



Solita Sustainability Report 2024

SOLITA

Contents

SOLITA OY SUSTAINABILITY REPORT 2024
 Company: Solita Oy (corp. reg. no. 2905040-7)
 Scope: Solita Oy and all Solita companies globally
 Reporting period: 1.1.2024–31.12.2024
 The report has not been externally verified nor subject to assurance.

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1

Greetings from our CEO

As we step into the realm of digital transformation, it is clear that sustainability is not just a goal, but fundamental for us all. But this report is not just a collection of statistics and data points. It is a narrative of ideas, efforts, and real stories that show how we are actively shaping a sustainable future. We are not just talking about change—we are living it.

We believe technology is not just about staying relevant; it is about ensuring the planet thrives alongside progress. It is about using innovation to drive positive impact—for our communities, our environment, and, yes, for business, too.

The path to sustainability is not always smooth. It challenges us to rethink, to innovate, and to venture off the beaten path. But that is what makes it worthwhile. We are embracing these challenges with determination, always keeping our focus on a future that benefits not just us, but the world we all share.

This report is a commitment rather than just a statement. It reaffirms our support for the Ten Principles of the United Nations Global Compact across human rights, labour, environment, and anti-corruption. But it is also an invitation. Whether you are a team member, a partner, or someone with a stake in our world, we invite you to join us. Because real change happens when we move together, creating an impact far greater than any one of us could achieve alone.

We hope this report sparks ideas, actions, and meaningful conversations. Let's stay focused and driven, and work together to turn our shared sustainability goals into reality. If we can harness digital transformation to revolutionize industries, imagine what we can achieve for the planet.

Welcome to our journey. Let's make it count.

The report you are now about to read comprises of details of our key ESG actions

covering the period from January 1 to December 31, 2024, including all Solita companies globally. Starting from 2025¹, Solita will be subject to the reporting requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), which have guided the content and structure of this report. For example, we conducted a double materiality assessment required by the CSRD in 2024. However, the 2024 report is not fully aligned with the ESRS. The report has not been externally verified nor subject to assurance.



Ossi Lindroos
CEO



¹Under the proposal to amend the CSRD published by the EU Commission on 26 February 2025 the applicability of the CSRD to Solita may be postponed until 2027.



2

SBM-1

Creating a positive impact that lasts through a talented and diverse crew

ESTABLISHED IN

1996

COUNTRIES

10

CITIES

29

HIGHLY SKILLED DATA, CLOUD,
DESIGN, AND SOFTWARE
DEVELOPMENT EXPERTS

+2,100

Solita Oy (hereinafter Solita or the company) is a leading Data & AI driven digital transformation partner in the Nordics and in Europe. The company was established in 1996 in Tampere, Finland, where our headquarters still is located. In 2024 Solita was present in nine countries: Finland, Sweden, Denmark, Estonia, Germany, Belgium, Norway, Poland and Switzerland. In 2024, we made 248 MEUR in revenue and grew 11%.

Solita entered Switzerland in February 2024 with a new office in Zürich. The office operates under Solita's Intellishore brand and focuses on serving large multinational and pharmaceutical companies.

After the reporting period, in February 2025, the company announced the acquisition of the UK-based PUBLIC Group International Limited, a specialised public sector digital transformation consultancy. This strategic move marks Solita's first step into the UK market, expanding its presence to ten countries across Europe.





2.1

Our offering and customers

We have a strong and diverse offering within digital transformation that encompasses expertise from strategic consulting to service design, software development, AI & analytics, cloud platforms, and integration services. We help our customers all the way on the journey towards a data-driven business, from ideas to implementation and continuous development. In 2024, we developed our expertise especially in the field of generative AI by establishing GenAI Studio to promote the sustainable use of new AI technologies in our business and internal operations.

Solita's customer mix is diverse, encompassing various industries. Over the years, Industrial & Energy, Health & Pharma,

Mobility & Logistics and Public Sector have formed the basis of our business. In 2024, we strengthened our expertise and services in two new verticals, by establishing competence units for Retail and Financial. Together, these six verticals account for more than 80% of our turnover. We serve both the private and public sectors in a balanced way; in 2024, 60% of our revenue came from private and 40% from public sector.

With many of our clients, we have built a strategic, long-lasting partnership. The majority of our growth stems from our existing client base, as we consistently expand our services and scope to better serve their evolving needs.

2.2

Skilled crew with rare set of competences

At the end of 2024 Solita employed globally over 2,100 professionals of digital transformation, including highly skilled data, cloud, design, and software development experts. We are proud of our exceptional cloud native data & AI capabilities, which complement our strong development and design practices.

Solita has one of the strongest skill pools in data in Europe with around 650 data and integration consultants, a strong software development practice with around 800 software development experts, and one of the best multidisciplinary design communities in the Nordics with over 220 design and strategy experts. Our solutions

are more and more cloud native, enabled by over 200 cloud platform professionals with multi-cloud capabilities (e.g. AWS, Azure, Google Cloud). With the new GenAI Studio, we have empowered all our employees to use new technologies in their areas of expertise.

2.3

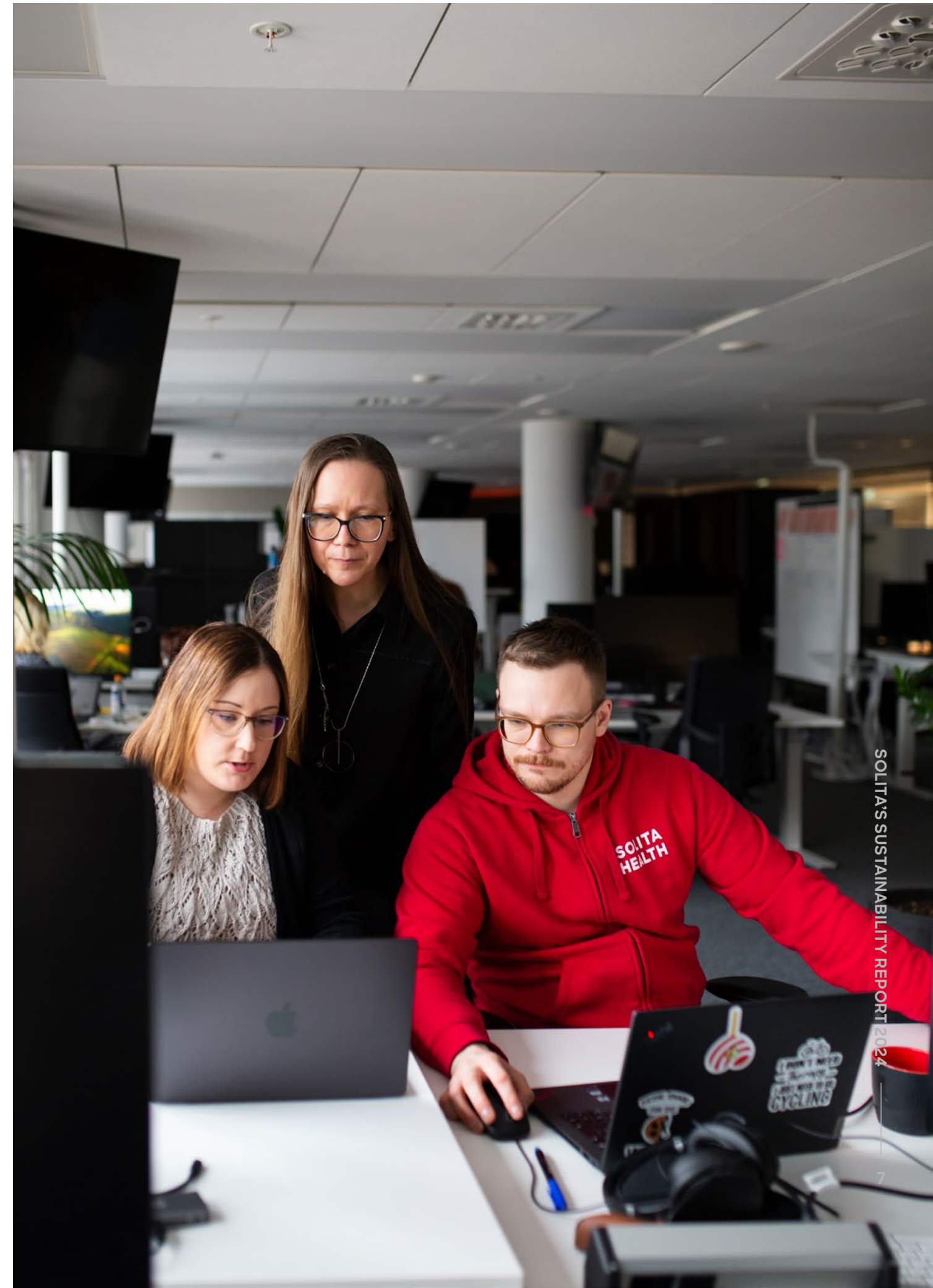
Friends of Solita and our technology partners

In addition to our own employees, we have an active and wide network of subcontractor partners called Friends of Solita. The goal of the network is to serve the various needs of our broad customer base and provide our partners with an equal chance to offer their competences for our projects. Over the years, we have relied on support from our business partners and specialists from dozens of partner companies to widen and deepen our service portfolio. In addition to our own personnel, Solita provided work opportunities to more than 300 consultants from our subcontractor partners in customer projects in 2024.

