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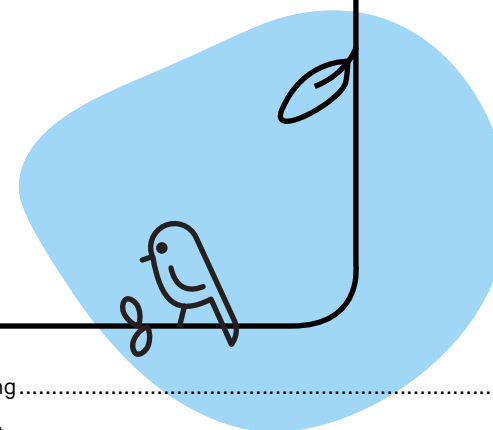
Report on Environmental, Social, and Governance (ESG) Initiatives

2021/H1 2022

Content

CHAPTER 1

A Word to Our Stakeholders

The last few years have been marked by uncertainty and unprecedented crises in our global society. A pandemic, economic turmoil, and the ever-worsening climate crisis are challenges that all organizations have been forced to address.

At intive, we believe that no matter how big, all obstacles represent an opportunity to reimagine a better future that works for everyone.

In 2021, intive grew by over 50% and expanded to over 3,000 team members. In 2022, we continue to grow strongly and build long-term partnerships with world-renowned companies across multiple industries.

A heightened level of success means a heightened level of responsibility. We believe in the triple bottom line – where firms focus on the planet and people as well as profit – and strive to match our economic achievements with socially and environmentally-focused successes. Whether it's our customers, our employees, our future candidates, or our investors – we are expected to act responsibly. A strong ESG performance safeguards our license to operate, our excellent reputation, the satisfaction of our stakeholders, and our ability to drive innovation.

This ESG report showcases our commitment to having a positive impact on the world. In particular, as a global technology company, we champion sustainability through our human-centric approach to engineering.

Together with our clients, we work to create sustainable digital products that positively impact users, provide benefits to wider society, and transform businesses. As an employer, we strive to constantly improve our workplace practices and culture, from Diversity & Inclusion to skill development, to health and well-being at work.

At the time of writing this report, we have just announced the call for submissions for the first category for this year's intive Awards: the Sustainable Project of the Year Award. We invited our team members to submit projects delivered, released, or finished in the years 2021 or 2022. The award for the best project will be given in the next global townhall on a basis of its positive impact on users, businesses, society, and the planet, according to the UN Sustainable Development Goals.

As we recently acquired three businesses to increase our footprint and capability, we made sure that these acquisition partners shared our values and had a company culture that champions positive corporate citizenry.

Now having completed these acquisitions, our next step is to set baselines, targets, and data measurement and implementation plans for ESG across intive.

Looking ahead, we endeavor to build ESG even deeper into our company as a whole. We recognize that a sustainable business is one that takes a holistic approach to positively impacting the world. We see the connections between our operations, our products, our people, and our corporate behavior, and take the commitment to prioritize people and the planet as much as profit.

Signed by:

Gurdeep Grewal
CEO

Diego Rubio
Senior Vice President and General Manager, Americas & ESG Sponsor on Executive Team

intive

CHAPTER 2

intive
at a Glance

intive is a global technology company that combines deep industry expertise, user-centric design, and world-class software engineering. With our human-centric approach, we create digital products that empower users, deliver business value, and make an impact on society.
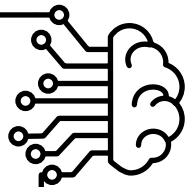
+3,000
digital enthusiasts

50%+
revenue growth in 2021

$170 million
revenue in 2021
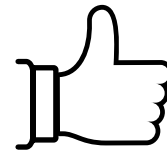
> industry benchmark level
NPS score

21 delivery centers
and **6** design studios
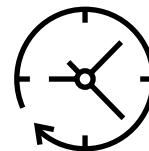
23 years
of experience

intive

Our Strategy

We aim to be the fastest growing, human-centric engineering company. In this, we are guided by three strategic objectives:

→ Be the Employer of Choice: We are keen to acquire and retain the best talent through a strong employee value proposition and an inspirational culture revolving around our values of Enthusiasm, Empathy and Agility.

→ Strengthen intive's positioning & offering: By interconnecting industry expertise, design and engineering, we are helping our customers in transforming their businesses.

→ Further drive one intive as a scalable global 'platform' to bolster hyper-growth organically and in-organically, and enhance business resilience and efficiency.

intive

CHAPTER 3

intive's
ESG Strategy
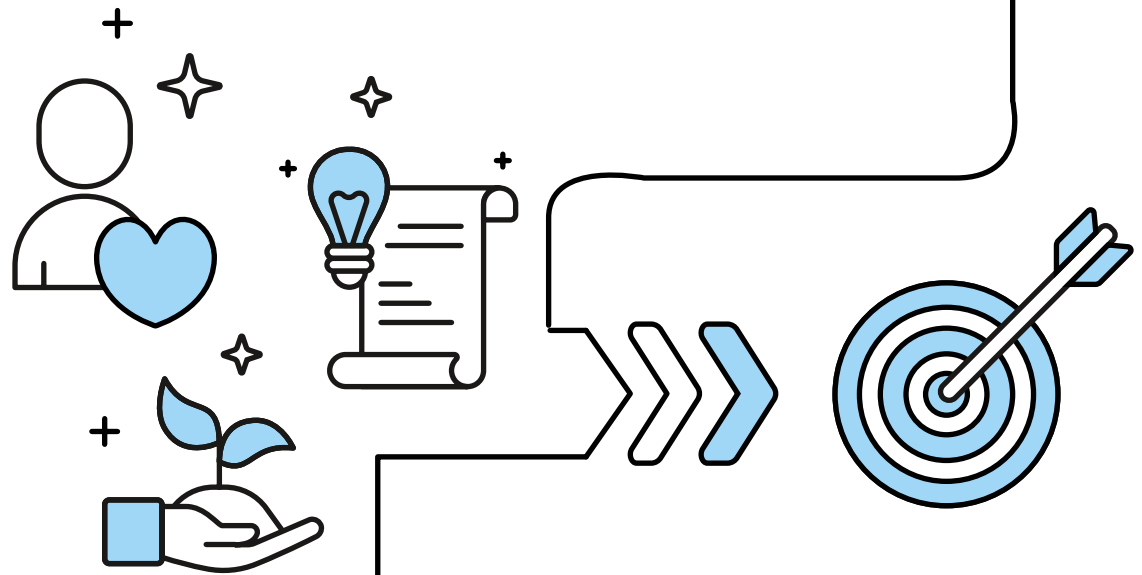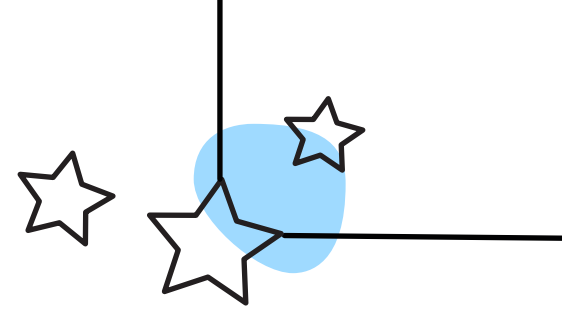
Ambition

At intive, we strive to be the best that we can be in all areas of the business. Our ambition has helped drive our most notable achievements to date – and the sky's the limit when it comes to what's ahead.

> intive is anchored by our commitment to human-centric engineering. Humans and their needs are the North Star of our work. Naturally, this includes a duty to preserve our planet.
>
> For us, it's a matter of principle to create digital products that positively impact users as well as society, and transform businesses.
>
> As an employer, human-centricity informs every decision we make about our workplace practices and culture – from developing talent to diversity & inclusion.
>
> We are a tech company. We strive to achieve this ambition by leveraging data and digitization.

intive
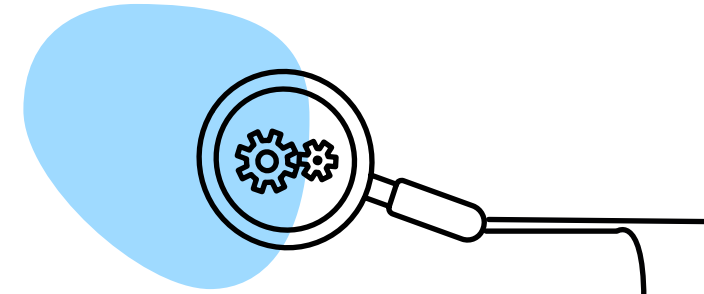
ESG Focus Areas

In order to make tangible progress on our ESG commitments, we have created specific focus areas. These focus areas represent where we should and can make the most impact, and can be seen below in the materiality analysis (Fig. 1).

Areas that are of high importance to both stakeholders and company success include the development of green digital products for our clients and continuing to improve upon intive as a human-centric workplace.

Other areas where we can have an important impact are contributing to economic growth on a local level and expanding our involvement in local communities to promote skill development. We are also taking strides to reduce our carbon emissions, improve water management, and minimize waste in our physical and digital operations.

intive

Fig.1:

Materiality Analysis*
In which areas can intive create maximum impact?

