

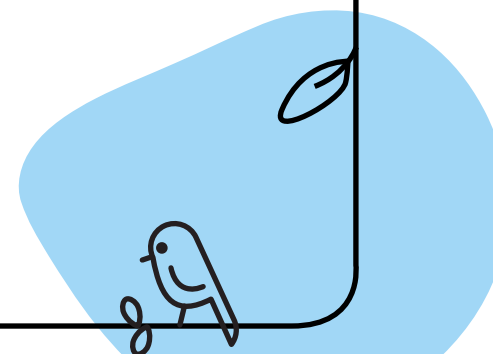
**intive**

# **2023 Report on Environmental, Social, and Governance (ESG) Initiatives**

2023/H1 2024



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CHAPTER 1

# A Word to Stakeholders





Undoubtedly, 2023 was full of challenging changes and opportunities for top IT companies to really shine in the public eye. Intive Group, as an industry-leading software company, did not hesitate to take on this challenge.

This ESG report demonstrates our commitment to making a positive impact on the global economy and the world's citizens. We are aware that faith in our planet lies in the hands and actions of the most influential companies, and we accept this responsibility with great pride.

Working with our partners and customers, we continually strive to deliver the greenest, most carbon-neutral products to our contractors and their end consumers. To this end, we not only pursue a number of CO2 reduction scenarios, but also take an active role in initiatives that benefit society, helping to connect communities and create friendlier neighborhoods.

As we write this report, we have finalized important negotiations with our ESG partners that will help us take our ESG compliance to an even higher level and open up new opportunities to positively impact the global economy. We look forward to introducing a wide range of new initiatives in 2024 on climate change and emissions, labor practices and human rights, diversity, equality and inclusion, and business ethics.

Looking ahead, we are working to further integrate ESG 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 recognize the connections between our operations, products, employees and corporate behavior, and are committed to prioritizing people and the planet as much as profits.

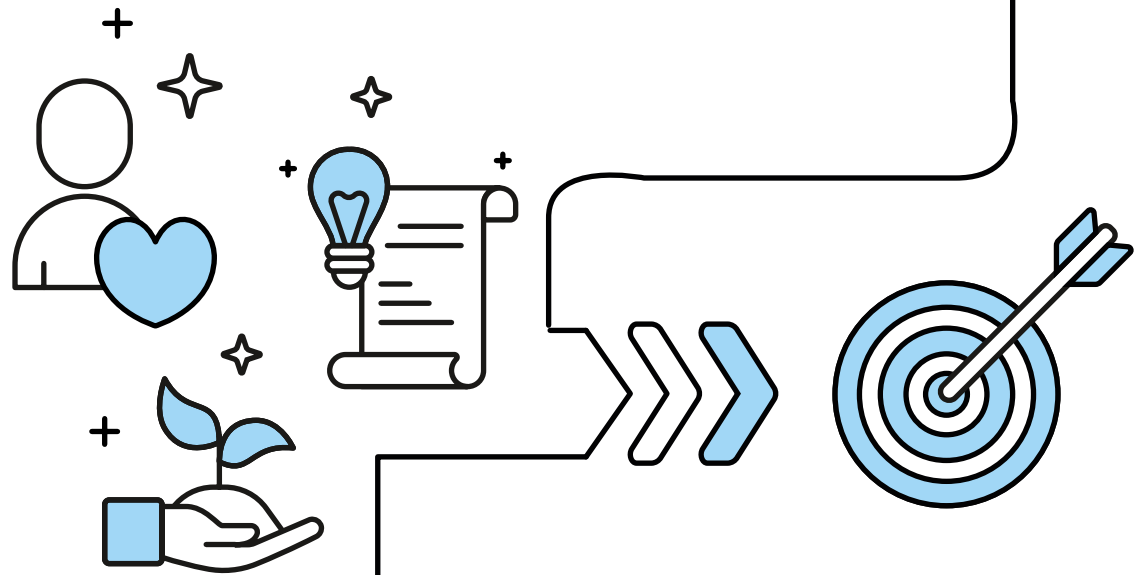
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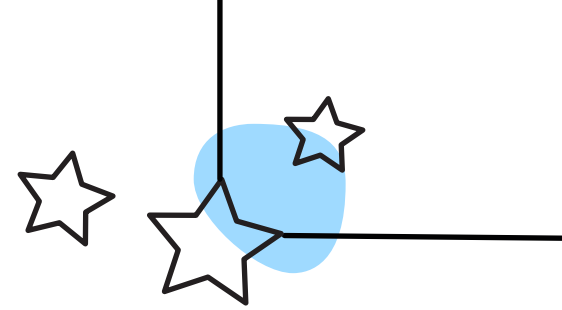
**Diego Rubio**  
CEO

**Robert Price**  
CFO, Global ESG Sponsor on  
Executive Team

CHAPTER 2

# 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.**

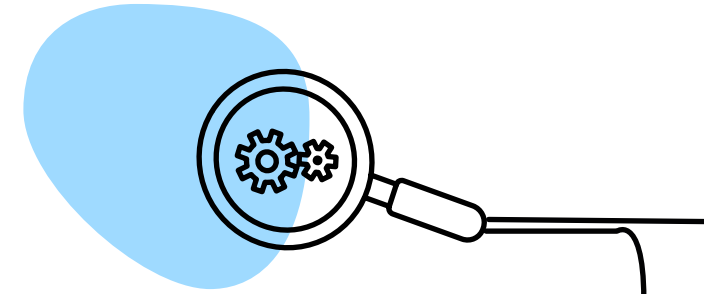
intive is anchored by our commitment to human-centric engineering. Humans and their needs are the North Star of our work. Naturally, this includes a duty to preserve our planet.

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.

# ESG Focus Areas



**In order to make tangible progress on our ESG commitments, we have created specific focus areas.**

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.