We always seek the best possible technology solutions for the customer's need. Thus, we are technology-agnostic, and we have partnered with several top-notch technology providers, including, e.g., Microsoft,

Google, Amazon Web Services, Snowflake, Databricks, Semarchy, dbt, MuleSoft, Tableau, and Outsystems. Solita is one of the few Microsoft Azure Expert MSPs in the whole world, an AWS Advanced Consulting Partner, and a Google Cloud Premier Partner. In 2024, we agreed to collaborate with NVIDIA on NVIDIA AI Enterprise. Also, we appointed a new technology partnership manager to coordinate our partnerships in a more systematic way.

We proactively integrate sustainability criteria into the selection and management of Friends of Solita and technology partnerships, aligning them with our corporate governance and compliancy guidelines. Overall, our partners play an important role in developing, bringing to market and delivering our offering.



2.4

Positive contribution to society and environment through impactful projects

Sustainability is deeply integrated into our strategy and mission: creating impact that lasts. We are committed to making a lasting positive impact on business, society, people, and the environment by combining technology, data, and human insight.

The main tool for making a positive impact is our customer projects, which are detailed out in the following case studies.

CASE STUDY

GS1 Finland and Solita assisted the food industry in complying with the deforestation regulation.

The EU Regulation of Deforestation-free Products (EUDR) will require companies to ensure full traceability to their supply chains and production processes. The regulation aims to guarantee that products used in the EU don't contribute to global deforestation and forest degradation, and it also aims to reduce greenhouse gas emissions and loss of biodiversity. The EU requires that products and materials must be traceable. Thus, the keywords of this change are raw material traceability and transparency.

GS1 Finland, part of GS1 Global, is an international non-profit organisation that helps its customers enhance and manage their supply chains through open standards. Their development project was intended to shine a light

on the supply chains and production processes of cocoa, beef, soy, coffee and palm oil, which are the commodities which according to EU's studies have the most significant effect on global deforestation.

Solita helped GS1 Finland with a development project that aimed to help companies respond to the EU's strict requirements by planning and implementing workshops and documenting the results. In planning for the workshops, it became integral to unify the workshops in a way to make them comparable. It was also important to give the participating companies a unified understanding of the issues. One of the project outcomes was a proposed solution for the production and distribution of information related to the EUDR.

The information flow descriptions produced have received positive feedback and they have helped many of GS1 customers understand what they need to do at a particular point. Positive feedback has also been heard from abroad.

Each EU member state is facing their own challenges in the crossfire of the schedule, interpretation and implementation. Solita and GS1 Finland's goal was to find solutions for the entire industry - not just the companies included in this project. The ultimate goal is to achieve digital transparency for the value chains and a close cooperation that will help to identify and solve sustainability challenges together.

[➤ Read more](#)





CASE STUDY

Solita to take over the responsibilities for the business-critical core systems of the Danish Prison and Probation Service

Solita A/S, Solita's Danish subsidiary, won the contract for the most vital IT systems used by the Danish Prison and Probation Service. After a thorough tender process, Solita won the contract on both quality and price parameters, competing against the current and previous supplier of the systems. The client's core systems currently serve over 4,000 employees.

The contract, spanning an initial term of five years with an option to extend for an additional four years, encompasses support, maintenance, and potential future development needs.

[↗ Read more](#)



CASE STUDY

The Finnish Border Guard chose Solita and Patria to deliver an operational border security information system

The Finnish Border Guard conducted a competitive procurement process to select an application provider to develop the user applications for a new operational border security information system. The tender was won by the SPOT consortium, comprising Solita Oy and Patria Aviation Oy.

The newly signed agreement enables the renewal of the operational information system for border security

operations, which has been in use by the Finnish Border Guard for many years. The new system will also utilise surveillance data produced by other operational projects of the Finnish Border Guard, such as modern technology from surveillance aircraft and patrol vessels that will be procured for the Finnish Border Guard.

[↗ Read more](#)

2.5

Sharing our knowledge widely

Staying ahead of the tech curve and other trends is pivotal for us, and we educate our customers and other audiences on many topical themes.

In 2024, we arranged almost 30 customer and recruitment events across seven countries, reaching almost 10,000 registered participants. We also participated in 17 external events arranged by our technology partners or other vendors to meet with the tech audience.

In 2024, our event content focused on AI transformation including Generative AI, business-driven data, IT security, and enhancing productivity. Our flagship event, Solita Summit, grew to reach almost 4,000 people, streaming 24 presentations and covering both business and technology

topics. The virtual event successfully showcased the breadth and depth of Solita's expertise.

To share our knowledge and strengthen our thought leadership, we also published 10 guides on topics such as creating sustainable value with AI, data products and a 'How to become a Solitan' guide for potential recruits. In addition, we organised several free Crash Courses and meetups. Together with our specialist community, we delivered 120 blog posts, 14 case stories, and shared our knowledge through nearly 1,000 social media posts.



30

CUSTOMER AND RECRUITMENT EVENTS

OUR EVENTS REACHED ALMOST

10,000

PARTICIPANTS

SOLITA SUMMIT REACH ALMOST

4,000

PEOPLE

WE PUBLISHED

10

GUIDES

OUR SPECIALIST COMMUNITY DELIVERED

120

BLOG POSTS

WE SHARED OUR KNOWLEDGE THROUGH NEARLY

1,000

SOCIAL MEDIA POSTS



3

SBM-2

Engaging with our stakeholders

TABLE 1. SOLITA'S STAKEHOLDERS.

Stakeholders	How we engage with them	The purpose of the engagement	Outcome
Employees	<ul style="list-style-type: none"> We hold regular meetings, send internal newsletters, and have very active digital conversation platforms. Peakon Engagement Survey Regular inclusion survey Anonymous whistleblowing channel 	<ul style="list-style-type: none"> To ensure employees are informed and can provide feedback and to facilitate two-way dialogue. To gauge satisfaction and identify areas for improvement. To have two-way dialogue between management and employees. To ensure diverse perspectives are considered. To allow employees to anonymously report any concerns or violations related to human rights or other misconduct. 	<ul style="list-style-type: none"> These platforms allow employees to share their perspectives on company policies, initiatives, and potential impacts, fostering a culture of transparency and mutual respect. The feedback gathered from these surveys is analysed and used to inform our decision-making processes, ensuring that our actions align with the needs and expectations of our workforce. All reports are handled confidentially and promptly, with appropriate actions taken to address and resolve the issues.
Existing and potential new customers	<ul style="list-style-type: none"> Customer survey Account management practices Customer events, crash courses, meetups 	<ul style="list-style-type: none"> Customers can give constructive feedback regarding our offering, service levels, capabilities, and cooperation in general. Named account managers are responsible for customer relationship and regularly interact with key stakeholders on customer' side to better understand their needs. We educate customers on topical themes related to technology and other important themes. 	<ul style="list-style-type: none"> Improved offering, better cooperation with customers, more satisfied customers, business value for both parties.
Suppliers and other business partners	<ul style="list-style-type: none"> Friends of Solita network, formal contractual relationships. 	<ul style="list-style-type: none"> Find joint business opportunities, buy professional services. 	<ul style="list-style-type: none"> Joint business benefits for both parties.
Investors (Apax Digital and over 600 employee owners)	<ul style="list-style-type: none"> Regular meetings for employee investors regarding recent developments, ongoing cooperation with Apax. 	<ul style="list-style-type: none"> To keep everyone informed and engaged. 	<ul style="list-style-type: none"> Shared understanding of company's current status, challenges and opportunities.
UN Global Compact	<ul style="list-style-type: none"> Annual Communications on Progress (COP) reporting, participation in UN Global Compact's events and training, sharing Solita's experiences and best practices for other signatories. 	<ul style="list-style-type: none"> To provide us with a globally recognised framework, the initiative's Ten Principles, which relate to human rights, labour, environment, and anticorruption goals. 	<ul style="list-style-type: none"> Better understating on global sustainability regulation and framework, knowledge sharing.
United Nations Sustainable Development Goals (SDGs)		<ul style="list-style-type: none"> To provide us with a globally recognised framework, the SDGs, against which we can benchmark our actions. 	<ul style="list-style-type: none"> Mapping Solita's ESG actions against the SDGs. From the SDGs, we mostly impact goals 3 (Good health and well-being), 5 (Gender equality), 8 (Decent work and economic growth), 9 (Industry, innovation and infrastructure) and 16 (peace, justice and strong institutions).
Science Based Targets initiative (SBTi)	<ul style="list-style-type: none"> Solita's near-term science-based emission reduction targets were approved by the SBTi in fall 2024, and Solita is committed reporting its progress related to emission reductions according to the initiative's requirements. 	<ul style="list-style-type: none"> To validate our emission reduction targets in line with a 1,5 degrees pathway. 	<ul style="list-style-type: none"> Solita has science-based emission reduction targets approved by the SBTi.
AI Pact (European Commission's AI Pact is a voluntary framework developed to drive trustworthy and safe AI development)	<ul style="list-style-type: none"> Sharing experience with peers and the new AI Office through workshops and events. 	<ul style="list-style-type: none"> To drive trustworthy and safe AI development. 	<ul style="list-style-type: none"> Having an AI governance strategy for future compliance with the AI Act. Identifying High-risk AI systems. Promoting AI literacy and responsible AI use and development within the company.

4

SBM-3

Material sustainability matters



Solita conducted the double materiality assessment (DMA) mandated by the CSRD and the ESRS in summer 2024 with the help of an external service provider, Upright Oy².