Responsible digital products ●

Human-centric workplace ●

●
Contribution to economic growth and development
●
Community involvement

●
Reducing carbon emissions

●
Reducing waste

●
Water management

Importance to stakeholders

intive's view (contribution to company succes)
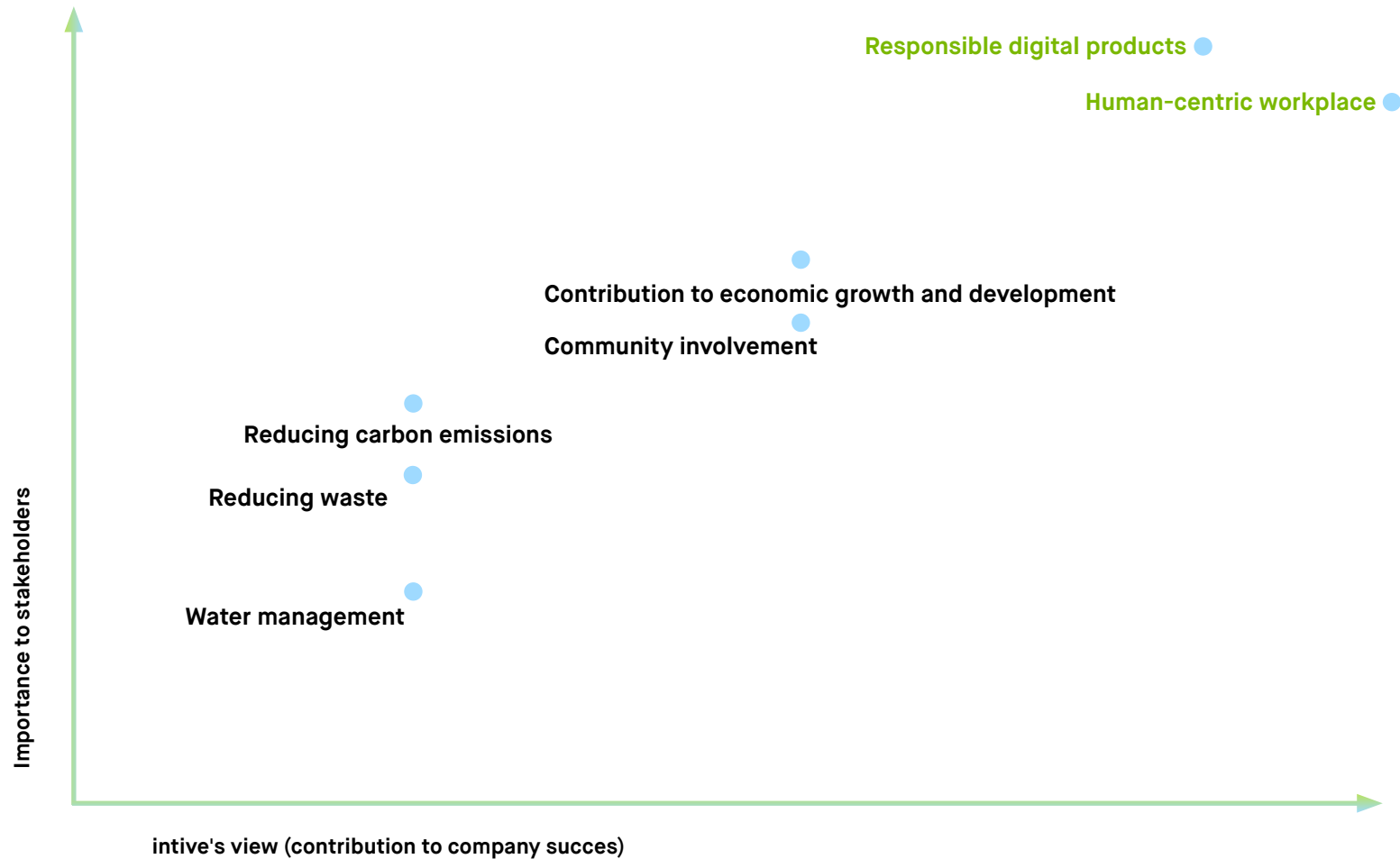
*The materiality analysis is based on intive's internal view and publicly available sources. The analysis and prioritisation will be evaluated and enriched by an external stakeholder perspective in Q4 2022.

intive

Guiding Our Initiatives:
The UN Sustainable Development Goals

We have based our ESG focus areas on the UN Sustainable Development Goals (SDGs). We believe we can create a positive impact on SDG numbers 4, 5, 6, 8, 9, 10, 12, 13, and 17. Throughout the report, we'll reference which SDG corresponds to the initiative or policy in discussion.

| 1 NO POVERTY | 2 ZERO HUNGER | 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 13 CLIMATE ACTION | 14 LIFE BELOW WATER |

| 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 15 LIFE ON LAND | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |

intive

The ESG Team

The Executive Leadership Team (ELT) is responsible for intive's ESG program. This involves setting objectives and reviewing our performance on an annual basis as well as ensuring the continuous improvement of our approach to ESG. The ESG sponsor on the leadership team is Diego Rubio, Senior Vice President and General Manager, Americas.

We have also appointed two ESG leaders (Kathi Wimmer, Chief Marketing Officer and Thomas Rüdesheim, Chief Information Officer).

Collaboration is key to ESG success, so we have established an ESG functional expert group to support our ESG leaders, which includes representatives from Business Development, HR, Compliance, IT, Procurement, Housing, Internal Communications, and Office Management to drive our performance. The group convenes to drive forward ESG matters on a regular basis.

Moreover, the ESG leaders are supported by an intive-wide movement of sustainability allies, who share creative ideas and act as internal and external ambassadors.

intive

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
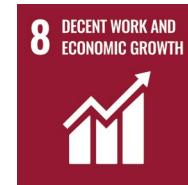
CHAPTER 4

Creating Responsible Digital Products

As a global technology company, we're aware that the biggest impact that we can make comes from the work that we do together with our customers. At intive, we connect the three pillars of industry expertise, design, and engineering to help our clients not only grow their businesses but make them sustainable.

We build digital products that have a powerful, three-fold impact on the world:

· Solve real-world problems that spark excitement in our end users

· Transform our clients' businesses

· Deliver a positive impact on society

INDUSTRY EXPERTISE

DESIGN

ENGINEERING

intive
DIGITAL PRODUCTS THAT MAKE AN IMPACT

for users

for society

for the business of our customers
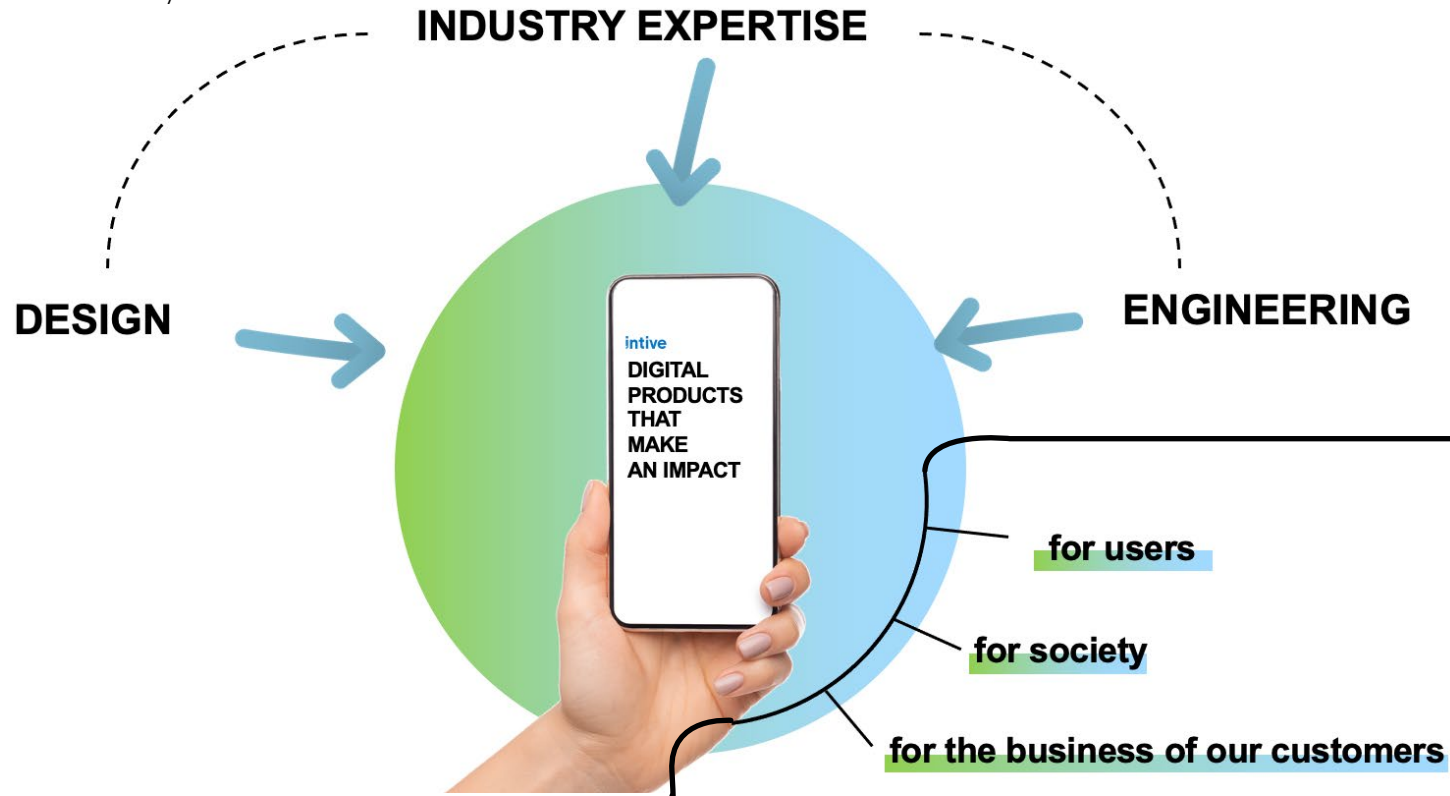
intive

Many of our projects to date have contributed toward social wellbeing and environmental protection, from the local level to a global scale. Here are just a few examples:

Engineering Sustainable and Efficient Agriculture with BASF

intive partnered with BASF, a pioneer in the digital transformation of agriculture, to build an easy-to-use pocket solution that helps farmers tackle their biggest challenges. The xarvio™ SCOUTING app allows farmers to identify weeds, determine and count insects in yellow traps, recognize plant diseases, analyze leaf damage and check nitrogen status – simply by taking a smartphone picture. In return, farming is made more precise, efficient, and sustainable.