# 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.





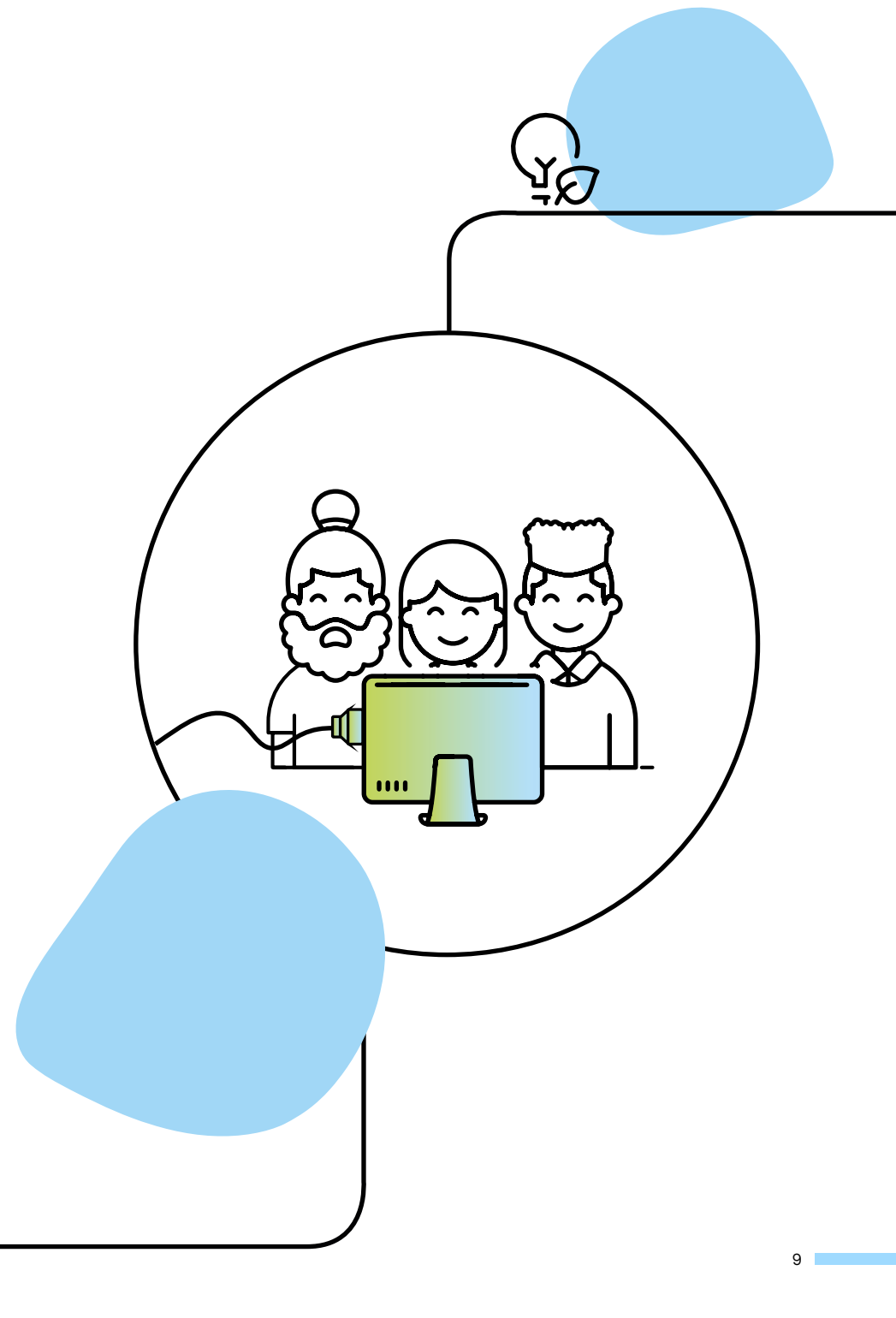
# The ESG Team

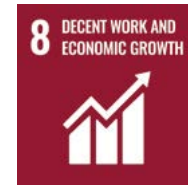
The Executive Leadership Team (ELT) is responsible for intive's ESG program. This involves setting objectives and reviewing our performance on an annual basis as well as ensuring the continuous improvement of our approach to ESG. The ESG sponsor on the leadership team is Robert Price, CFO, Global.

We have also appointed an ESG leader who is responsible for driving, coordinating, implementing, and monitoring the ESG program throughout the organization. She reports to the ELT sponsor for ESG.

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, Internal Communications, and Office Management to drive our performance. The group convenes to drive forward ESG matters on a regular basis.