Based on the 2024 double materiality assessment, Solita had 21 material sustainability matters, of which 19 were ESRS matters and 2 other relevant entity-specific matters. The latter include “Distributing knowledge” and “Societal infrastructure”. 72 matters were considered non-material.

The material matters were assessed to be material either from the impact materiality or financial materiality perspectives, or from both. Similarly, items could have either positive or negative materiality, or both.

TABLE 2. MATERIALITY MATRIX BASED ON THE DMA.



Release 1.5.0
Version 1.3.248

²The DMA has not been subject to assurance.

4.1

Environment and climate

Based on the DMA, Solita has 9 material sustainability matters, which are related to environment and climate. The following table describes the identified matters, their impact materiality, possible financial materiality and whether they occur in upstream value chain, internally at Solita's operations, or downstream value chain.

TABLE 3. MATERIAL SUSTAINABILITY MATTERS RELATED TO ENVIRONMENT AND CLIMATE.

Sustainability matter	Rationale	Impact materiality	Financial materiality	Value chain impact
Climate change and climate change mitigation	<p>Creation of GHG emissions is linked to a business model, as it's inherent to company's products and services.</p> <p>Climate change is also considered as a direct impact drivers of biodiversity loss as significant biodiversity loss is related to GHG emissions and climate change.</p>	Negative, actual	Financial risk is related to the risk of increasing costs imposed by regulation aimed at reducing the private sector's negative impacts related to climate change mitigation.	Internal and downstream
Energy	Consumption of substantial amounts of energy is linked to a business model, as inherent to the company's products and services.	Negative, actual	Financial risk is related to the risk of increasing costs imposed by regulation aimed at reducing the private sector's negative impacts related to energy as well as dependency on fossil fuel energy because rising prices can substantially increase energy costs.	Upstream, internal, downstream
Pollution of air and pollution of water and soil	<p>Linked to the company's materials and services. Driven by the provision of consulting services to industries such as transport, retail, manufacturing and healthcare.</p> <p>Pollution of water and soil is barely exceeding the materiality threshold and is mainly associated with the company's clientele in the healthcare and pharmaceutical sector, which is an industry that poses a risk of harmful chemical leaks and pollution accumulation due to pharmaceutical residues. It's also driven by a dependency on electronics, which generate E-waste. Pollution is also considered as a direct impact drivers of biodiversity loss.</p>	Negative, actual and potential	Not material	Internal and downstream
Water withdrawals and consumption, and water discharges	Driven by the usage of significant amounts of freshwater for data center cooling and generation of wastewater in upstream value chains. That's inherent to the company's operations within data and cloud consulting industry.	Negative, actual	Not material	Upstream
Resource inflows, including resource use	Not material		Resource inflows, including resource use, are considered financially material as they impose risks of increasing operative costs. That's related to the consumption of raw materials and fossil fuels.	

4.2
Social

Identified material social sustainability matters are highly associated with the consulting industry that has a high risk of excessively long working hours, and poor work-life balance. The industry is also associated with an elevated risk of poor gender diversity, and gender imbalance increases the probability of unequal compensation for work of equal value. Also, a low female representation in the company's Board of Directors triggered these sustainability matters.

On the other hand, opportunities are identified by increasingly attracting impact-sensitive employees by reducing the company's negative impact related to these social sustainability matters.

TABLE 4. MATERIAL SOCIAL SUSTAINABILITY MATTERS.

Sustainability matter	Rationale	Impact materiality	Financial materiality	Value chain impact
Working time and work-life balance	Highly associated with the consulting industry that has a high risk of excessively long working hours, and poor work-life balance.	negative, potential	Both pose a risk of having to pay an increasing premium for impact-sensitive employees as they become increasingly averse to negative impacts related to working time and work-life balance, thus being material also from the financial perspective.	Internal
Gender equality and equal pay for work of equal value and measures against violence and harassment in the workplace	In addition to being associated with the consulting industry in general, these matters are driven by the company-specific data points such as low female representation in the company's senior leadership. Gender-related power imbalance has been proven to increase the probability of sexual harassment.	negative, actual/potential impact	Financial materiality is related to the risk of having to pay an increasing premium for impact-sensitive employees as they become increasingly averse to negative impacts related to these matters. Regulatory risks are related to the increasing costs imposed by regulation aimed at reducing the private sector's negative impacts related to gender equality and equal pay for work of equal value. There's also a risk of increasing the cost of capital due to investors becoming increasingly averse to these negative impacts.	Internal
Diversity	Driven by industry characteristics as well as the company's data points.	negative, actual/potential	There is a financial risk of having to pay an increasing premium for impact-sensitive employees as they become increasingly averse to negative impacts related to diversity and some risk of a decrease in demand for the company's products and services due to poor workforce diversity, potentially resulting in weakened innovation capabilities in product development.	Internal
Secure employment	Triggered based on Solita's stakeholder survey results, as subjective viewpoints play a significant role in this matter, and stakeholders assessed the matter to be material. Employees and union representatives (close to 80 respondents) assessed its materiality level as "medium".	negative, potential	From financial risk perspective, it might increase operative costs as there's a risk of having to pay a premium for impact-sensitive employees.	Internal

4.3

Business conduct

Identified material governance matters are mostly related to the business that we and our biggest customers operate in.

TABLE 5. MATERIAL GOVERNANCE MATTERS.

Sustainability matter	Rationale	Impact materiality	Financial materiality	Value chain impact
Protection of whistle-blowers	Mainly driven by the management consulting industry which is characterised by an elevated risk of corruption and bribery, where non-functional whistle-blowing channels pose a significant risk.	negative, potential	Not material	Internal
Political engagement	Associated with the management consulting industry, which has overlapping interests with political lobbying.	negative, potential	Not material	Internal
Corruption and bribery	Associated with the management consulting industry characterised by an elevated risk of corruption and bribery.	negative, potential	There's a medium financial risk of increasing costs imposed by regulation aimed at reducing the private sector's negative impacts related to corruption and bribery.	Internal

4.4

Entity-specific matters

In addition to the material sustainability matters described above, the analysis revealed two entity-specific matters for Solita. These entity-specific matters are not covered within standard ESRS sustainability matters. However, given the material impact of the company on the matters, we have included them in this report in order

to present a fuller picture of our impact materiality.

Examples of Solita's impactful cases as well as our knowledge distribution efforts are described in chapter 2 Creating positive impact that lasts with a diverse and talented crew.

TABLE 6. MATERIAL ENTITY-SPECIFIC MATTERS.

Entity-specific matter	Rationale	Impact materiality	Financial materiality	Value chain impact
Societal infrastructure	Refer to Solita's positive contribution to society and knowledge sharing through its customer engagements in e.g. transportation industry in the public and private sector and energy industry in the private sector.	positive, actual	Not material	Downstream
Distributing knowledge		positive, actual	Not material	Downstream



5

IRO-1

Double materiality assessment process

Solita conducted the double materiality assessment (DMA) mandated by the CSRD and ESRS in summer 2024 with the help of an external service provider, Upright Oy.³

The assessment was conducted using the Upright data engine, which combines information from science-based data sources and assesses impact materiality from various perspectives, considering the company's product and service mix, its geographic reach, and other aspects that reflect the company's capabilities to address specific sustainability matters.

In addition to the scientific articles and trusted third-party datasets, the company-specific information such as the company's product and service mix, chosen sustainability metrics and data on the company's suppliers, own operations, and customers were used as an input to the assessment. Thus, the analysis covered

the company's own operations as well as its downstream and upstream value chains.

The Company's stakeholders' perspectives were taken into account through surveys which were sent to both internal and external stakeholders. Internal stakeholders included the company's HR, legal and compliance, procurement, sustainability and HSE and finance and risk management operations. External stakeholders included employees, customers, suppliers, communities and NGOs and investors.

The results of the double materiality assessment were presented to and discussed with the board of directors and the Board of Directors ja Group Leadership Team.

³The DMA has not been subject to assurance.





6

S1

People

At Solita, our people are the cornerstone of our sustainability journey. We believe that fostering a supportive, inclusive, and empowering work environment is essential to achieving our sustainability and business goals.

Our commitment to our employees is reflected in our comprehensive initiatives that promote well-being, diversity, and professional growth.

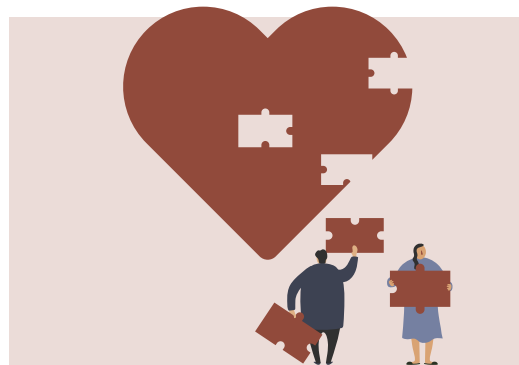
By nurturing our workforce with combining high autonomy with culture of caring we aim to create a positive impact not only within our organisation but also in the broader community.

Our culture is built on five key elements:



Come as you are

We celebrate diversity and encourage everyone to bring their authentic selves to work. Our community of communities spans across various European countries, each with its own local character, yet united by shared values—being caring and courageous, passionate about our work, and having a relaxed, easy-going work culture.