Creating Sustainable Financial Services with Tandem Bank

Tandem Bank is committed to becoming the UK's first digital green bank, and intive is along for the journey. intive has been partnered with Tandem since 2005, supporting the bank with cutting-edge banking services that support its goals to reduce its environmental impact. These services include green loans, fixed savers, and instant access savers.

Making Healthy Meals Convenient with Vorwerk

Vorwerk, an international household products retailer, joined forces with intive to create Cookidoo® – a dedicated recipe platform for Thermomix®. With Cuckidoo, users can explore healthy meal ideas in the app, add family favorites to the Created Recipes feature, and interconnect cooking, planning, and shopping. They can also track their monthly planning and ensure they always have the ingredients they need.

Making Sustainable Homes Possible with Mosaic

Mosaic is a leading financing platform for US residential solar and energy-efficient home improvement projects and has helped more than 160,000 homeowners to pay for sustainable home solutions. The intive team works closely with Mosaic on its digital real-time financing app, which allows users to quickly and easily apply for financing for affordable, sustainable home improvements.

intive

Shaping the Smart Energy Grid of Tomorrow with Bayernwerk

intive partnered with Bayernwerk to build the ökoHeld App – a people-centric digital tool that allows people to have a better understanding of their energy consumption. ökoHeld provides real-time data and intelligent forecasts to inform users on the production of regional green electricity. The app shows a summary of the different types of energy sources available and notifies users when it's the most energy-efficient time to use energy, and much more.

Driving Academic Outcomes with Amplify

Amplify provides technology solutions that empower both teachers and students in K-12 schools (primary and secondary education) in the US. intive partnered with Amplify to improve existing products and develop new ones, including School by Design, which helps school district leaders optimize academic outcomes by providing technology-enabled tools for everything from the equitable distribution of resources to creating master schedules.

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES
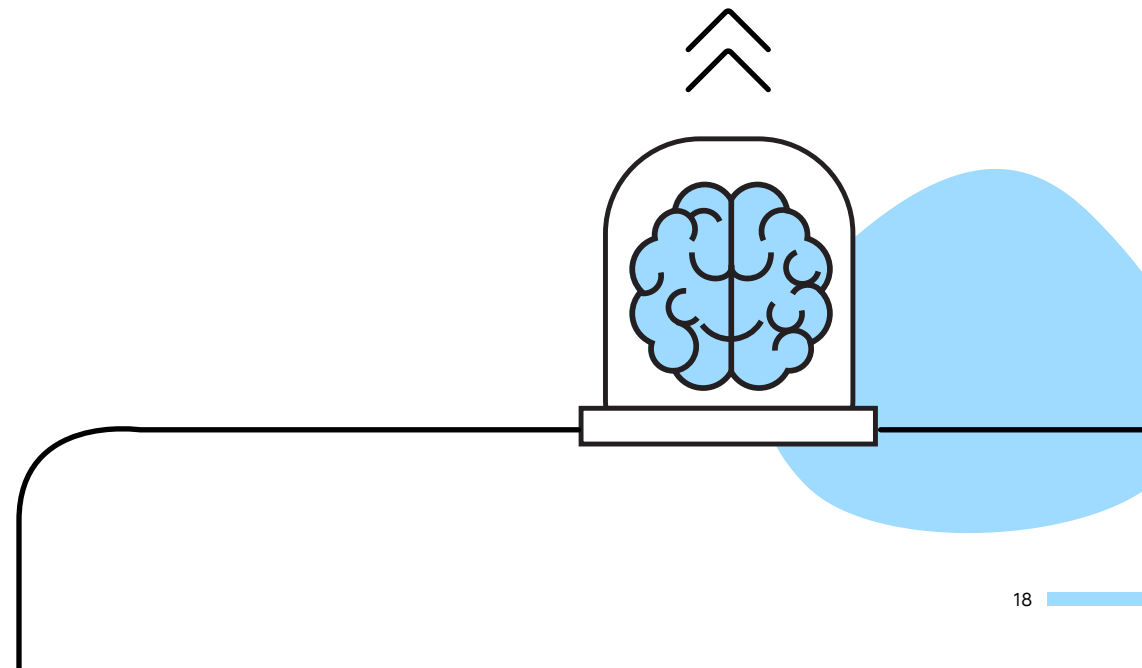
CHAPTER 5
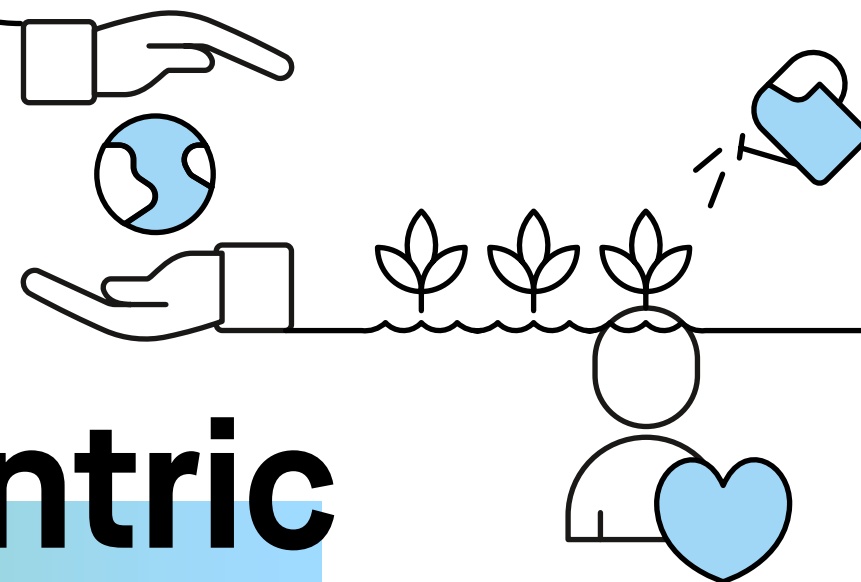
A Human-Centric Workplace

We are committed to being a responsible employer and a stable partner that fosters relations based on mutual trust, fairness, and transparency.

We strive to be a company whose people enjoy what they do, and one that brings them professional fulfillment and enables continuous growth. We believe that this approach is fundamental to intive's unique nature and its market position.

Employee Value Proposition

At intive, we're not just coworkers – we're a close-knit community driven by empathy, as well as the desire to inspire each other and have fun together.

We're all alike when it comes to embracing change and pushing our boundaries, but we all do it differently – on our own schedule, from our preferred place, and in line with the various career opportunities we choose to explore.

Because that's when we can do our best work – solving our customers' and society's greatest tech challenges through digital products that excite users and transform businesses.

Together as one team.

Employee Engagement Survey

Always eager to continuously improve as an employer, we conduct a biannual Employee Engagement Survey. This allows us to understand what intivers appreciate and what they suggest we improve. They share their feedback, we listen, and we act upon it.

Two examples: We learned that flexible working conditions have allowed our colleagues to collaborate and create on their own terms, leading to a healthier work-life balance and a higher degree of satisfaction while maintaining excellence in everything that we do. For this reason, we extended our flexible work offer as an integral part of our human-centric company culture.

Some intivers stated a need to learn more about the company's strategic direction. We responded by revamping our town hall concept, and having members of the Executive Leadership Team visit offices to engage in dialogue and answer questions. Additionally, we are revamping our intranet and onboarding program.

intive

Fair Labor Practices

Compensation and Working Hours

We comply with all applicable laws regarding working hours, overtime, wages, and benefits. We never demand from intivers to work more than is allowed by national law. Overtime is requested in specific circumstances only. We pay intivers fair compensation for all the overtime work they provide.

Freedom of Association

As we value our employees and their labor rights, we also respect their freedom to join, leave, or refrain from joining any workers' organizations, unions, and other employee representation of their choice, without facing threat or intimidation. We recognize our team members' right to collectively negotiate in accordance with applicable laws. The work councils that function at intive are independent bodies that represent employees' rights and participate in employee-related decisions.

Zero Tolerance Toward Modern Slavery

We strictly prohibit modern slavery in any form in all of our operations and supply chain. We are committed to acting ethically and with integrity and comply in full with all obligations under the 2015 UK Modern Slavery Act. We have thus introduced our Modern Slavery Policy.

Preventing Discrimination and Harassment

We always protect diversity and provide equal opportunities in our workplace.

At intive, every employee is treated equally with regards to entering and terminating an employment relationship, the terms and conditions of employment, promotion opportunities, rewards and benefits, and access to professional training. Our individual professional qualifications are the only basis for the evaluation of our performance.