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





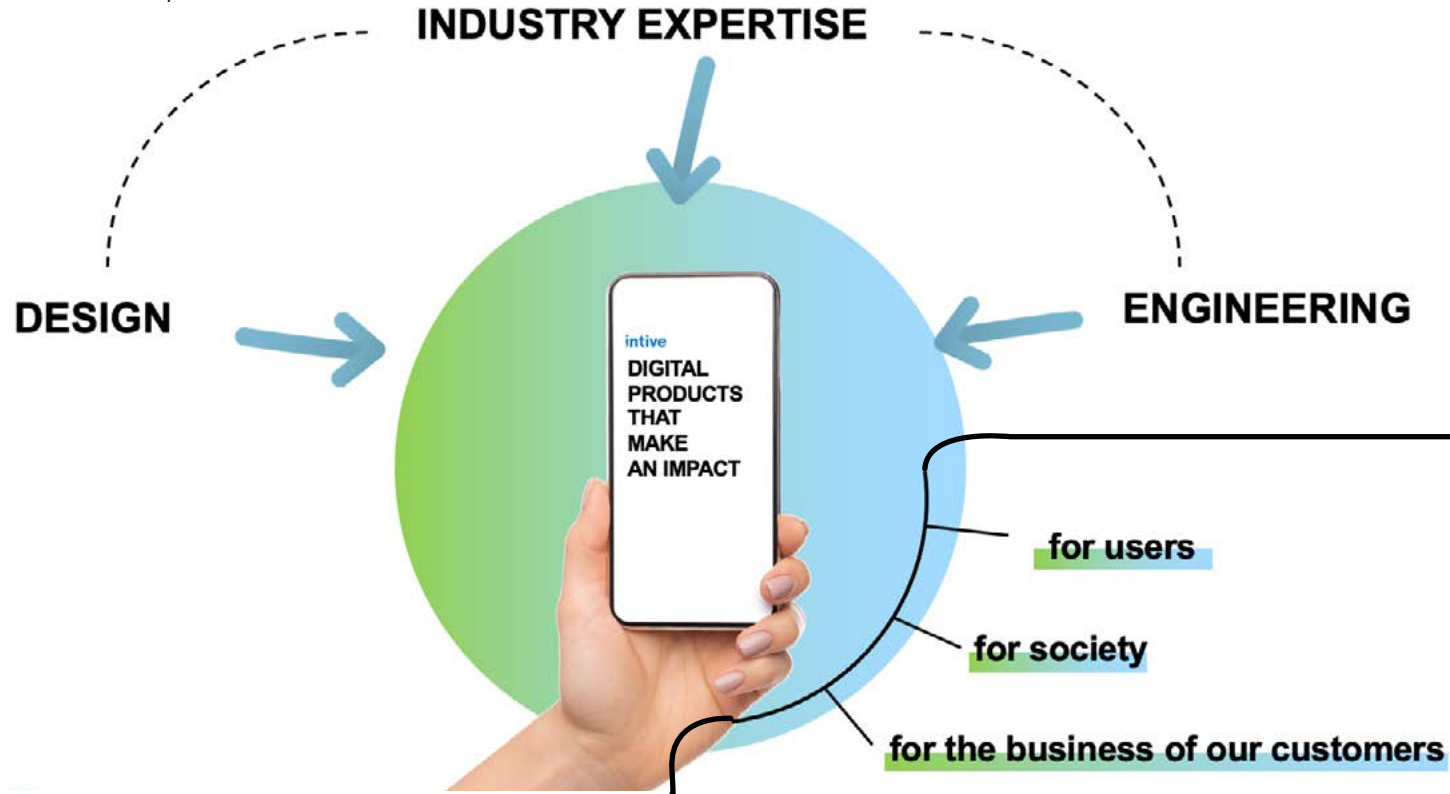
CHAPTER 3

# 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





**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:**

### **Making Healthy Meals Convenient with Vorwerk**

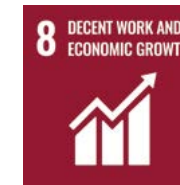
Vintive is along for the journey. intive has been partnered with Tandem since 2005, supporting the bank with cutting-edge banking services that support its goals to reduce its environmental impact. These services include green loans, fixed savers, and instant access savers.

### **Creating Sustainable Financial Services with Tandem Bank**

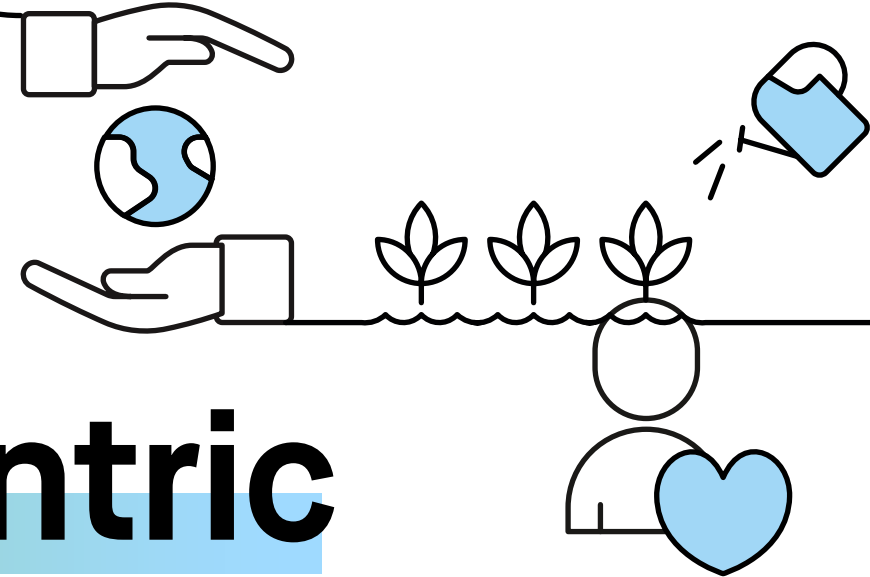
Tandem Bank is committed to becoming the UK's first digital green bank, and intive is along for the journey. intive has been partnered with Tandem since 2005, supporting the bank with cutting-edge banking services that support its goals to reduce its environmental impact. These services include green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

### **Making 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.



CHAPTER 4



# 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.**

**intive**

## 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.

Acting upon the feedback gathered from our latest Employee Engagement Survey we made a number of changes and updates to the intive People portal to make it more transparent, structured and understandable.

We were also able to improve our internal communications by organizing a series of visits by top managers to key intive locations, allowing intive associates to have face-to-face conversations with company representatives and share their thoughts and ideas.

# 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.

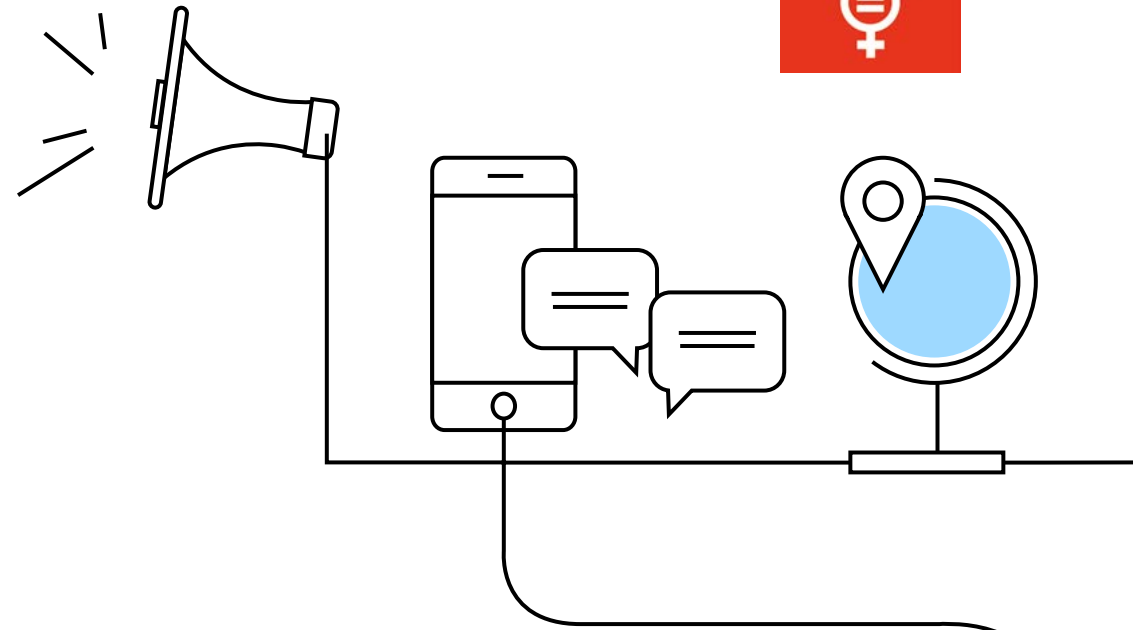
All intivers are responsible for contributing to an inclusive and non-discriminatory working environment. We're committed to celebrating diversity both inside and outside the company and to driving diversity-oriented campaigns and activities across the organization.

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 2,000 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.



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.

## 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.

In 2021, we established an independent and impartial role: an LGBTQ+ Ambassador to represent the interests of the LGBTQ+ intivers, including consulting and support whenever needed.