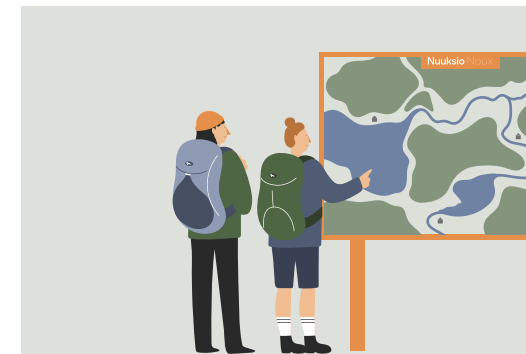
You are cared for

We prioritise respect, kindness, and enjoyment in our working lives. We promote a helpful and grounded culture where people matter, ensuring clear expectations and support for our employees through various programs and initiatives.



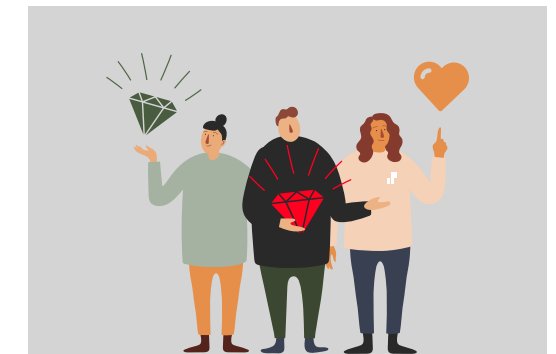
You are trusted

We believe in high personal responsibility and accountability. Our culture of autonomy and caring empowers our teams to make the right choices and take on challenges with the support and guidance they need.



You keep growing

Continuous learning and development are at the heart of our culture. We provide well-structured learning opportunities and support our employees in building the careers they desire, with experiences in various industries, countries, technologies, and disciplines.



This work matters

We are committed to making a significant impact through our work. We advise some of Europe’s most dynamic and demanding customers on their biggest challenges, always prioritizing integrity and value delivery.

6.1

S1-1

Policies related to own workforce

At Solita, we are committed to fostering a supportive, inclusive, and safe work environment for all our employees. Our comprehensive set of HR and people policies reflects our dedication to upholding human rights, promoting diversity and inclusion, and ensuring the well-being of our workforce. These policies are aligned with internationally recognised instruments and are implemented through specific procedures to prevent, mitigate, and address any issues that may arise. On the following table is an overview of our key policies and procedures, all of which are available for employees on our internal portal.

TABLE 7. POLICIES RELATED TO OWN WORKFORCE.

Name of the policy	Content in brief	Scope of policy	Accountable for implementation	Global standards and protocols
Solita code of conduct	Summarises Solita's principles of responsible operation, including ethical behaviour, compliance with laws, respect for others, safeguarding business assets, data protection, responsible business practices, and environmental sustainability.	All employees of Solita and its subsidiaries	General Counsel	UN Global Compact Principles, EU Whistleblower Protection Regulation
Solita employment relationships policy	Defines principles related to employment relationships, including employment terms, work environment, salary, occupational healthcare, development and training, and worker's committees. Ensures compliance with local labour laws and cultural expectations.	All Solita subsidiaries in each country	Group CHRO, Country Management Teams	Ten Principles of the UN Global Compact, local labour laws
Solita recruitment policy	Outlines recruitment strategies, employer branding efforts, DEI initiatives, privacy policies, and the integration of AI in recruitment processes. Ensures a fair, transparent, and efficient recruitment process.	All Solita subsidiaries in each country	Talent Acquisition Director	
Solita gender equality and diversity policy	Promotes gender equality and non-discrimination, covering recruitment, working conditions, pay, leadership, training, and workplace bullying. Ensures competence-based attraction, evaluation, and selection to limit biased thinking and build diverse teams. Includes specific commitments to inclusion and positive actions for vulnerable groups.	All employees and directors of Solita and its subsidiaries	Group CHRO, Country Leader, Team Managers	EU directives, Ten Principles of the UN Global Compact, ILO conventions
Solita health and safety policy	Ensures a safe and healthy working environment, covering physical and mental health, workplace community, and healthcare services. Includes accident and travel insurances, mental wellbeing services, and ergonomic support.	All Solita subsidiaries in each country	Group CHRO, Local People and Culture Directors, Country Leader	
Solita sexual and gender-based harassment policy	Addresses and prevents sexual and gender-based harassment, outlining reporting procedures and consequences. Includes zero tolerance policy, reporting channels, and immediate intervention measures.	All employees	Group CHRO, Country Leader, Team Managers	Equality Act, local criminal laws
Abnormal termination of employment policy	Defines principles related to abnormal termination of employment, including immediate termination processes, security considerations, and responsibilities. Ensures a unified process flow and clear communication between HR, Legal, IT, and Security.	All Solita subsidiaries in each country	Group CHRO, Country Management Teams	Local labour laws
Employment privacy statement	Outlines how Solita Group companies process personal data of their employees. It covers data collection, usage, sharing, and retention practices, ensuring compliance with legal obligations and promoting employee security and welfare.	Employees of Solita Group companies. It includes data collected directly from employees, generated by the company, or obtained from third parties such as public authorities, insurance companies, and colleagues.	Local Solita company, together with Solita Oy, are the data controllers responsible for managing and implementing this policy.	EU Commission's adequacy decisions Standard contractual clauses for data transfer outside the EU/EEA.



6.2

S1-2

Processes for engaging with own workforce and workers' representatives about impacts

At Solita, we recognise that our employees are our most valuable stakeholders. Our approach to workforce engagement is built on the principles of transparency, inclusivity, and continuous improvement. We strive to create an environment where every employee feels valued, heard, and empowered to contribute to our collective success.

We maintain open communication channels through regular meetings, internal newsletters and our intranet, as well as very active digital conversation platforms to ensure employees are informed and can provide feedback. Tools like the Peakon Engagement Survey are used to gauge satisfaction and identify areas for improvement. Inclusive decision-making is supported by the Inclusion Survey conducted regularly, ensuring diverse perspectives are considered.

We deeply value the insights and perspectives of our workforce, recognising that their firsthand experiences and feedback are crucial in shaping our decisions and activities. Our approach to integrating workforce perspectives is built on continuous engagement, transparency, and inclusivity, ensuring that our employees' voices are heard and considered in managing both actual and potential impacts.

In Finland, the co-operation committee, based on the Co-operation Act, facilitates open dialogue in the workplace and contributes to the development of the company and the work community. Participants in these meetings include representatives for both the employer and the employees, as well as administration experts. This committee plays a crucial role in ensuring that the perspectives of our workforce are integrated into our decision-making processes. Workers' committees or councils also follow the national legislation, and applicable regulations and guidelines.

We actively seek input from our employees through various channels, including the Peakon Engagement Survey and the Inclusion Survey. The Engagement survey is carried out every three weeks and gives the possibility for open comments. Active dialogue is carried out through this channel between employees and managers. These tools provide us with valuable data on employee satisfaction, engagement, and inclusivity, highlighting areas where we can improve and adapt our strategies. The feedback gathered from these surveys is analysed and used to inform our decision-making processes, ensuring that our actions align with the needs and expectations of our workforce.

We involve employees in discussions and decisions that directly affect their work and well-being as much as possible and actively seek feedback on decisions made. By considering diverse perspectives, we can make more informed and effective decisions that address both current challenges and future opportunities. This collaborative approach not only enhances our ability to manage actual and potential impacts but also strengthens our organisational resilience and adaptability.

At Solita, we are committed to upholding human rights and ensuring that our operations do not negatively impact on our employees or other stakeholders.

6.3

S1-3

Empowering our workforce: effective processes to address negative impacts and open communication channels

We have implemented a whistleblowing mechanism that allows employees to report any concerns or violations related to human rights or other misconduct. More details can be found in chapter 7.1.1, Protection of Whistleblowers. Our commitment to transparency and accountability is reflected in our regular reporting on human rights matters, ensuring that stakeholders are informed about our efforts and progress.

In addition to our grievance mechanism, we provide training and awareness building to educate our employees about diversity and inclusion and their importance in the

workplace. These initiatives aim to foster a culture of respect and responsibility, ensuring that all employees understand their rights and the company's commitment to protecting them.

By engaging with our workforce in meaningful ways, integrating their perspectives into decision-making, and implementing measures to provide and enable remedy for human rights impacts, we aim to build a strong, cohesive, and motivated team that drives our sustainability goals forward.



6.4

S1-4

Proactive workforce management: addressing key impacts, managing risks and seizing opportunities



6.4.1

Secure employment

At Solita, we are committed to providing secure and meaningful employment opportunities for our workforce. Our approach to secure employment is rooted in our dedication to fostering a supportive and inclusive work environment, where every employee can grow and thrive. It is built on the principles of transparency, continuous learning, and employee well-being. We recognise that secure employment is not only about job stability but also about continuous learning, professional development, and employee engagement.

Solita ensures employment security through policies and practices that prioritise employee stability and job satisfaction. We have implemented comprehensive measures to support our workforce, including flexible working arrangements, and a strong focus on work-life balance. Our commitment to secure employment is reflected in our low turnover rates and high employee retention.

Nurturing growth

Despite market challenges in 2024, we have been able to welcome 350 new Solitans last year, with 32% of new hires being women, reinforcing our commitment to inclusive hiring. Solita was recognised as an exceptional employer in multiple countries, reflecting our strong culture and employee experience.

We believe in nurturing the growth of our employees by providing ample opportunities for professional development and career advancement.