All intivers are responsible for contributing to an inclusive and non-discriminatory working environment. We're committed to celebrating diversity both inside and outside the company and to driving diversity-oriented campaigns and activities across the organization.

We do not tolerate discrimination based on racial or ethnic origin, nationality, pregnancy status, sex, gender identity or expression, sex life or sexual orientation, age, mental or physical disability, medical condition, marital status, veteran status, political opinions, personal interests, religious or philosophical beliefs, trade union membership, or employment conditions.

Find out more information below in the section on our Diversity & Inclusion initiatives.

Speak Up Channel

At intive, we pride ourselves on creating safe spaces for feedback and concerns from team members. That's why we introduced our whistleblowing policy, intive: speak up!, and teamed up with a reputable independent provider to create a whistleblower service. Through this service, intivers can access a confidential space for reporting serious misconduct.
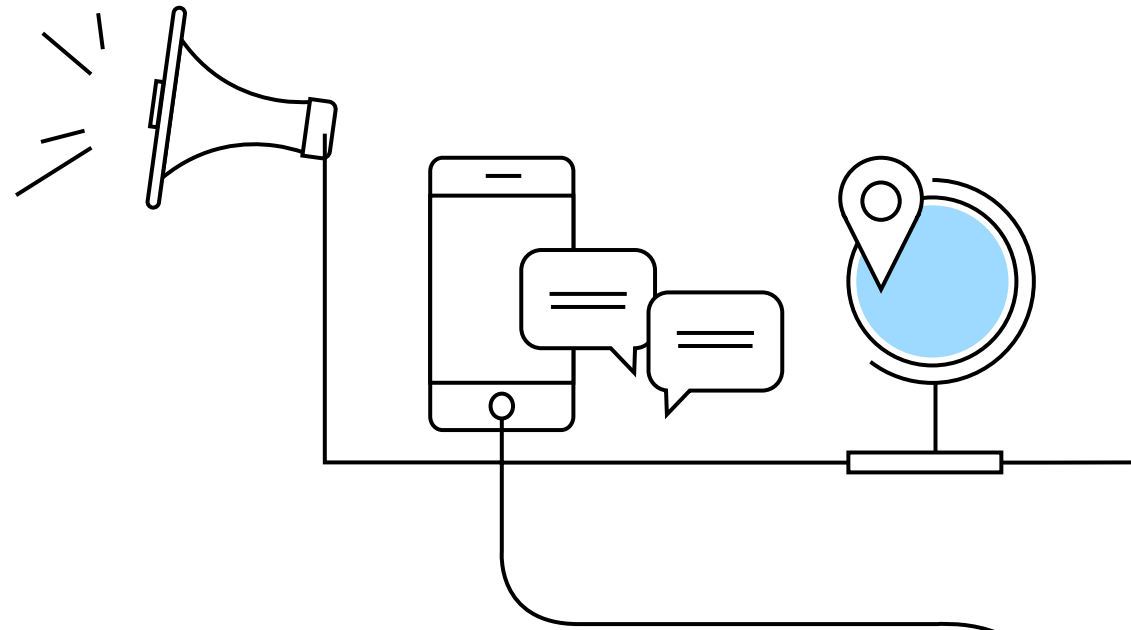
Diversity & Inclusion

With over 3,000 team members and 37 nationalities, intive transcends borders. We come from different backgrounds and represent many cultures, and it's always been essential for us to foster understanding and encourage openness for everyone, regardless of color, creed, orientation, or geography. Diversity & Inclusion (D&I) is embedded in our company's purpose.

D&I is a major concern of our leadership team and is strongly anchored in our Code of Conduct, which has a multiplier effect on the whole company. We expect all actors involved in our day-to-day business to embrace D&I, including team members, customers, and suppliers.

intive

At intive, we always protect diversity and provide equal opportunities in our workplace. All intivers are treated equally regarding terms and conditions of employment, promotion opportunities, rewards, and benefits. Professional qualifications are the only basis for the evaluation of performance.

When it comes to leading diverse teams, department heads and senior-level employees have an important role to play. Our leadership style is founded on the values of empathy and mutual respect, with an inherent appreciation for the richness that diversity brings in terms of ideas, innovation, and inclusion.

Why D&I is Crucial in Digital Product Development

Having our purpose grounded in diversity helps us to redefine success. We believe that a successful digital product is one that is truly people-centric, designed around the diversity of cross-cultural and cross-gender needs and values that make up our increasingly interconnected global world.

The richness of people and their perspectives is a key driver for innovative collaboration. Diverse teams challenge conventional ways of thinking, provide better viewpoints, and are more highly attuned to the differing needs and cultural contexts of their customers. In fact, the digital products they create perform better, as they're built with these customs in mind.

Woman in Tech

Every year, intive celebrates International Women's Day to champion women's empowerment and all of the ways in which women continuously and relentlessly promote authenticity, resilience, strength, and courage. As part of this celebration, intive organizes webinars and workshops and shares employee insights on what it's like to be a woman in tech.

intive also offers internal workshops with female role models and promotes female talent as external representatives.

Out of 7 members of intive's Executive Leadership Team, 2 are female. 25 percent of the Extended Leadership Team are female leaders.

intive

LGBTQI+-intivers and Allies

With the aim of embracing the diversity of all sexualities and gender identities, intive organizes LGBTQI+-focused initiatives that involve all team members. We celebrate Pride Month each year and conduct insightful workshops and webinars on a local level.

In 2020, we established an independent and impartial role: an LGBT+ Ambassador to represent the interests of the LGBT+ intivers, including consulting and support whenever needed.

The LGBT+ Ambassador's responsibilities include creating a safe and comfortable space for intivers to share their experiences and connect with one another, organizing events and webinars, and being an ambassador of equal rights.

Additional Diversity Celebrations

As well as the celebrations already discussed, intive also organizes a Diversity Week event, a week-long series of webinars and workshops for employees on the topics of interculturalism, mental health, LGBTQI+ issues, family status, communication, and more.

## Supporting the Public Commitment to Diversity

To further strengthen our commitment to Diversity & Inclusion, intive is a signatory supporting the Diversity Charters in Germany and Poland. This demonstrates our commitment to championing diversity inside and outside of the company, and to driving campaigns and activities aimed at ensuring equal opportunities throughout the organization. In Argentina, we signed an internal document based on the European charters.

According to the results of the Employee Engagement Survey 2022, 90% of intivers feel comfortable with their colleagues and 92% feel they can count on their help. This proves more than anything that intive is all about people. We are all responsible for contributing to an inclusive and non-discriminatory working environment.

Creating Physical Spaces Committed to Diversity

intive's office in Buenos Aires, Argentina was recognized as a 'space committed to diversity' by the Ciudad Autónoma de Buenos Aires government. Spaces that are committed to inclusion and diversity can be accessed through an interactive map of the city.
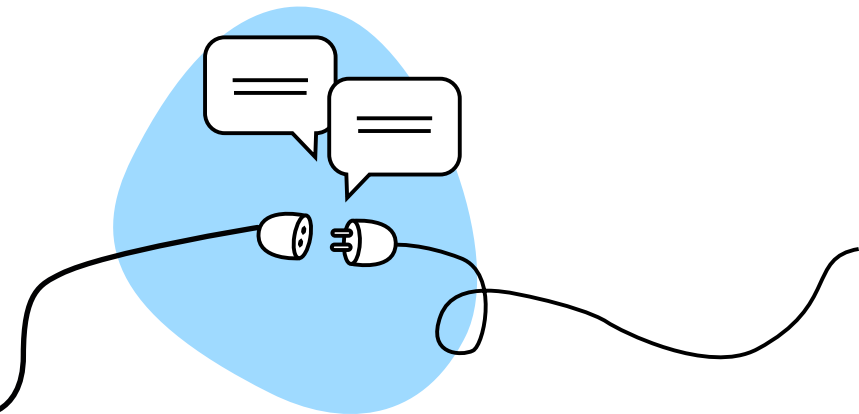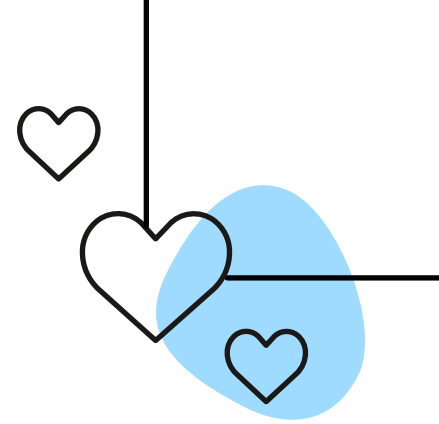
intive

Health & Safety & Wellbeing

Ensuring the health and safety of its team is a basic obligation for any employer. At intive, we follow all applicable health and safety regulations, promote a healthy lifestyle and support activities that enhance our employees' health, well-being, and work-life balance.

We do not engage in hazardous activities that could put our or other individuals' health at risk. We also have zero tolerance towards any kind of violence or hostility, including verbal attacks, threats, intimidation, or weapon possession on intive's premises.