The LGBTQ+ 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

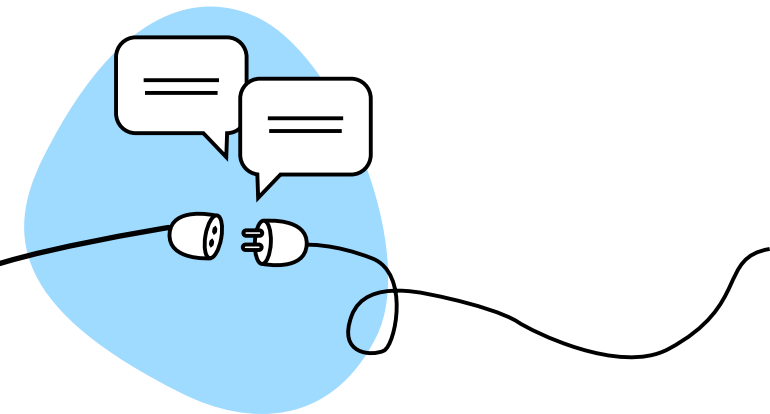
To further strengthen our commitment to Diversity & Inclusion, intive is a signatory supporting the Diversity Charters in Germany and Poland. This demonstrates our commitment to championing diversity inside and outside of the company, and to driving campaigns and activities aimed at ensuring equal opportunities 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.

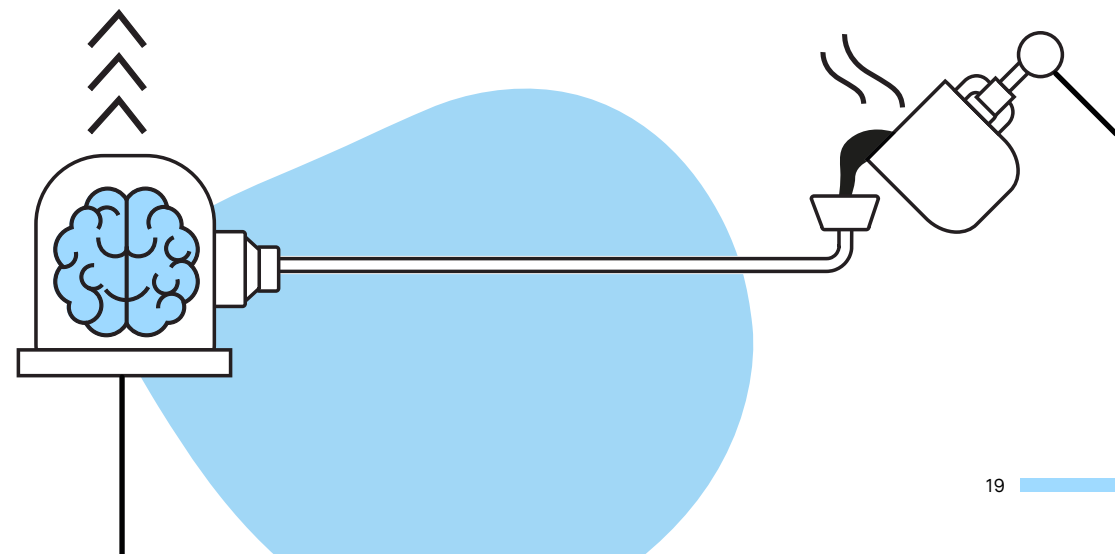
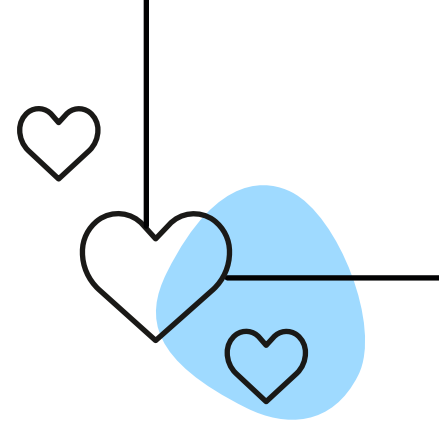
The map allows you to locate premises, schools, public establishments, and businesses that have been trained in sexual diversity through the Buenos Aires *Convive* Program, which promotes coexistence, non-discrimination, and inclusion based on respect for different groups that inhabit the city of Buenos Aires.



# 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.



# Investing in learning and the development of intivers

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.

## 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.

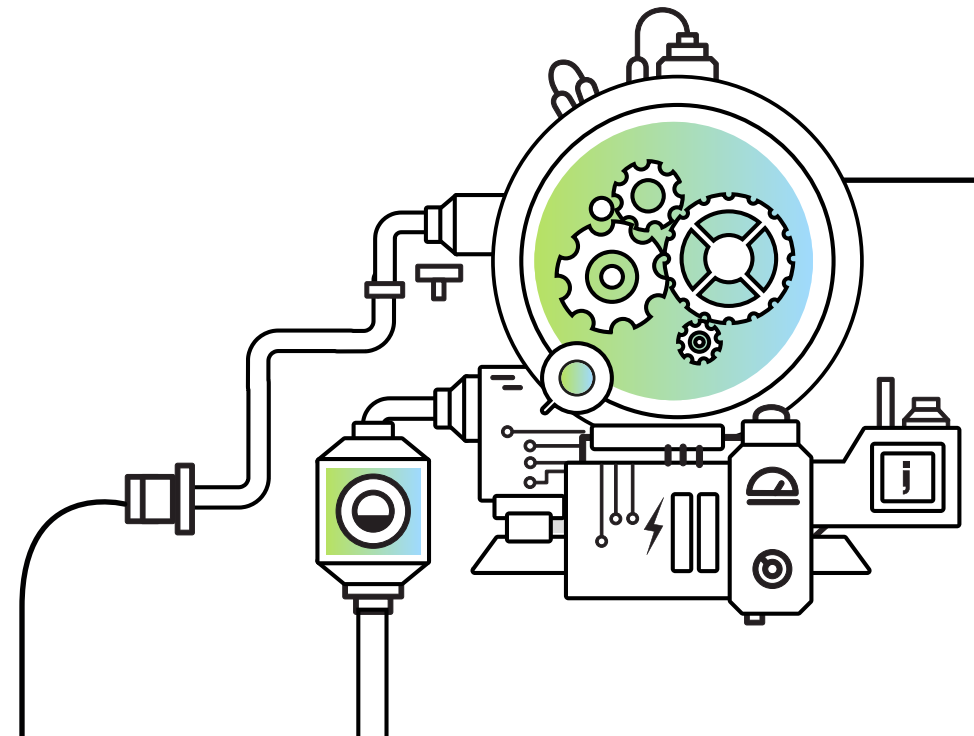
## intive Academies

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.