Our growth strategy includes:

→ Ambitious recruitment

Talent Academies have been one way of building a healthy talent pipeline and being able to continuously grow.

→ Leadership development

We have established clear leadership principles and provide ongoing support to our leaders through training programs, coaching, and peer group discussions. This ensures that our leaders are well-equipped to guide their teams effectively.

→ Skill development pathways

We offer structured pathways for skill development, aligning learning opportunities with personal aspirations and organisational goals. This includes upskilling and reskilling employee capabilities and supporting career progression.

→ Employee engagement

We actively engage with our employees to understand their needs and aspirations. Regular surveys, interviews, and feedback mechanisms help us tailor our support and training programs to meet the evolving needs of our workforce.

Learning and competence development

Supporting continuous learning is a cornerstone of our strategy to nurture growth. Most of our learning happens in customer work, but we also provide a variety of training programs to support our employees' professional development.

Talent Academies ensure that new hires are well integrated into the company culture and equipped with the necessary skills to succeed in their roles.

To facilitate continuous learning, we offer ongoing training opportunities, including workshops, seminars, and online courses, to help employees stay updated with the latest industry trends and technologies.

For leaders, we offer leadership training through specialised training packages. These packages focus on e.g. handling challenging situations, enhancing leadership skills, and supporting leaders in their growing roles.

Solita Growth Academy provides training and learning opportunities for all Solitans across different business units, locations, and job

roles. The academy's mission is to support daily learning with training and mentoring, ensuring clear learning targets that create value for employees, customers, and the company.

Training programs and platforms

Solita utilised multiple learning platforms, including Workday Learning and O'Reilly Learning, to offer a wide range of courses and training sessions. Popular courses covered topics such as cloud computing, data engineering, web development, programming languages, and data science. Additionally, Solita provided specialised training on confidentiality, GDPR basics, anti-bribery and corruption, security awareness, and guidelines for using Generative AI.

Certifications and professional development

Employees were encouraged to pursue certifications to enhance their skills and knowledge. In 2024, Solita saw approx. 450 employees obtaining certifications in areas such as Azure Fundamentals, Certified ScrumMaster, Databricks Certified Data Engineer Associate, Agile Data Engine for Data Engineers, and AWS Certified Cloud Practitioner. These certifications reflect Solita's commitment to fostering a highly skilled and knowledgeable workforce.

Additional learning opportunities

Solita offered various additional learning opportunities, including conferences, seminars, hackathons, competence communities, job shadowing, info sessions, and crash courses. The company also provided business and career mentoring to support employees' professional growth.

Employee engagement and satisfaction on growth and learning

Solita's commitment to employee growth and development was reflected in the high engagement and satisfaction levels among employees. The company continuously sought feedback to tailor its training and development programs to meet the evolving needs of its workforce. The eNPS score for Growth (including employees experiences on learning, mentoring and career paths) was 52 in January 2025. The score is 40 points higher than the industry average.

By investing in comprehensive learning and development initiatives, Solita ensured secure employment and nurtured the growth of its employees, enabling them to reach their full potential and contribute to the company's success.



6.4.2

Working time and work-life balance

At Solita, we are committed to fostering a supportive and inclusive work environment that promotes a healthy work-life balance for all employees. Our approach to managing working time and work-life balance is rooted in our dedication to employee well-being, health, and safety.

Current policies and practices

We offer flexible working hours, remote work options, and part-time work arrangements to accommodate the diverse needs of our workforce. In Finland our comprehensive family leave policies include provisions for diverse families and infertility treatments, ensuring that all employees can balance their work and personal lives effectively.

Material impacts

The material impacts of working time and work-life balance on our workforce include employee well-being, productivity, job satisfaction, and retention rates. Employee feedback and surveys have highlighted specific challenges, such as the need for better feedback skills.

Risk management

To manage material risks associated with working time and work-life balance, we have implemented measures to prevent burnout,

reduce stress, and ensure compliance with labour laws and regulations. Our health and safety policy outlines the responsibilities for maintaining and improving health and safety standards, including regular risk assessments and monitoring.

Opportunities for improvement

We continuously seek opportunities to enhance employee well-being and work-life integration. Initiatives such as the dedicated feedback training, inclusive leadership training, and discussions on Generative AI issues have been implemented to address these opportunities. Additionally, our goal-oriented in-house coaching and easy-access mental health support services (Auntie) provide individual support for personal and professional development.

Employee engagement and feedback

We actively seek input from our employees through various channels, including the Peakon Engagement Survey and the Inclusion Survey. These tools provide valuable data on employee satisfaction, engagement, and inclusivity, which are analysed to inform our decision-making processes. Regular meetings, internal newsletters, and digital conversation platforms facilitate two-way dialogue, ensuring continuous engagement and feedback.

Effectiveness of actions

The effectiveness of our actions is reflected in high satisfaction levels among employees. For instance, the average satisfaction scores

for in-house coaching and Auntie services are 9.7 and 9.3, respectively. Our employee engagement tool, Peakon, shows high scores for mental well-being (eNPS 54), organisational support (58), and social well-being (70), all significantly above industry benchmarks.

Case studies and examples

In response to a widely expressed need to develop feedback skills and culture, Solita created a dedicated feedback training. To address the need for inclusive leadership skills, Solita introduced a training program focused on leading through bias. Additionally, Solita created a training session titled “What leaders should understand about team phenomena?” to help leaders better understand and manage different team dynamics, especially in customer settings.

Furthermore, Solita created a series of discussions to support employees by enabling joint discussions on the issues and feelings that Generative AI has brought to the table. Solita also saw demand for services tailored to customer teams, assisting dozens of teams with customer work-related phenomena or conflict situations. Facilitation

support was often provided during the lift-off phase or at the end of a project. Additionally, individual support alongside group coaching was highly valued by employees for further personal development.

During 2024, 141 Solitans utilised goal-oriented in-house coaching to clarify their career direction, deal with challenging situations, learn new ways of thinking and acting, take better care of themselves, and receive support on their leadership journey. Additionally, 209 employees took advantage of Auntie services in tough life situations, further developing their (self)leadership skills, or getting support as new Solitans when starting a new job in a new environment. The high satisfaction levels among Solitans, with average scores of 9.7 for in-house coaching and 9.3 for Auntie services, reflect the effectiveness of these initiatives.

Plans and commitments

We are committed to continuously supporting employee well-being and work-life balance. Our commitment to employee well-being is reflected in our recognition as the most family-friendly workplace in Finland in 2024.



6.4.3

Equality

At Solita, we are deeply committed to promoting gender equality and ensuring equal pay for work of equal value. Our comprehensive policies and initiatives are designed to foster an inclusive and fair workplace, addressing material impacts on our workforce, managing material risks, and pursuing material opportunities related to gender equality.

Current policies and practices

Solita's employment relationships policy outlines our commitment to gender equality and equal pay. We ensure that all employees are paid at least the living wage of their country of employment, and individual salaries are not dependent on gender or any other individual characteristics. Our job architecture framework provides a transparent and consistent approach to salary determination, including clear communication about how salaries are set, consistent application of salary guidelines, and regular reviews that consider individual performance and contribution.

Effectiveness of actions and opportunities for improvement

We continuously seek opportunities to enhance gender equality and equal pay. Initiatives such as role architecture,

transparency in defining salaries, dedicated feedback training program and inclusive leadership training are part of these. In Peakon, women respondents are continuously more engaged than men. Our commitment to gender equality is reflected in our recognition as the most family-friendly workplace in Finland in 2024. However, in Inclusion survey conducted for the first time 2024, women scored lower than men on the studied areas. This will be an area to study further in 2025.

Plans and commitments

We are committed to continuous improvement in gender equality and equal pay. Future plans include enhancing existing programs on gender equality and equal pay for work of equal value.

By implementing these initiatives and maintaining a strong focus on equality, Solita continues to promote gender equality and ensure equal pay for work of equal value, fostering an inclusive and fair workplace for all employees.



6.4.4

Diversity

At Solita, we are dedicated to fostering a diverse, equitable, and inclusive workplace.

In 2024, Solita undertook several key actions to promote Diversity, Equity, and Inclusion (DEI). Our commitment to fostering a diverse and inclusive workplace is reflected in our comprehensive policies and initiatives aimed at creating an environment where all employees feel valued and respected.

Current policies and practices

Solita’s DEI initiatives are designed to promote diversity in hiring, retention, and promotion, as well as to create an inclusive workplace culture. Our policies include specific diversity guidelines related to gender, race, ethnicity, age, disability, sexual orientation, and other relevant characteristics. These policies are communicated to all employees, and we encourage a culture of respect and inclusion.

Material impacts

The material impacts of diversity on our workforce include enhanced employee well-being, increased productivity, innovation,

and improved retention rates. Employee feedback and surveys have highlighted specific challenges, such as the need for better feedback skills and inclusive leadership training. Our Inclusion Survey, conducted in September 2024, aimed to collect and understand experiences of different diversity demographics within Solita and to establish baseline data for creating a concrete and targeted future DEI strategy. The survey results were used to set the 2025 DEI targets.

Risk management

To manage material risks associated with diversity, we have implemented measures to prevent discrimination, harassment, and bias. Our “Leading through Bias” training for all leadership roles aims to raise awareness, highlight barriers to inclusive leadership, and provide concrete advice on being better leaders. Additionally, our eLearning course “Mitigating Bias in Recruitment” is aimed at people involved in recruiting to understand and interrupt unconscious bias in the recruitment process.