Managing the Coronavirus Pandemic

The COVID-19 pandemic was – and in many cases continues to be – a huge concern for employers across the globe. At intive, our No.1 priority was to protect the health of our team members. Actions we took on this included:

- Assembled a global task force, which convenes regularly to address the situation and make company policy suggestions
- Free provision of rapid testings and FFP2 masks

- Mandatory work from home measures
- Office hygiene, ventilation, and occupancy measures to minimize risks upon the return to work
- Internal vaccination campaign
- 'Stay-home-and-have-fun' activities for employees

intive

Supporting Mental Health During the War in Ukraine

intive has a number of Ukrainian team members, who require ongoing support as the Russian invasion continues at the time of this writing. We formed a multi-pronged action plan to provide the help that our employees in Ukraine require, which includes:

- Establishing a dedicated team that consults daily to assess the situation on the ground and respond with appropriate actions

- Relocation of all Ukrainian colleagues to other sites

- Additional HR training to support employees' mental health

- Guidelines for team leaders on managing teams in times of crisis and how to address mental health issues

The Less Stress! Initiative

With the goal to support the mental wellbeing of intivers, we created the Less Stress! initiative. Through this program, intivers can take part in activities that equip them with the tools to manage stress in everyday situations.

The important part of the program is to raise awareness about mental health well-being and disenchant the myths about mental disorders, psychotherapy and psychiatry. As part of the program, intive offers employees participation in individual coaching sessions, webinars, meetings and group discussions.

We approach the subject holistically, adapting the activities on several

levels: individual support, support for managers, and activities aimed at teams and the entire organization. Everyone can use the help of the HR department, and the managerial staff is also involved in the program.

Also, intive has teamed-up with the Institute of Cognitive Behavioral Therapy (Poland) to provide individual assistance of an experienced psychologist to our employees. These therapeutic sessions are organized anonymously to guarantee maximum safety and comfort.
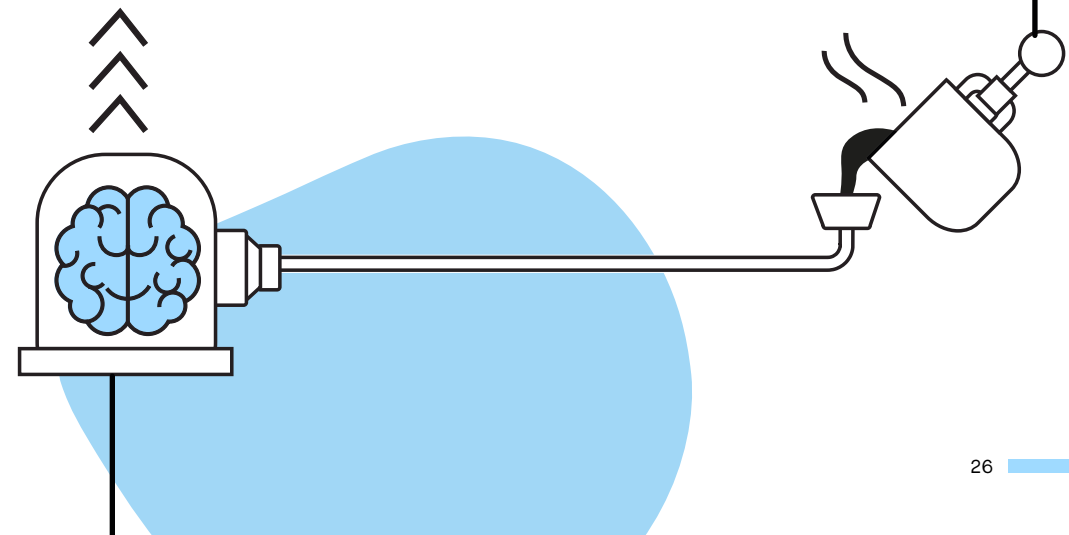
intive

Learning and Development

At intive, we are committed to cultivating the growth of our employees. We offer a broad range of professional training and education for the career advancement and leadership development of our employees, as well as support for employees to pursue flexible career paths.

Performance Management

Performance management is the core of our management philosophy. Our objective is to equip every employee with the skills they need to succeed.

Data enables us both to recognize and to drive performance amongst the people who make up intive. We collect data that helps us make decisions in a transparent way about promotion, succession, development, and other processes related to performance management.

intive

Leadership Principles

There are six leadership principles that are key to our organization, and all our leaders strive to practice them and live by them:

These principles are also an integral part of the Performance Management process.

intive Chapters

intive Chapters are virtual communities of intivers with similar professional profiles, providing space for personal growth and development for the Operations Teams. The Chapters create a space for global knowledge sharing as well as support and guide intivers' professional development, which in turn helps us improve the standard and quality of our work.

The main objectives of intive's Chapter initiative are:

- to develop employees' competencies
- to boost knowledge-sharing globally
- to serve the market with cutting-edge capabilities in strategic directions
- to standardize and improve the quality of customer solutions.

intive Academies

intive Academies addresses the needs of beginners, whether they are recent university graduates or someone starting a new career in IT. The Academies initiative allows us to create attractive development opportunities and to give employees the space to learn new skills in practice and on real projects, including commercial ones.

As part of the Academies initiative, we offer courses for beginners to gain IT, language and soft skills, mentoring support, and a structured path of development and promotion.

Patronage is an intive Academies program where everyone is welcome – regardless of age, education, or previous work experience. It began in 2007 as a local internship program for young people who wanted to take their first steps towards a career in IT. Over the years, it has evolved to become a robust training ground for the next generation of tech talent, with nearly 1000 participants – 140 of whom have gone on to be employed at intive.

Patronage participants learn the latest tools, technologies, and methodologies through real IT applications with top specialists. All interns have the opportunity of creating software from scratch, and the most motivated and distinguished participants receive a job offer from us. We bet on interpersonal communication skills, teamwork, and tolerance.

intive

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES
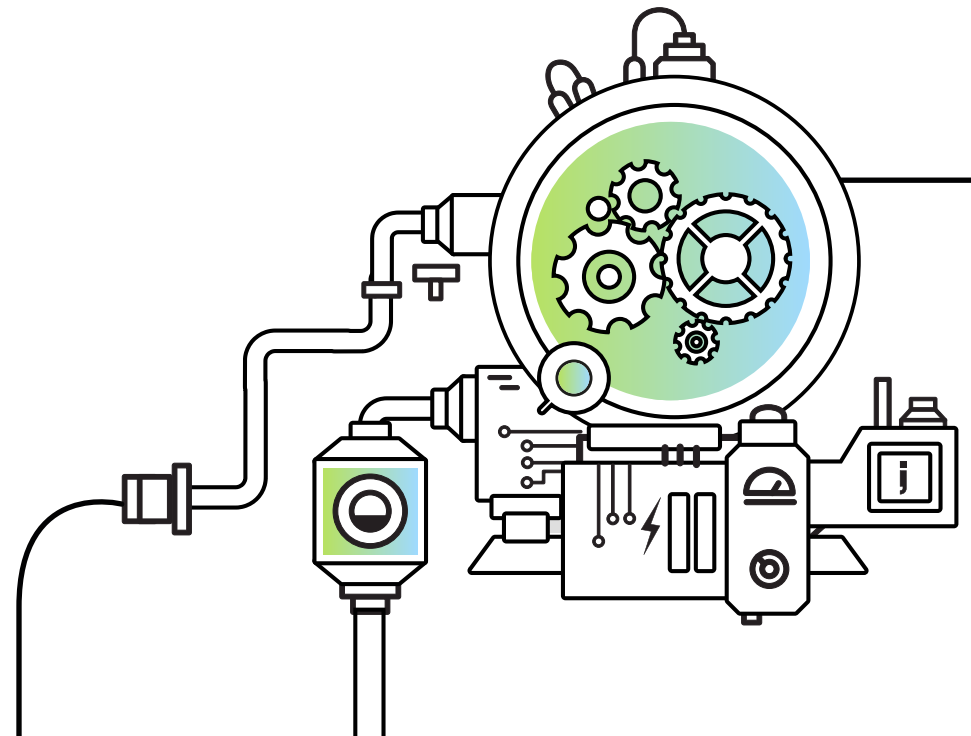
CHAPTER 6

Our Contribution to Communities

intive

At intive, we are committed to being stewards of our communities. We champion initiatives that build a better society, especially those that promote women in tech and leverage technology to reduce inequality and provide better living conditions to vulnerable populations.

As a tech company, we have the power — and responsibility — to contribute our digital skills for the greater good.

Gurdeep Grewal

intive

Leveraging Technology for a Better Life

Whether our neighbors are facing a moment of crisis or we see a way to make incremental progress towards a more equitable society, we pride ourselves on lending our talents and tech capabilities towards these noble causes.

Tech to the Rescue

intive is a proud partner of Tech to the Rescue, which connects non-profit organizations with tech companies to solve the world's biggest social challenges. Tech to the Rescue's mission is to unlock the global potential to create social innovation by establishing pro-bono collaborations as a standard practice in the tech industry.

intive has been especially involved in the #TechForUkraine campaign. In light of the ongoing war, tech companies are supporting Ukrainian NGOs to improve their cybersecurity, resource distribution, safe messaging, embedded payments, and more.

As part of the #TechForUkraine campaign, a group of intive employees supported the project UASOS.org on the frontend side, using Node.js and ReactNative technologies:

- The platform matches refugees with shelter providers in Poland using intelligent algorithms.
- Safe connections are ensured by recording the exchange between refugees and hosts. Features planned for the future include identity verification and a panic button.
- The platform will support refugees not only in Poland, but all across Central, Eastern, and Western Europe in the next release.

intive

Nahual Educational Program

The Nahual Educational Program offers free software testing workshops to people from the most vulnerable strata of society, giving them the possibility to seek employment in the IT industry. intive has supported the Nahual Education Program since its inception and contributes in a number of ways:

- Providing intive team members to conduct workshops

- Hiring Nahual graduates

- Making financial contributions

A strong point of emphasis is the employability of participants. This has been addressed by organizing new API Testing courses and meetups as well as providing mentorship to participants in the job search process.