CHAPTER 5

# Our Contribution to Communities

**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.**

”

With great power comes great responsibility. As an industry leading IT company we take great pride in establishing and securing the highest moral and business standards across all our operations.

**Diego Rubio**





# 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.**

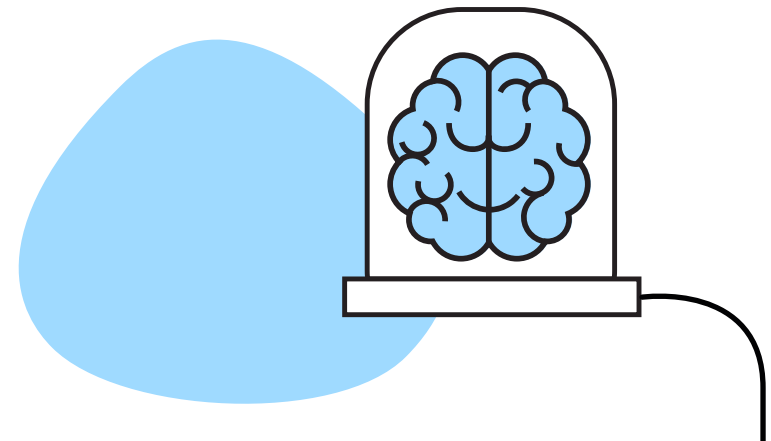
## Nahual Educational Program

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 2023, 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.



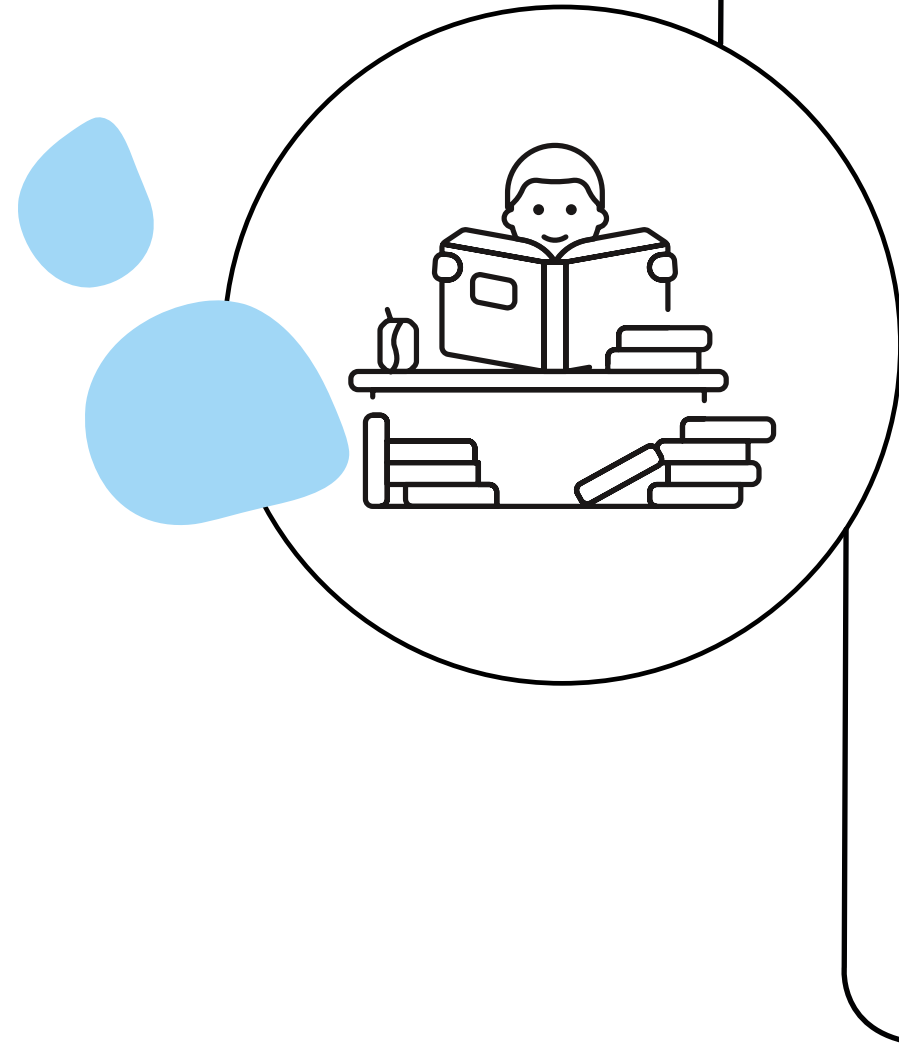
” There is nothing like teaching to learn and I am not only referring to the technical aspects but also to what we call Soft Skills. Teaching requires organizing ideas, giving them form, finding the various paths so that the other understands and incorporates the knowledge that is needed and all this in an environment where studying is a group act, pleasant, interesting and even fun.

**Fabian Feld**, intive QA Engineer

## 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.

We invest 300 hours of volunteering with a team of 9 people. We are working on banknote updates during 2023, we also began working on the adaptation project to other countries and currencies.

## Fundación Sí (Argentina)

Fundación Si 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 2023 a group of volunteers from Intive visited Fundación Si 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 October, Intive donated 19 notebooks for teen students. We helped 50 students onsite.



You are not aware of the impact of the app until you receive feedback from real users, such as parents or family members. For us it was a game, learning a new technology. We ended up playing, learning and helping as a team. **We didn't know we could help so much with so little and learn.**

**Juan Manuel Alvarez Gimenez** Lead of Technology Operations Americas

## Intive Active Summer

7th edition of Intive Active Summer in Poland where we walk, hike, run or ride a bike and donate to charity! In 2023 Intive will support Superhumans a Hospital for war traumas, initiative launched to support rehabilitation center for adults and children in Ukraine.

## Happy Holidays

During December, ESG Americas team has been working on a Christmas outreach to help different NGOs:

- **Merendero “Mimos al corazón”** (Córdoba)
- **Merendero “Los ángeles”** (Tandil)
- **Los chicos del fondo** (Mar del Plata)
- **El arca** (Buenos Aires)

We collected different toys and Christmas food during the END OF YEAR celebrations at the different sites in Argentina. These donations have already **been delivered to each NGOs**.

## 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. We facilitated virtual and on site session to students from 5th grade.