Opportunities for improvement

We continuously seek opportunities to enhance employee well-being and work-life integration. Initiatives such as the dedicated

Our DEI strategy is built on these key pillars:

We commit to the well-being of our people

- We safeguard our personnel’s health, safety, and well-being – including both mental and physical aspects.
- We have a zero-tolerance policy towards psychological harassment, inappropriate behaviour, and sexual or gender-based harassment. We continuously strive to ensure equal and non-discriminatory employee experience.

We strive to ensure diversity, equality, and inclusion

- We promote equality, diversity, and non-discrimination in our community.
- We actively build an inclusive company culture.

We develop effective and humane leadership

- We continuously develop our leadership and ways of working to build and maintain a humane and caring company culture that supports a healthy work-life balance.
- We provide support for Solitans in all the different phases of their careers.

feedback training program, inclusive leadership training, and discussions on Generative AI issues have been implemented to address these opportunities. Our goal-oriented in-house coaching and Auntie services provide individual support for personal and professional development.

Effectiveness of actions

In 2024, Solita’s efforts to support diversity and inclusion were highly appreciated by employees, as reflected in the eNPS score of 59, which is 18 points above the industry benchmark. This indicates a strong level of satisfaction among employees regarding the company’s initiatives to promote diversity and inclusion.

Employees also expressed confidence in the fairness of idea evaluation at Solita. The statement “At Solita people’s ideas are judged based on their quality, and not based on who expresses them” received an eNPS score of 57, which is 23 points above the industry benchmark. This reflects a strong belief among employees that ideas are valued based on their merit, fostering an inclusive and fair work environment.

Furthermore, the statement “At Solita, people of all backgrounds are accepted for who they are” achieved an eNPS score of 73, which is

15 points above the industry benchmark. This demonstrates a high level of acceptance and inclusivity at Solita, where employees feel that people of all backgrounds are respected and valued.

These scores highlight Solita’s strong commitment to diversity, inclusion, and creating a fair and supportive workplace for all employees.

Our sick leave rate varied between companies and was about 3.9% on a group level. Most of the sick leaves were related to flu and other infections, but there were also sick leaves related to mental health and coping at work. In addition, we had eight minor work-related accidents, most of which occurred while commuting to the office. There were no work-related fatalities in 2024.

The following table illustrates our key actions 2024 on Diversity, Equity and Inclusion.

Future plans and commitments

We are committed to continuous improvement in diversity. Our future plans include setting specific targets, launching new initiatives, and enhancing existing programs to further support employee well-being and work-life integration.

TABLE 8. KEY ACTIONS IN 2024 ON DIVERSITY, EQUITY AND INCLUSION.

<p>1 Inclusion survey</p> <p>Conducted in September 2024 with an external partner to collect and understand experiences of different diversity demographics within Solita. Results used to set 2025 DEI targets.</p>	<p>2 Job architecture initiative</p> <p>Implemented a comprehensive job architecture framework to ensure transparency and fairness in salary determination. Includes clear communication about salary setting, consistent application of guidelines, and regular reviews.</p>
<p>3 Leadership training</p> <p>Launched “Leading through Bias” training for all leadership roles to raise awareness, highlight barriers to inclusive leadership, and provide concrete advice on being better leaders.</p>	<p>4 Recruitment training</p> <p>Published an eLearning course “Mitigating Bias in Recruitment” aimed at people involved in recruiting to understand and interrupt unconscious bias in the recruitment process.</p>
<p>5 Support for Pride events</p> <p>Initiated annual support for Pride events, sponsoring one event in a city with a Solita office. In 2024, supported Stockholm Pride as an official sponsor. Held Pride celebrations across European offices.</p>	<p>6 Sponsorship of Plan Girls’ Award</p> <p>Sponsored the 2024 Plan Girls’ Award, highlighting individuals and communities that promote gender equality.</p>
<p>7 Recognition as Family Leave Friendly Workplace</p> <p>Solita Finland awarded by the Mothers in Business network as the most family leave friendly workplace of 2024, based on progressive and comprehensive family leave policies.</p>	<p>8 Equal pay for work of equal value</p> <p>Committed to ensuring all employees are paid fairly and equitably and that salaries are not dependent on gender or other individual characteristics. Regular pay equality surveys conducted to ensure compliance.</p>



6.5

S1-5

Strategic targets: mitigating impacts, enhancing outcomes, managing risks

6.5.1

Process for setting people-related targets and workforce engagement

At Solita, we are committed to fostering a diverse, equitable, and inclusive workplace. Our process for setting people-related targets is inclusive and participatory, ensuring that our workforce is actively involved in decision-making.

6.5.2

Setting targets

We utilise various committees and working groups to set people-related targets. In Finland, the co-operation committee, based on the Co-operation Act, facilitates open dialogue in the workplace and contributes to the development of the company and the work community. Participants in these meetings include representatives for both



the employer and the employees, as well as administration experts. Occupational safety and health committee work is also conducted mainly within the co-operation committee. Similar committees exist in most of the countries where we operate, ensuring that dialogue on people-related matters is consistent and inclusive. Additionally, we have a Diversity and Inclusion Working Group, comprised of employees who voluntarily join the team. This group engages in discussions about various initiatives, ideas, and strategies

to be included in our DEI targets and actions each year. By using these committees and working groups as sounding boards, we ensure that our employees take part in decision-making and target-setting. Also, our employee resource groups such as neurodiversity, Solita Women FWD, and the LGBTQAI+ community play a crucial role as a sounding board.

6.5.3

Tracking performance

Our workforce is actively involved in tracking our performance against the people-related targets. We conduct regular assessments incorporating feedback from the co-operation committee, Diversity and Inclusion Working Group, employee resource groups, and the Peakon engagement survey, as well as other feedback channels. This collaborative approach allows us to monitor our progress, celebrate achievements, and address any challenges promptly.

6.5.4

Identifying lessons and improvements

We continuously seek to learn from our performance and identify areas for improvement. Through periodic reviews and feedback sessions with the co-operation committee, Diversity and Inclusion Working Group, employee resource groups, and insights gathered from the Peakon engagement survey and other channels, we gather valuable insights and suggestions. This iterative process enables us to implement necessary improvements and enhance our people-related practices, ensuring that we achieve our long-term goals.

6.6

S1-6

Employee characteristics and key attributes

Numbers are reported by headcount at the end of the reporting period (31.12.2024).

TABLE 9. EMPLOYEE HEADCOUNT BY COUNTRY.

Country	Headcount 2024
Belgium	70
Denmark	261
Estonia	40
Finland	1305
Germany	23
Norway	5
Poland	188
Sweden	219
Switzerland	3
Total	2114

TABLE 10. EMPLOYEES AND NON-EMPLOYEES HEADCOUNT.

Employee type	Headcount 2024
Employee	2114
Contingent worker ⁴	329
Total	2438

TABLE 11. EMPLOYEE HEADCOUNT BY GENDER AND EMPLOYEE TYPE.

Employee type	Male	Female	Not declared / Other	Headcount 2024
Permanent	1525	579	7	2111
Temporary	2	1		3
Total	1527	580	7	2114

TABLE 12. EMPLOYEE HEADCOUNT BY TIME TYPE.

Time type	Male	Female	Other / Not declared	Headcount 2024
Full time	1413	504	7	1924
Part Time	76	114		190
Total	1527	580	7	2114

TABLE 13. EMPLOYEE HEADCOUNT BY GENDER.

Gender	Headcount 2024
Male	1527
Female	580
Not declared / Other	7
Total	2114

TABLE 14. EMPLOYEE TURNOVER.

	2024	2023
Rate	11%	12%
Number of employees	229	230

⁴Contingent workers are classified as non-employees. They are individuals whose labour contributes to Solita Group but do not hold an employment contract with Solita.

6.7

S1-9

Diversity metrics

TABLE 15. EMPLOYEES IN GROUP LEADERSHIP TEAM BY GENDER.

Gender	Headcount 2024
Male	9
Female	2
Total	11

TABLE 16. EMPLOYEES IN MANAGEMENT⁵ BY GENDER.

Gender	Headcount 2024	Share 2024
Male	183	66%
Female	94	34%
Total employees	277	

⁵Management includes all employees who are either direct managers to employees or are in a managerial role within the organisation.



6.8 S1-17

Incidents, complaints and severe human rights impacts

As a company, we respect human rights and strongly condemn all activities that are against the law or violate human rights. We are committed to the Human Rights Principles of the UN Global Compact derived from the Universal Declaration of Human Rights and want to create a more equitable and sustainable society. We do not accept the use of child labour or human trafficking.

Our policies and procedures for handling harassment and discrimination cases are

designed to ensure compliance with relevant privacy regulations and labour laws. We maintain a clear and fair disciplinary policy to address violations and support affected individuals.

By addressing these areas, we aim to provide a comprehensive understanding of the extent to which work-related incidents and severe human rights impacts are affecting our workforce, and the effectiveness of our measures to prevent and address such issues.

TABLE 17. PREVENTATIVE MEASURES, TRAINING, AND RESOLUTION OUTCOMES.