Workshops were offered virtually during the pandemic, but as of 2021, in-person workshops resumed in the most vulnerable neighborhoods of Buenos Aires (Argentina). Currently, testing courses are being held in the Villa Banana-Santa Fe and Barrio 31-CABA neighborhoods and will soon be starting elsewhere in the center of Buenos Aires.

> I discovered the Nahual program as a high school student. After completing the workshops, I had an opportunity at a software company. Later, I joined intive, eventually moving to the Marketing team, where I discovered my love for animations. It's amazing to think that every step of my career has its origin in the Nahual project.

Isaias Ariel Montenegro, intive Designer

intive

Módulo Sanitario

Módulo Sanitario is an Argentina-based NGO that seeks to improve the quality of life of people living in sanitary emergencies by building bathrooms and kitchens integrated into their homes, and intive has collaborated with this organization since 2021.

intive programmers volunteer their time for the development and testing of their app, making contributions from the different technologies in which they are specialized. The application aims to streamline the ways in which the volunteers of the NGO manage visits to the neighborhoods, survey the families and their homes, and manage and plan the construction of the sanitary modules.

Proyecto DANE

The DANE Project is focused on the development of applications specially designed for people with disabilities. Specialists in education and technological programmers work together to create applications adapted to the specific characteristics and needs of their users.

intive team members in the Americas are volunteering to develop and test the app "Cómo Pago" ("How do I pay"). Similar to a virtual wallet, the objective is to help people with special needs perform daily life activities related to money management.

Fundación Sí

Fundación Sí is an NGO that helps young people from rural and vulnerable communities in Argentina obtain the resources they need to complete their academic projects. In 2021, a group of volunteers from intive visited Fundación Sí residences in the city of Córdoba, making repairs and upgrading equipment so that students from the program could have better access to virtual learning environments. In September, intive will donate desks and chalkboard to the organization.

Caraludme School

intive team members are working side by side with the Caraludme School in Mar del Plata, Argentina, with the goal of acquainting students with the world of technology. Each intive team member volunteers at least seven hours per month, working with students in their last year of secondary school, and giving talks about careers in technology.

Junior Achievement Ireland

Junior Achievement Ireland (JAI) works with schools and the business community to motivate young people to succeed in the changing world of work by equipping them with the skills, knowledge, and confidence they need.

In the past year, intive reached 65 students in programs like Career Ready, STEAM Dragon's Den, Finance Your Future, and Energize. Our volunteers

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mentored children over the course of 18 months to help them with their studies and inspire their career paths. In some cases, they provided advice on their business plans and challenged them with engaging questions and negotiation strategies, creating an environment where they could reach their full potential.

In addition to volunteering work, intive makes a financial contribution to purchase the necessary materials that are sent to the schools to carry out these programs.

> The Junior Achievement project gives us gives us the possibility of helping kids from different backgrounds to find their goals, discover who they would like to be in the future, and show them how to achieve it. Reaching young people and telling them "You can do more, you can achieve more" has an immeasurable value. Even if you impact the life of just one child, it's definitely worth it.

Uljana Naumenko, Real Estate and Workplace Experience - intive Ireland

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Empowering Women's Success in Technology
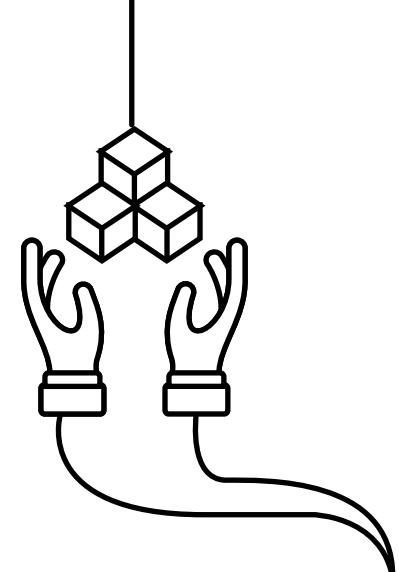
Empowering women in tech is one of our main areas of focus. We support education programs from NGOs across Europe and the Americas to foster the development of girls and women to pursue careers in IT.

DARE IT Initiative

Over the past few years, intive experts have voluntarily taken part in Dare IT's Women Mentoring Women's initiative. Led by female IT experts, Dare IT is Poland's biggest individual mentoring program for women pursuing careers in technology.

The program consists of individual meetings between mentors and mentees who work together towards a mutual goal: from building the mentee's professional portfolio to helping her make a career change. The results speak for themselves: As many as 65% of women from the program found a job within two months after completing the program, and 100% say they would take part in it again.

Chicas Programadoras

Chicas Programadoras is an Argentina-based NGO providing training and mentorship to young women attending high school. In addition to weekly training sessions, intive team members mentor young women, with the aim of providing guidance and promoting their interest in technology. The experience has been decisive for many participants to enroll in university-level IT programs.

Media Chicas

Media Chicas is an NGO that works for the inclusion of women in technology, especially through fostering their entrepreneurial spirit. intive sponsors the networking events that Media Chicas organizes and collaborates in the dissemination of its activities.
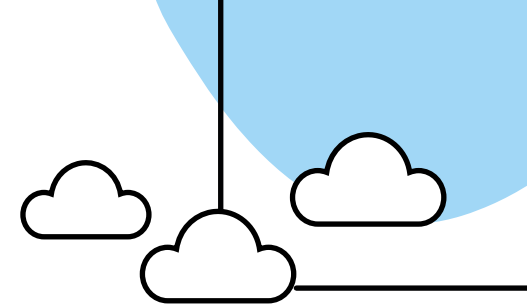
6 CLEAN WATER AND SANITATION

13 CLIMATE ACTION

CHAPTER 7

Reducing our Environmental Footprint

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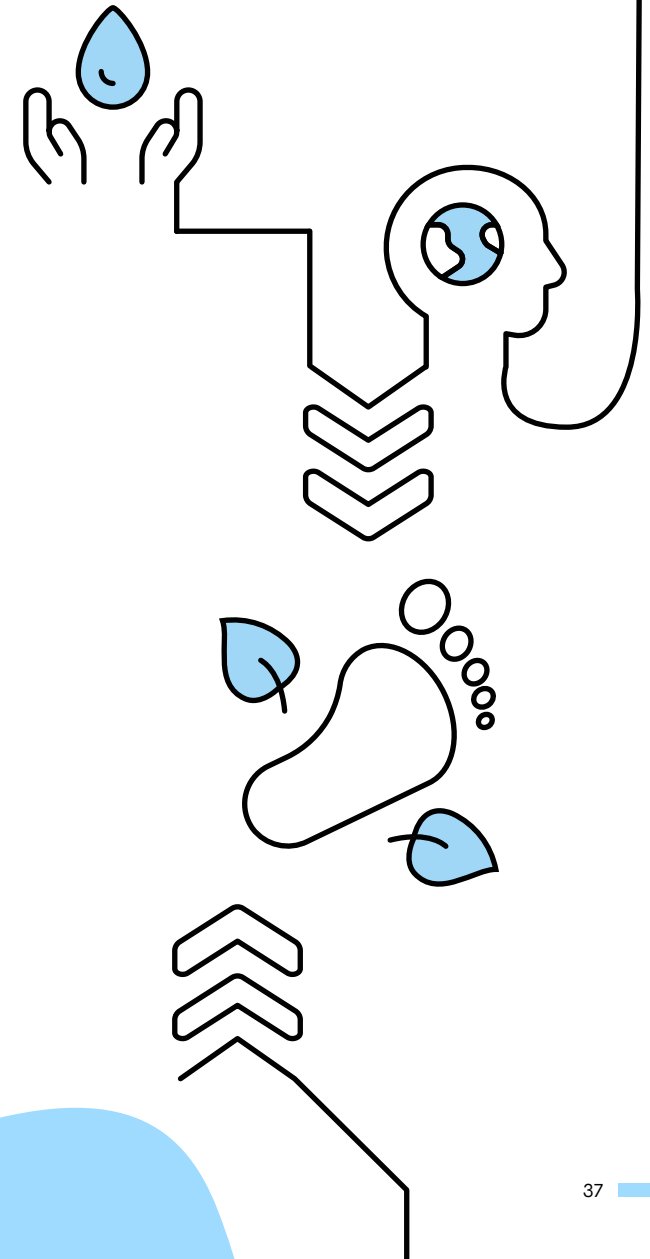
Management Commitment:

Preserving our Planet

intive is anchored by our commitment to human-centric engineering. Humans and their needs are the North Star of our work. Naturally, this includes a duty to preserve our planet.

Thus, we strive to co-create environmentally-friendly digital products together with our customers, ecosystem partners, and suppliers. For the years 2022 to 2025, our mission is to propel and innovate green coding among the industries we are serving.

Ensuring strict compliance with legislation in the countries where we operate, is the foundation of our business.

We pursue an active approach to managing environmental challenges and risks and are dedicated to continuously minimizing our environmental footprint. For this purpose, we are setting up a robust and data-driven Environmental Management System based on clear targets/KPIs, action fields, improvement activities, and responsibilities.

intive is committed to achieving carbon neutrality in operations latest by 2030.

We believe that preserving the planet concerns us all; therefore we are encouraging all intivers to join the movement, and urge our customers, ecosystem partners, and suppliers to act in concert.