“ The experience was very rewarding since we were able to work with people in moments of vocational choice. We were able to tell students and teachers about the different roles in the company occupied by people with university and non-university learning paths in the IT area. Two developers and a QA from Intive also voluntarily told about their work experience in the IT area. At this point the students were very active asking questions and providing interesting comments about the IT world.

**Veronica Garcia Ruiz**



## 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 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.

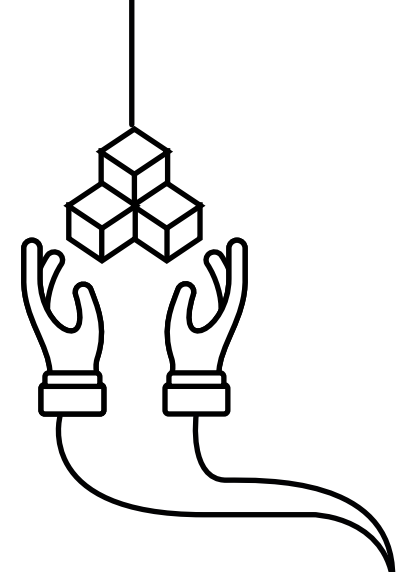
## Computer donations

At intive, we believe in the quality of opportunities, which is why we have launched a series of initiatives to provide IT equipment to less affluent residents in our neighborhoods in 2023. We believe that once everyone has the required tools, they can fulfill their dreams of financial stability and independence.



“ The Junior Achievement project 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

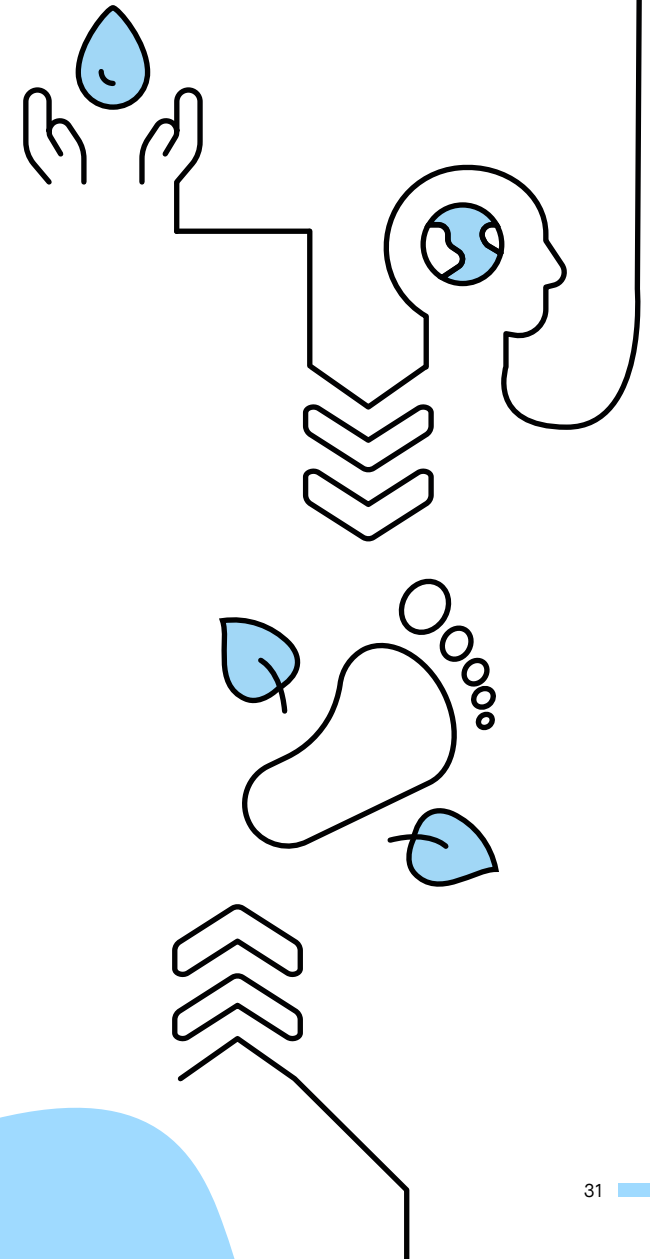




CHAPTER 6

# Reducing our Environmental Footprint

intive



## 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.

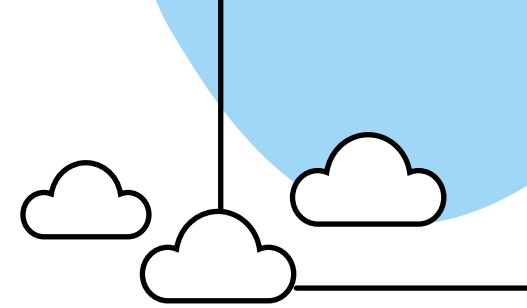
We pursue an active approach to managing environmental challenges and risks and are dedicated to continuously minimizing our environmental footprint. For this purpose, we are setting up a robust and data-driven Environmental Management System based on clear targets/KPIs, action fields, improvement activities,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

intive is committed to achieving carbon neutrality in operations latest by 2050, remaining in line with the 2015 Paris Agreement on the Climate Change.

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





## Lowering carbon footprint

We are aware of growing expectations from customers and legislators to address the topic of ESG in a tangible way. ESG is becoming an important factor in the success of a company, as well as in our daily lives.

Data showed that the majority of the pollution generated by the intive Group comes from the use of electricity in our offices (Scope 2 emissions), whereas direct pollution constitutes approximately a third of our pollution and can be attributed to mobile and stationary combustion.

As a result, intive has taken a number of measures to achieve carbon neutrality by 2050, in line with the Paris Climate Action Plan, including:

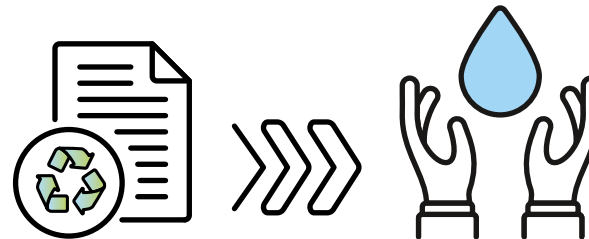
Preparation of an ESG Emission Reduction Strategy for intive Group, with the goal of planning the next steps toward carbon neutrality.