Preventive measures	We have clear policies in place to prevent workplace harassment, including a sexual and gender-based harassment policy. These policies are communicated to all employees, and we encourage a culture of respect and inclusion.
Training	All employees are made aware of Solita's harassment prevention policies during onboarding.
Percentage of employees trained in harassment prevention policies	All employees at Solita are made aware of harassment prevention policies. This ensures that everyone understands their individual responsibility in maintaining a safe and respectful workplace.
Effectiveness of awareness campaigns and training sessions	During the years 2022-2024, we had a total of seven (7) harassment cases, which can be considered a small number given the size of our organisation. This indicates that our awareness campaigns and training sessions have been effective in preventing and addressing workplace harassment.
Resolution outcomes	In cases of reported harassment, we take immediate action to investigate and resolve the issues. This includes providing support to the affected individuals and taking disciplinary actions against those found responsible.

TABLE 18. DISCLOSURE REQUIREMENTS.

Disclosure	Results
Number of work-related incidents and complaints	During the reporting period, we had two (2) workplace harassment incidents.
Severe human rights impacts	No human rights incidents, such as forced labour, human trafficking, or child labour, were reported during the reporting period.
Fines, sanctions, and compensation	There were no fines, penalties, or compensation for damages related to the incidents and complaints disclosed above.

7 G1

Business conduct



7.1

G1-1

Ethical and responsible business practices as a foundation of sustainable business

Solita is a culture company driven by its values. Our commitment to ethical practices shapes every aspect of our business - maintaining trust is fundamental to both being a great employer and maintaining strong relationships with our customers and partners.

Ethical and responsible business practices are the foundation of sustainable business. Responsible business practices include respecting laws and human rights, treating our employees respectfully, ensuring we operate in an environmentally friendly manner and enforcing anti-corruption activities. In all our markets, we operate in a responsible manner and in accordance with the applicable legislation of the market and require the same from partners acting on behalf of Solita. Our relevant key policies are described in the following table. All the documents are available for employees on our internal portal.

TABLE 19. KEY POLICIES RELATED TO ETHICAL AND RESPONSIBLE BUSINESS CONDUCT.

Name of the policy	Content in brief	Scope of policy	Accountable for implementation	Global standards and protocols
Solita code of conduct	Summarises Solita's principles of responsible operation, including ethical behaviour, compliance with laws, respect for others, avoiding conflicts of interest, safeguarding business assets, data protection, responsible business practices, and environmental sustainability.	All employees of Solita and its subsidiaries.	General Counsel	UN Global Compact Principles, EU Whistleblower Protection Regulation
Partner code of conduct	Summarises Solita's expectations towards its subcontracting partners regarding responsible business conduct, human rights, privacy and data protection, information security, and environmental sustainability.	Solita's subcontracting partners, and all personnel employed by or engaged to provide services to the partner regardless of where the partner is doing business.	Procurement Director	UN Global Compact Principles, EU Whistleblower Protection Regulation
Supplier code of conduct	Summarises Solita's expectations towards its suppliers regarding responsible business conduct, human rights, privacy and data protection, information security, and environmental sustainability.	Suppliers who provide goods and services to Solita.	General Counsel	UN Global Compact Principles, EU Whistleblower Protection Regulation
Solita whistleblowing guideline plus whistleblower privacy statement	When and how to blow the whistle, the investigation process description, whistleblower protection in the case of non-anonymous whistleblowing; and processing of personal data in whistleblowing system.	The Solita Group as a whole, including all group companies in different EU countries; subcontractors, customers and partners.	General Counsel	Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law, national country-specific legislation.
Data protection policy	Covers all our activities involving the processing of personal data in both customer projects and internal business operations.	The Solita Group	General Counsel	The General Data Protection Regulation (GDPR) (EU) 2016/679
Solita anti-bribery and corruption policy	Strictly forbids all forms of corruption in all our activities. It also contains guidelines and approval process and consequences of non-compliance.	The policy is global and covers all legal entities in the Solita Group. It applies to all employees and directors of Solita and its subsidiaries as well as partners acting on behalf of Solita.	General Counsel	UN Convention against Corruption; OECD Convention Combating Bribery of Foreign Public Officials in International Business Transactions; Council of Europe's Civil and Criminal Law conventions; national legislation
Supplier screening and selection procedure	Describes different steps and checks that needs to be taken before engaging in cooperation with a subcontracting partner. Also includes description of a quarterly screening process.	Solita Group excluding acquired companies Solita A/S, Future Mind and Intellishore.	General Counsel	National legislation such as the Finnish Contractor's Liability Act on as well as national, regional, and international laws on sanctions including UN, EU sanctions lists.
Software and SaaS procurement policy	Principles of Solita's Software and SaaS procurement, process steps, ESG and vendor review	Solita companies governed by Solita Group IT	Director, Group IT & Security	



7.1.1

Protection of Whistleblowers

Solita is subject to whistleblower regulations based on the EU Whistleblower Directive (EU) 2019/1937. Raising ethical concerns aim at protecting public interest and giving protection to whistleblowers who report breaches of Union law in certain areas that may seriously jeopardise public interest.

Solita strives to achieve transparency and a high level of business ethics. Our employees are the most important source of insight for revealing possible misconduct that needs to be addressed. Whistleblowing can be done openly or anonymously. We offer different channels to raise concerns internally. The primary way is to contact the employee's People Lead or a member of the group leadership. The employee can also contact our whistleblowing team either through our ethics email or by anonymous messaging through the whistleblower communication channel.

Our whistleblowing service offers a possibility to alert the company about suspicions of misconduct in confidence. It is an important tool for reducing risks and maintaining trust in our operations by enabling us to detect and act on possible misconduct at an early stage.

The purpose of Solita's whistleblowing guidelines is to encourage employees to blow the whistle on suspected misconduct without any risk of retaliation, as well as to

ensure an appropriate investigation process. The guidelines apply to the Solita Group as a whole, including all group companies in different countries, regardless of the number of employees in the respective group company.

Solita Whistleblower channel has been available since 2019 for employees, subcontractors, customers and partners working with Solita globally. It is managed by an external partner, and reports through the channel are anonymous. Whistleblowing provides an opportunity to report suspicions of misconduct that's not in line with Solita's Code of Conduct, or to alert us about other serious risks affecting individuals, our company/organisation, society, or the environment.

Information about the anonymous Whistleblower channel and the other ways to report misconduct is available for the employees on our internal channels. The channel can be accessed through a public website. Access to messages received through our whistleblowing communication channel is restricted to appointed individuals with the authority to handle whistleblowing cases, the Group CHRO and the General Counsel. Handling of matters is confidential, and actions are logged. The whistleblower will be informed of and updated on the measures taken within three (3) months, with respect to what can be disclosed in the matter. All forms of retaliation against a reporting person are prohibited, such as suspension, lay-off, dismissal, transfer of duties and any other disadvantageous or unfair treatment.

7.2

G1-2

Management of relationships with suppliers

When starting cooperation with new companies and organisations, we use our best effort to assess the associated risks and opportunities, in line with our Code of Conduct.

As our selection of services is broad and varied, we rely on support from our business partners and specialists from dozens of partner companies to cover our wide portfolio of services. Friends of Solita is the term we use for all our subcontracting activities, in all countries. By using this term, we want to promote our ideals of openness, trust and equality also towards our partner network. We require all our partners to comply with our Partner Code of Conduct.

We evaluate our partnerships through our partner screening and selection procedure to ensure Solita's customer engagements and partnerships contribute to responsible

business practices and align with global efforts toward a more ethical and sustainable economy.

In addition, we have a quarterly monitoring process for all active partners in our network. The monitoring is done with the help of an external partner against different sanction lists (e.g., OFAC SDN, OFAC Non-SDN, List of freeze decisions made by the Finnish National Bureau of Investigation, EU's financial sanctions list, UN Security Council's sanctions list, OFSI HM Treasury Consolidated). In 2024, the screening did not result in any findings requiring corrective measures.

The Supplier Code of Conduct, and Software and SaaS Procurement Policy are used when we buy services (e.g. cleaning, accounting etc.) from different suppliers. They also include social and environmental criteria for the selection of suppliers.



7.3 G1-3

Prevention and detection of corruption and bribery

Doing business in an ethical and responsible way is crucial for Solita. We have zero tolerance for bribery and corrupt activities. We must make sure that we conduct our business with integrity, the highest ethical standards, and in compliance with anti-corruption laws, rules, and regulations.

7.3.1
Anti-bribery and corruption policy

In 2024 we updated our anti-bribery and corruption policy. The purpose of Solita's Anti-bribery and corruption policy is to raise employees' awareness of the risk of bribery and corruption and prevent offering or accepting bribery, including any kind of facilitation payments. The policy strictly forbids all forms of corruption, including but not limited to extortion, cronyism, bribery, facilitation payments, nepotism, fraud and money laundering in all our activities.

The policy also contains guidelines and approval process on giving gifts, paying travel

expenses, and providing entertainment and other hospitality, and participation in external events organised by a supplier or other partner.

The policy is global and covers all legal entities in the Solita Group. It applies to all employees and directors of Solita and its subsidiaries as well as partners acting on behalf of Solita, who are expected to, and whose responsibility it is to be aware of and fully comply with the content of the policy.

7.3.2
Anti-bribery and corruption training

We also launched formal anti-bribery and corruption training for all our employees in 2024. The training is mandatory for customer-facing roles (sales, account directors, bidding teams, etc.) and management and leadership roles. For other employees, we launched a basic training course on the topics described in the anti-bribery and corruption policy.

TABLE 20. ANTI-CORRUPTION TRAINING.

