout, bullying, relaxation techniques, etc. In addition, we organize active breaks from work.
- Our offices provide healthy snacks (fruits, nuts, juices). Once a month, we hold fresh produce-packed shared breakfasts for employees.
- Out of concern for our employees' mental well-being, we provide them with free access to psychological counselling. They can enjoy unlimited and fully anonymous access thanks to the **HearMe platform**.

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- We hold events to which employees' families are also invited. Thus, we help them maintain a healthy balance between company and family life. Among other things, we organize open days in offices before Christmas to prepare decorations and decorate the Christmas tree together with employees' children. We also provide a **Baby Pack** – a surprise package with useful gadgets for the newborn children of our employees.
- The primary goal of our company's health and safety policy is to protect the health and lives of our employees. Through trainings, we raise our employees' awareness of the potential occurrence and elimination of hazards. The Company's Management Board provides adequate resources and means for the proper implementation of the health and safety policy.



Business environment

We comply with laws and regulations and do not take any action that would constitute a violation of those laws, or would violate antitrust and competition rules. We take compliance with confidentiality agreements very seriously. We cooperate only with legally operating companies.

We uphold the highest standards in customer service and continuously monitor the level of customer satisfaction with cooperation with us by emphasizing open communication. Partnership is key for us, we are committed to mutual trust, which we build, among other things, through transparent and clearly-defined contracts. We treat our Clients with respect and deliver on our word.

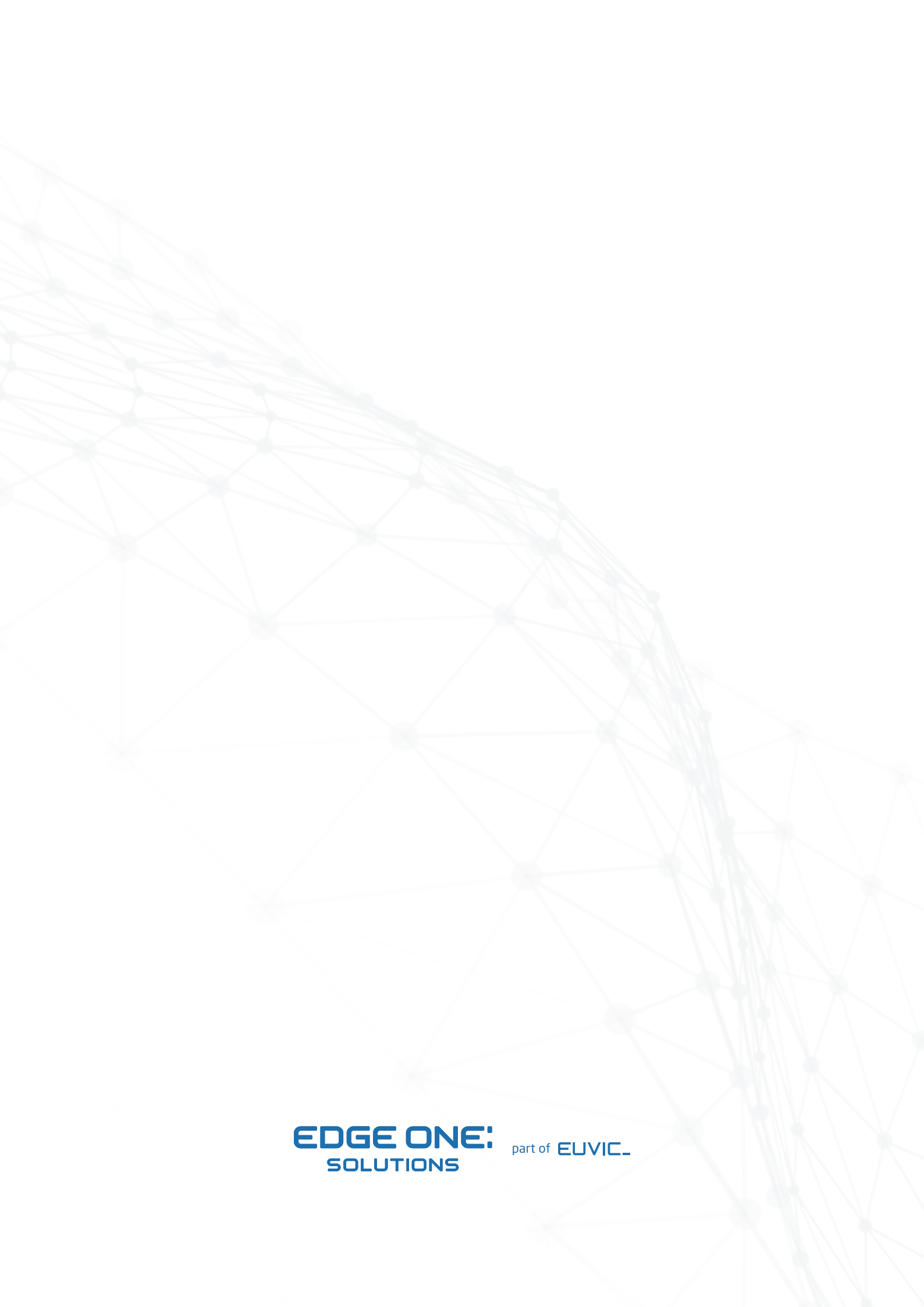
In our activities, both internally and externally, we are guided by the established company values. They are the foundation of our organization's functioning and a point of reference. They have been identified and defined jointly with employees and they guide us in our daily work.

We have an anti-mobbing policy in place. We conduct regular trainings regarding this subject and counteract any manifestation of behavior that is not in accordance with accepted norms.

We oppose any form of discrimination and advocate a policy of diversity. Although the IT industry is heavily male-dominated, at Edge1S the Leadership is predominantly female (60%).



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