- We are actively working on reducing Scope 2 emissions for our most populated offices by using more environmentally friendly energy suppliers and CO2-free tariffs, thereby reducing market emissions, as well as lowering our company car-fleet CO2 emissions, and exploring the possibility to perform a Scope 3 measurements.
- Establishing business cooperation with an ESG-certified advisor, whose cooperation will provide us with new, state-of-the-art ESG measurement tools, as well as hands-on, direct advisory services. We want to make sure we get professional help along the way;
- Adjusting both the current, as well as soon-to-be-introduced regulatory

frameworks affecting intive Group's business. We want to be ready for regulatory changes before they come and adjust our business model accordingly;

- Exploring opportunities to publicize our ESG-friendly stance to a wide audience by participating in socially lauded green activities with the aim of emphasizing intive Group's ECO-friendly status. We want to make sure that the public, including our clients, knows about our positive ESG activities.

**Our goal is to half our CO2 emissions by 2030 and achieve full carbon neutrality by 2050, remaining in line with the Paris Climate Action Plan, and we are confident that we will achieve this in time.**

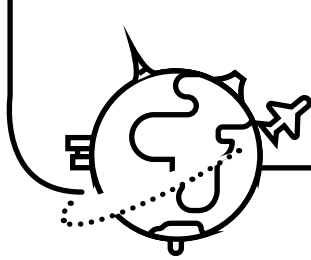


Our carbon emissions data for 2022 is as follows:

2022 intive global CO2 Emissions			
Carbon Footprint [tCO2e]	Location-based emissions	Market-based emissions	Scope 3.3 emissions (other fuel- and energy-related activities)
<b>Scope 1 Emissions</b>			
<b>TOTAL</b>	<b>241</b>	<b>241</b>	<b>50</b>
Mobile combustion	99	99	24
• Diesel	65	65	15
• Gasoline	35	35	9
Stationary combustion	141	141	26
<b>Scope 2 Emissions</b>			
<b>TOTAL</b>	<b>551</b>	<b>529</b>	<b>125</b>
District heating & cooling	111	121	27
• District heating	111	121	27
Electricity	440	408	98
• Electricity(conventional tariffs)	375	408	98
<b>GRAND TOTAL</b>	<b>792</b>	<b>770</b>	<b>175</b>

We are committed to reducing our CO2 emissions in the future. To this end, we are launching our global carbon assessment for 2023, this time including in the scope of our review not only Scope 1 and Scope 2 emissions, but also the relevant Scope 3 categories.

Our goal is to assess intive's global CO2 emissions as accurately as possible and to put in place concrete steps to reduce our pollution in 2024 and beyond.



## 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.
- In 2023 we collected 150 kilograms of various Materials recyclables to recycling cooperatives and green centers for classification and subsequent reinstatement to the circuit productive, and 166 kilograms until October 2023.
- 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 Wrocław, 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.

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.

### IT Equipment

We are renewing our workstations and laptops at regular intervals to ensure the latest standards of energy efficiency. We are buying these devices to ensure maximum usage and started a programme to re-sell to extend their

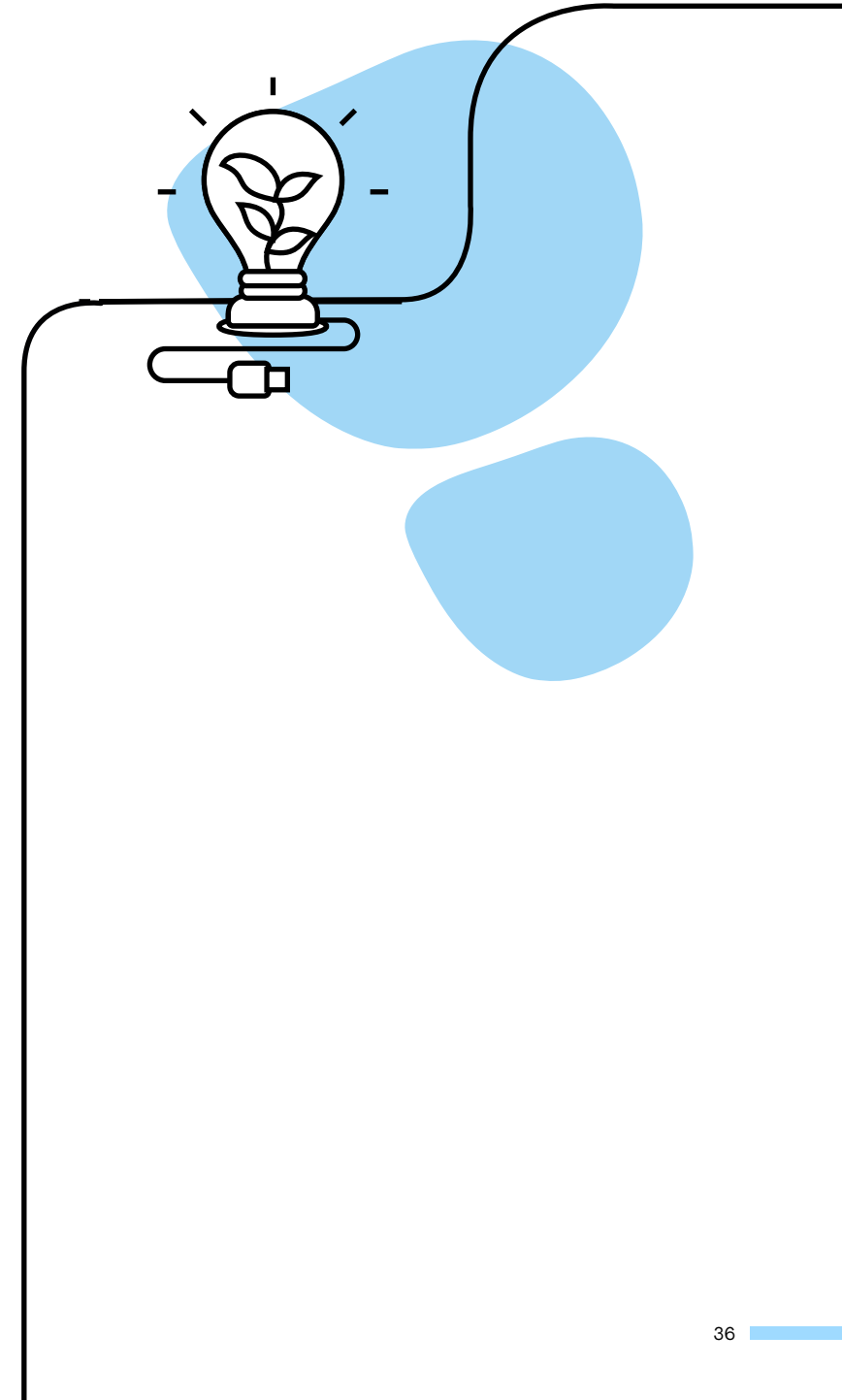
We also have a long-term roadmap in place to minimize environmental impact by downsizing and renewing server hardware. The majority of our IT services are hosted in the cloud, which is more environmentally friendly than using on-premise servers thanks to the higher efficiency of big data centers.