Environmental Objectives

- Leverage innovation to co-create environmentally-friendly digital products in partnership with our customers, suppliers, and ecosystem partners

- Continuously improve intive's Environmental performance

- Ensure the highest standards of compliance with local environmental regulations

- Analyze environmental challenges and risks and implement mitigation measures

- Manage intive's environmental footprint proactively and in a data-driven way, prioritizing the following:

  - Minimizing carbon emissions

  - Minimizing water consumption

  - Waste reduction and recycling

  - Sustainable use of natural resources

- Spread awareness for the environment and encourage responsible behaviors among the intive team, as well as foster environmental ambassadorship

- Embed environmental sustainability across intive's supply chain

- Ensure transparency by communicating our environmental performance and engage in a dialogue with stakeholders
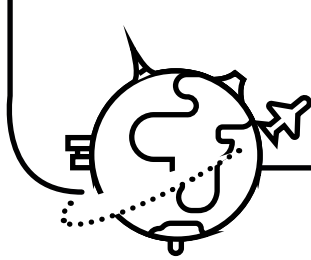
Environmental Initiatives

Across the globe we are running various initiatives to reduce our environmental footprint. As a professional services firm, our focus is on adapting our office operations, business travel, and IT equipment to enhance our performance.

Towards Green Offices

We are running a broad variety of local initiatives to reduce the environmental footprint of our offices:

- Responsible waste recycling according to local regulatory standards. In Poland, this includes recycling printer toner cartridges and batteries. Our offices in Córdoba, Argentina, have worked with Ecolink since 2021, which has trained intive team members to prevent, minimize, and compensate for anything that has an environmental impact. Ecolink recovers recyclable materials generated in our offices and ensures they make it to a reliable final destination. Every month we certify and record the recovered material.

- Nearly all intive offices use energy-efficient lighting (compact fluorescent T5 and LED).

- Stepping away from plastic bottles, and instead providing dispensers with water to refresh our team. For meetings, this means using glass bottles instead of plastic.

- intive's office in Wroclaw, Poland, is certified according to the BREEAM standard for environmental sustainability in buildings. Both asset performance and building management have been rated "excellent". Throughout 2021, the building was powered by 100 % green energy, as a certificate by Energa Obrot confirms.

- Internal awareness campaigns across the globe to encourage behaviors that reduce our environmental footprint, e.g., turning off the light when leaving a room and abstaining from printing paper documents.

Travel

atmosfair.de is a climate protection organization focused on the environmental impact of travel. intive has collaborated with atmosfair.de to offset our carbon footprint from business travel, beginning with the 98,000 tons of carbon dioxide intive generated in 2020. In 2021, intive's business travel amounted to 50,000 tons of carbon dioxide, and we intend to again offset the emissions via atmosfair.de.

55 percent of our company and pool cars are powered hybrid or electric vehicles. We intend to go fully hybrid or electric for any new cars added to our fleet.

We encourage virtual meetings over physical meetings. If physical meetings have to take place for an important business reason, we advise minimizing the carbon footprint by taking a train ride instead of a plane.

We are preparing to introduce a web-based travel booking tool from October 2022 that will enable intivers to make informed decisions about carbon emissions from traveling.

IT Equipment

We are renewing our workstations and laptops at regular intervals to ensure the latest standards of energy efficiency. In Germany, we have begun to lease contracts for those devices, and we plan to do so in other countries. This will ensure that the equipment can be reused or recycled when we are no longer using it.

We also have a long-term roadmap in place to minimize environmental impact by downsizing and renewing server hardware. The majority of our IT services are hosted in the cloud, which is more environmentally friendly than using on-premise servers thanks to the higher efficiency of big data centers.
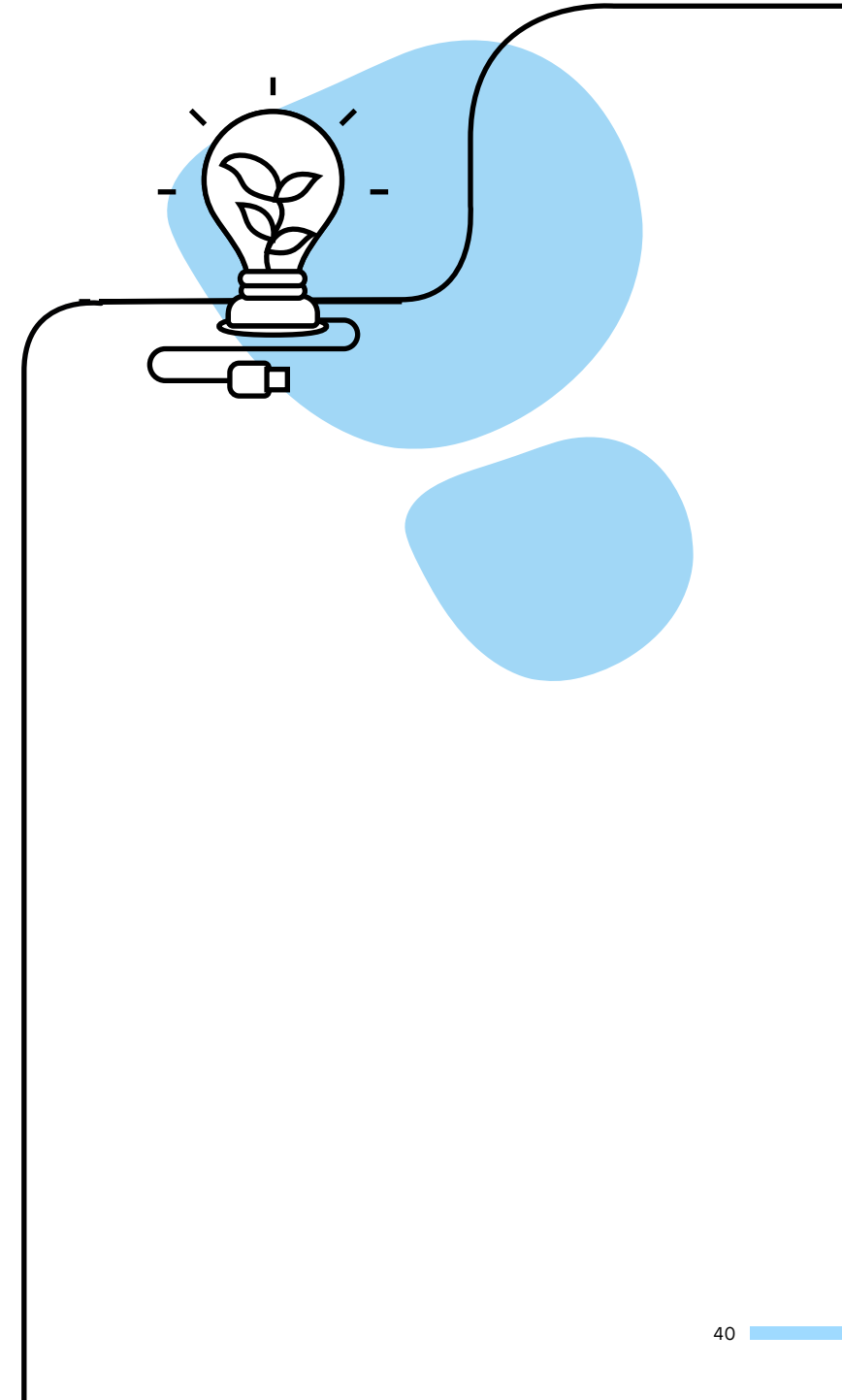
CHAPTER 8

Corporate Governance
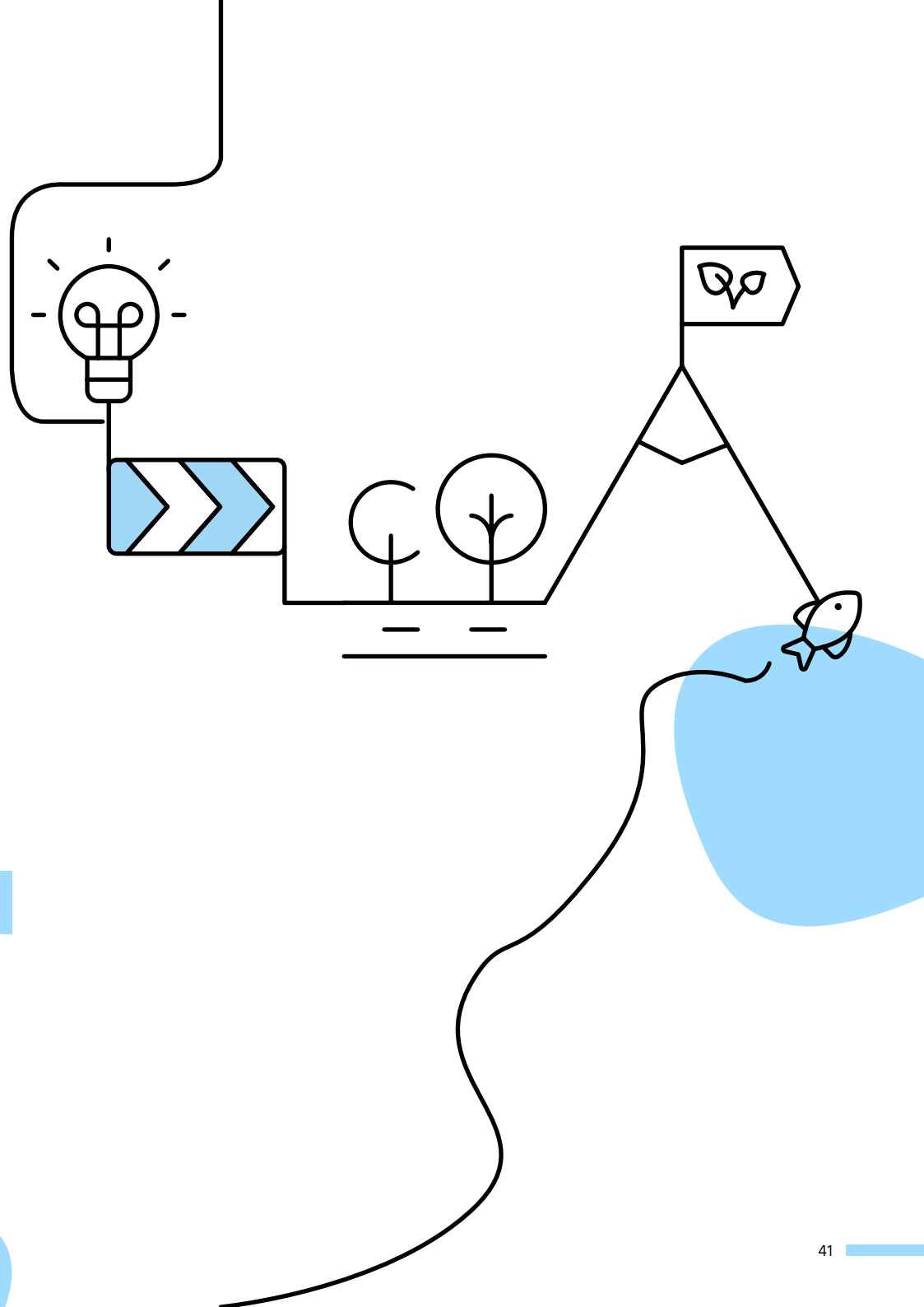
Corporate Governance