“We are adding a new benefit designed for you and that reflects our continuous commitment to the environment. We want to present you with a unique opportunity that will allow you to obtain quality used equipment at super affordable prices. Our IT team carried out an exhaustive analysis and selection of equipment suitable for sale, which you will have the opportunity to acquire, at the same time that we actively contribute to caring for the environment through recycling and reuse”.

” I like the idea of working with Ecolink because it is a way of committing to caring for the environment; to contribute our grain of sand to prevent the deterioration of our only home, this planet.

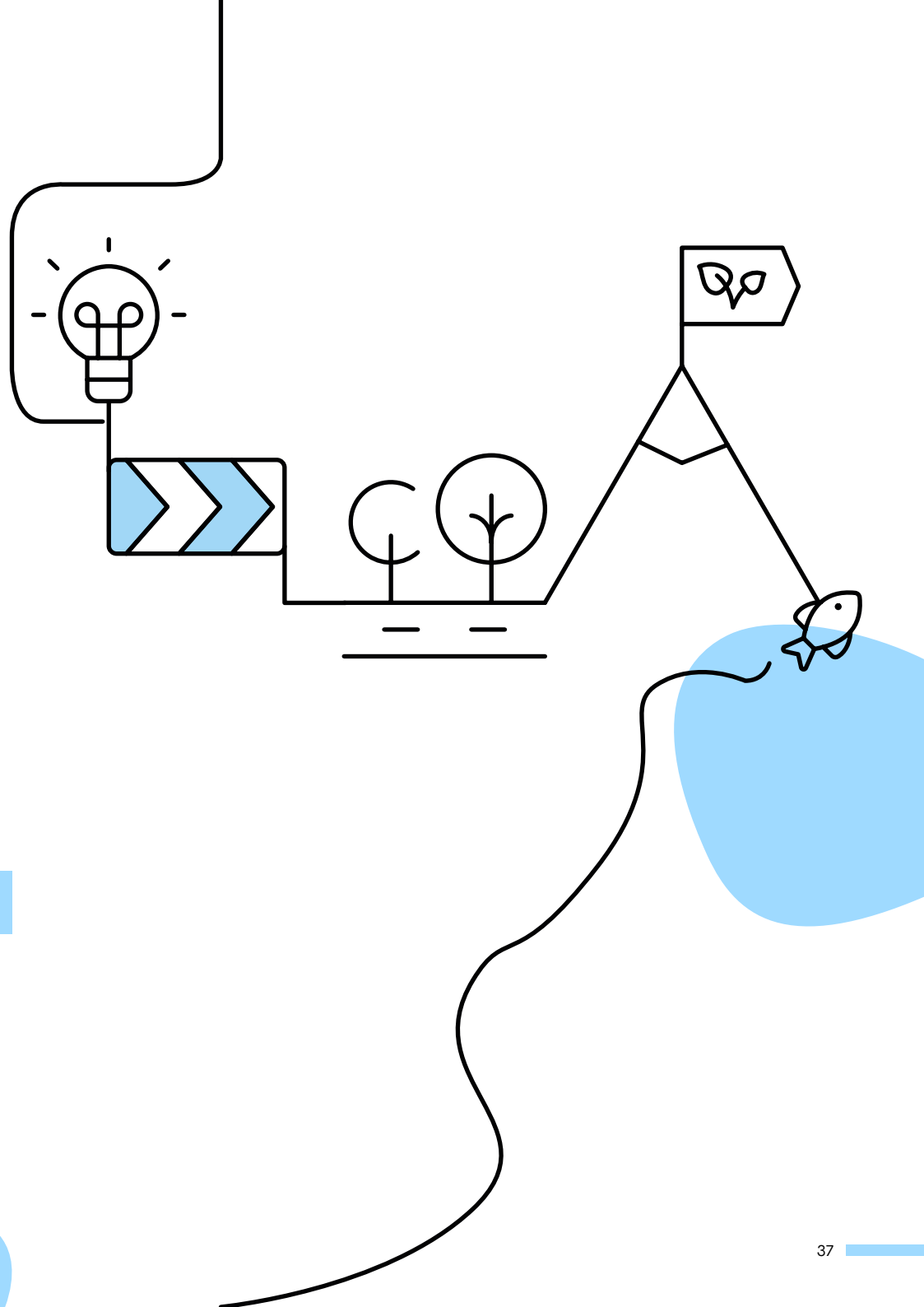
My inspiration is to collaborate in whatever is within my power to leave my children a healthy planet. From Ecolink I learned a lot about recycling, about what is recycled and what is not

**Lucia Wroblewicz**, Senior Account Payable Specialist - intive Argentina



CHAPTER 7

# 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

## 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.

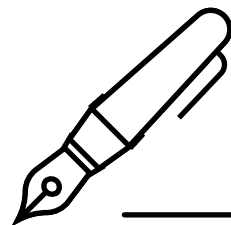
## Supplier Code of Conduct

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.



## 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
<p><b>We are:</b></p> <ul style="list-style-type: none"> <li>▪ Collecting rulesets and policies</li> <li>▪ Supporting process creation and maintenance</li> <li>▪ Assuring quality by setting review and approval cycles and establishing, monitoring, and executing audits</li> <li>▪ Driving continuous improvement</li> </ul>	<p><b>We are:</b></p> <p>Operating, maintaining, and improving ISMS (Information Security Management System)</p> <ul style="list-style-type: none"> <li>▪ Setting up the directions to protect information assets which is the basis for all business processes</li> <li>▪ Ensuring that confidentiality, integrity and availability are respected daily at intive</li> <li>▪ Analyzing security requirements regarding intive's assets and defining security measures in a risk-oriented manner</li> </ul>



## Intive 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 selected Intive locations meet the requirements of the ISO 9001, ISO 27001 and ISO 45001 standards, as well as the TISAX standard (Trusted Information Security Assessment Exchange - AL 3).

CHAPTER 8

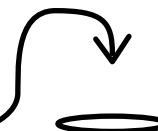
# Outlook



## **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 2024, based on harmonized and substantiated baselines.
- 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 2024.
- 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.**





## 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 Regensburg, Germany, intive is present across Europe and the Americas, with a diverse team of +2,000 people.

**[www.intive.com](https://www.intive.com) | Digital Excitement.**

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