The way we act as intivers matters just as much as the services and solutions we provide. We don't make up the rules as we go along – we foster a business and a working culture based on trust and respect for each other, our business partners, suppliers and all applicable laws and regulations. A culture of openness, transparency and responsibility is only possible with proper guidance and compliance with high ethical standards.

Respect is not just a word

intive

Code of Conduct

intive's Code of Conduct is a comprehensive guide to the company's professional, compliant, and transparent management structures, including:

· Zero tolerance for corrupt business practices: Anti-Bribery and Anti-Corruption Policy (ABC), Anti-Fraud Policy

· Approaching services with integrity

· Complying with all applicable laws and rules

· Ensuring quality of provided solutions

· Protecting Intellectual Property Rights

· Constantly improving

Compliance onboarding: Each new team member needs to get acquainted with the most significant obligations relevant in their work.

Compliance training: intive requires training for personnel involved in certain business activities, including those related to anti-corruption and receiving gifts.

Data Privacy

We are prudent in handling the personal data of our employees, business partners, and other stakeholders and adhere to all applicable regulations. We have defined strict internal policies to help us to comply with the relevant laws.

Supplier Code of Conduct

intive's Supplier Code of Conduct aims to promote social responsibility among our business partners and is an essential part of contract negotiations. We will only cooperate with entities that respect human rights, prevent any kind of discrimination, ensure safe and fair working conditions, operate in compliance with the law and best practices, and care for the environment as much as we do.

Suppliers are required to answer self-assessment questions based on the Supplier Code of Conduct, and intive reserves the right to assess its suppliers accordingly.

Sanctions Screening Policy

This policy provides that there must be appropriate due diligence in relation to all contractors that present a potential risk in relation to the compliance of sanctions.
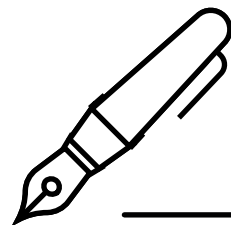
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Integrated Management Systems:
Quality Management and Information Security

At intive, we want to stay informed about topics such as environmental management, occupational safety management, compliance, IT security management, and risk management in a sustainable and systematic way.

For this reason, it is important for us to integrate the various topics into a common system: an **Integrated Management System (IMS).**

There are eight principles that we adhere to for our IMS:

1. Customer focus

2. Employee commitment

3. Process approach

4. Integrated system

5. Strategic and systematic approach

6. Continual improvement

7. Fact-based decision-making

8. Communications

We want to establish and ensure the continuation of a standardized framework to guarantee market access to key customers and enable the growth of the company based on key industry standards:

- **ISO 9001:2015 Quality Management and ISO 27001:2017**

- **Information Security Standards (including GDPR).**

Both policies are followed within intive and promote the consistent improvement of the organization, its people, customers, and all related matters within a professional environment.

We plan to focus further efforts on Functional Safety (ISO 26262) and Environmental Management (ISO 14001). We also remember that rapidly changing requirements and conditions demand flexible solutions. Therefore, we continuously define new objectives and refine them.

IMS: Quality Management	IMS: Information security
We are: · Collecting rulesets and policies · Supporting process creation and maintenance · Assuring quality by setting review and approval cycles and establishing, monitoring, and executing audits · Driving continuous improvement	**We are:** Operating, maintaining, and improving ISMS (Information Security Management System) · Setting up the directions to protect information assets which is the basis for all business processes · Ensuring that confidentiality, integrity and availability are respected daily at intive · Analyzing security requirements regarding intive's assets and defining security measures in a risk-oriented manner

intive Automotive Certifications

As a technology partner in the automotive sector, we are aware of the industry's increasing requirements for information security and data protection. We are therefore continuously working on certification processes.

To guarantee quality and security, our intive automotive locations in Regensburg and Buxheim meet the requirements of the ISO 9001 standard and the TISAX standard (Trusted Information Security Assessment Exchange - AL 3).
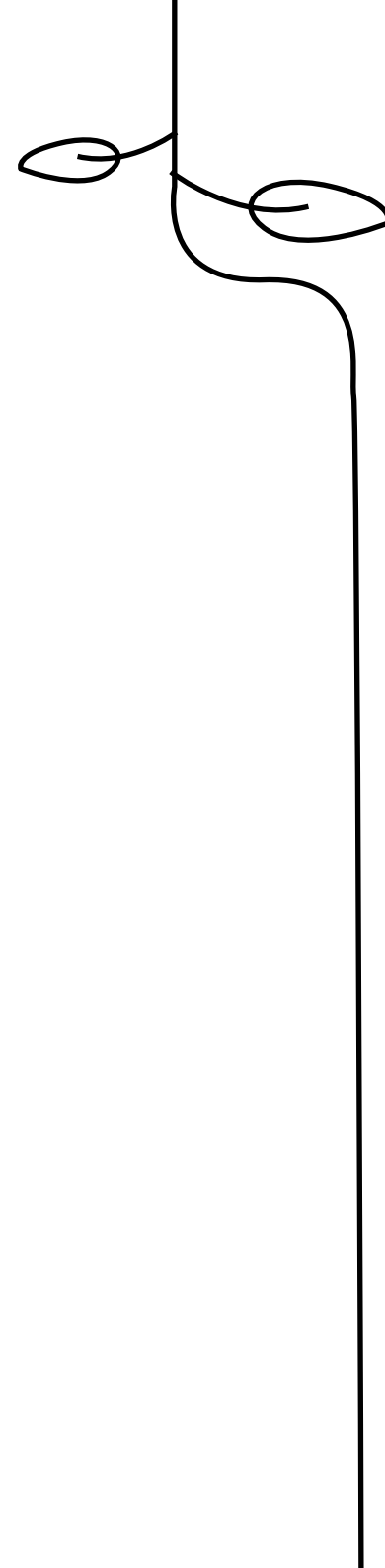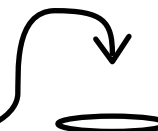
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CHAPTER 9

Outlook

We are continuously enhancing and systematizing our approach to ESG performance and are currently in the midst of a number of relevant initiatives:

- We are setting up continuous monitoring of intive's ESG performance through the end of 2022, based on harmonized and substantiated baselines. This includes the integration of three companies we acquired in 2021 and special impacts stemming from the Covid-19 pandemic.

- We are measuring our ESG performance based on activity fields that we prioritized through an internal materiality analysis. This analysis and prioritization will be evaluated and enriched by an external stakeholder perspective in Q4 2022.

- For each activity field we are setting KPIs, baselines, and targets and outlining an action plan to continuously enhance our performance.

  - A key focus will be to measure our carbon footprint and to set ambitious targets and implementation strategies accordingly.

  - Another key area is employee engagement and satisfaction, with a stance on co-creating an excellent workplace together with intivers.

Generally, we are keen to enrich our stakeholder collaboration in the field of ESG, reinforcing a dialogue about priorities, gaps, opportunities, and co-creation. We are interested in expanding our ecosystem with like-minded partners to drive innovation in our space together with customers, associations, NGOs, and other entities.

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About intive

intive is a global technology company that combines deep industry expertise, user-centric design, and world-class software engineering. With its human-centric approach, intive creates digital products that empower users, deliver business value, and make an impact on society.

intive has over 20 years of experience innovating with customers across industries, including Technology, Media and Communications, Retail, Automotive, FinTech, and Telecommunications. By focusing on creating sustainable impact through digital products, intive has won the trust of leading brands such as Audi, BASF, BMW, Deichmann, Discovery, Facebook, Tandem, Paramount, and Vorwerk.

Headquartered in Munich, Germany, intive is present across Europe and the Americas, with a diverse team of +3,000 people.

www.intive.com | Digital Excitement.

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