	At-risk functions	Management teams	Group Leadership Team	All other employees
Training coverage				
Total	218	36	11	
Total receiving training	100%	100%	100%	
Mandatory	X	X	X	
Voluntary				X
Delivery method				
E-learning tool	X	X	X	
Info session + recording				X
Topics covered				
Definition of corruption	X	X	X	X
Company policy	X	X	X	X
Consequences	X	X	X	X

7.3.3
Internal controls

For the prevention of bribery and corruption within our own operations, we implement the appropriate controls to make sure our financial data is presented accurately, and our transactions are reported timely and in an objective and consistent manner.

Participation in an external event organised by a supplier or other partner is acceptable if there is a real and documented business-related reason for participation, the costs of participation are reasonable, and participation is not against Solita's anti-

bribery guidelines or possible local guidelines. In these situations, Solita will pay the travel and accommodation costs. Participation and possible travel expenses must be approved before the event.

We have implemented organisational procedures to maintain constant oversight over company expenses. An integral part of these procedures is our approval system. Every gesture, be it in the form of gifts, meals, or any other form of gift or hospitality, if offered or received, requires appropriate approval. This not only ensures that every transaction aligns with our principles but also aids in creating an environment of accountability and transparency.

7.4

G1-4

Incidents of corruption or bribery

TABLE 21. CORRUPTION AND BRIBERY INCIDENTS.

Corruption and bribery incidents	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	0
Fines for violation of anti-corruption and anti-bribery laws (EUR)	0

7.5

G1-5

Political influence and lobbying activities

Solita does not engage in any political influence or lobbying activities. Our Code of Conduct states that as a company, we are not involved in political or religious activities and do not support such activities financially.





8

Environment



8.1

E-1

Climate change

Digital technologies, AI, and analytics, along with the increasing use of cloud platforms, consume significant amounts of energy. This places the ICT industry in a pivotal position to address climate change. However, these technologies also offer substantial opportunities to enhance efficiency, reduce waste, optimise logistics, and develop new, sustainable business models.

8.1.1 E1-1

Reducing footprint and increasing handprint

As a technology, data, and design company dedicated to digital transformation, our actions to tackle climate change are twofold:

Reducing our footprint. We are actively working to minimise our environmental impact and limit global warming to 1.5°C, in line with the Paris Agreement. Our primary focus is on reducing our own carbon footprint, guided by near-term science-based greenhouse gas emissions reduction targets.

Increasing our handprint: We are enhancing our service offerings and capabilities to help our customers reduce their carbon footprints, thereby increasing our positive impact. Dedicated teams within our organisation are responsible for this initiative.

While we do not yet have an official transition plan approved by our administrative, management, and supervisory bodies, we are actively working towards its development. Our board-approved ESG budget includes planned environmental measures, with allocated costs for implementation.

8.1.2 ESRS 2 SBM-3

Climate impacts, risks and opportunities

Based on our Double Materiality Assessment (DMA), climate change mitigation and energy consumption are material sustainability matters for Solita from both impact and financial materiality perspectives. Climate change is also a direct driver of biodiversity loss, as it is closely related to greenhouse gas (GHG) emissions.

The identified risks are primarily transition risks, directly linked to our business model and the services we provide, such as AI, analytics, and cloud services. We have not identified any physical climate risks.

The regulatory burdens faced by our customers, such as the CSRD, also affect us. This is reflected in increased inquiries and requests for information from our customers about our carbon footprint and climate actions. Customers are also interested in the carbon footprint of the digital services we offer them.

At the same time, we see this as a business opportunity for Solita. Regulatory changes like the European Union Deforestation



Regulation (EUDR), the Ecodesign for Sustainable Products Regulation (ESPR), including the Digital Product Passport, and the Corporate Sustainability Due Diligence Directive (CSDDD) are driving demand. Our expertise in digital traceability positions us as a go-to partner, and Solita's spearhead offering in the green transition is gaining momentum.

We believe that our strategy and business model are currently climate resilient. We have taken steps to ensure that we are well-positioned to meet our customers' demands as a supplier and through our offerings. However, we are constantly monitoring legislation at both EU and national levels to anticipate any necessary changes.

8.1.3 ESRS 2 IRO-1

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

The material sustainability matters, risks, and opportunities described in the previous chapter have been gathered and analysed using the following methods and processes:

Double materiality assessment: For more information, please refer to chapter 4.

Internal office audits: Solita has a comprehensive environmental management system built according to the ISO 14001:2015 standard's requirements and certified by an external partner. Our offices and office-specific environmental risks are regularly analysed as part of this system. Office audits are conducted at least once every three years or whenever there are major changes, such as an office move.

Annual management reviews: These reviews are held annually as part of the environmental management system to discuss the expectations of our external stakeholders, providing guidance on necessary actions.

Regulatory monitoring: As part of our environmental management system, we regularly monitor regulatory changes in the EU and nationally to ensure compliance.

GHG Emissions calculation: We calculate Solita's greenhouse gas emissions annually for scopes 1, 2, and 3 to understand our impact on climate change and the effectiveness of our climate actions.

TABLE 22. POLICIES RELATED TO CLIMATE CHANGE.

Name of the policy	Content in brief	Scope of policy	Accountable for implementation	Global standards and protocols
Solita's environmental guideline	Environmental commitments, actions to reduce emissions, target to increase share of renewable energy, recycling, wise resource use, energy efficiency, actions to increase handprint.	Solita and all its subsidiaries	Chief of Staff	ISO 14001:2015, Science Based Targets initiative
Business travel guideline	Business travel related guidelines for employees and managers.	All employees of Solita and its subsidiaries	CHRO	

8.1.4 E1-2

Policies related to climate change mitigation and adaptation

The above table outlines our guidelines related to climate change mitigation. All the guidelines are available for employees in the internal portal.

8.1.5 E1-3

Conscious actions to reduce carbon emissions

In 2024, we continued to follow the stricter business travel guidelines implemented in August 2023. As a result, we reduced our flight kilometres by 402,000 compared to 2023, leading to a 28% reduction (228 tCO₂e) in greenhouse gas emissions.

We improved recycling options by providing clearer instructions and making small changes at our offices. Consequently, our greenhouse gas emissions from waste generated in operations decreased by 3% (3 tCO₂e) compared to 2023.

Sustainable IT is a strategic theme for Solita's IT & Security. This involves ensuring and enhancing environmental, social, and governance principles in the procurement and production of IT services. We achieve this through continuous infrastructure modernization, sustainable choices throughout the value chain, responsible resource use, service harmonization, and improved supplier management practices. In November 2024, we implemented the Solita Software and SaaS Procurement policy, which includes a Vendor ESG review to ensure we only partner with sustainable and reputable vendors. The effects of this policy on greenhouse gas emissions have not yet been analysed.

We extended the leasing times of IT assets to lengthen their lifecycle within Solita. The leasing time for monitors increased from 36 to 60 months, and for selected laptops from 36 to 48 months. After Solita's leasing period ends, the devices are wiped and resold. We also continued to make practical day-to-day choices by repairing rather than replacing when feasible and reusing devices. For example, lightly used laptops are reused instead of ordering new ones, and returned phones are reused as test devices. Our greenhouse gas emissions from leased IT assets decreased by 11% (59 tCO₂e) compared to 2023.

We initiated an office concept project to plan and define the future of Solita's offices. Our previous office concept was established in 2019, and since then, circumstances and ways of working have drastically changed. The updated office concept will serve as a guide to ensure a consistent and equitable experience across all locations and set stricter environmental criteria for new offices. As a result, the new offices in Helsinki and Aalborg will use renewable energy. We also decided to optimise the use of office space in Tampere and started negotiations that will result in a reduction of office space in 2025. The effects of the actions and decisions taken in 2024 are expected to be reflected in our greenhouse gas emissions from 2025 onwards.

8.1.6 E1-4

Science-based emission reduction targets set and validated in 2024

Solita reached a major milestone in fall 2024, when the Science Based Targets initiative validated that the science-based greenhouse gas emissions reductions target submitted by Solita conformed with the SBTi Criteria and Recommendations (Criteria version 5.2). This sets emission reduction targets for us for the coming years.

SBTi has classified Solita's scope 1 and 2 target ambition as in line with a 1.5°C trajectory. The absolute reduction target for

scopes 1 and 2 was set using the absolute contraction method and it covers 100% of minimum boundary emissions, whereas the intensity target for scope 3 was set using economic intensity (GEVA), and it covers 94.63% of minimum boundary emissions.

Solita's official near-term science-based target is the following:

Solita commits to reduce absolute scope 1 and scope 2 GHG emissions 42% by 2030 from a 2023 base year⁶. Solita also commits to reduce scope 3 GHG emissions from purchased goods and services, waste generated in operations, business travel and employee commuting 51.60% per EUR value added within the same timeframe⁶.

To meet the science-based emission reduction targets, our emissions should gradually decrease. The following tables show the target values for different scopes between 2025-2030.

It's worth noting that the scope 3 emission target does not include all scope 3 categories, for which emissions are annually calculated. Categories excluded from the target boundary are: 3.2. Capital goods; 3.3 Fuel and energy related activities and 3.8 Upstream leased assets. Also, accommodation is excluded from the category 3.8. Business travel, even though otherwise this category is included in the target boundary.

The expected decarbonization levers are related to actions on the following page.

TABLE 23. ANNUAL SCOPE 1+2 EMISSION LEVELS IN LINE WITH THE ABSOLUTE REDUCTION TARGET OF 42% FROM 2023 (base year) TO 2030 (target year), TCO2E.

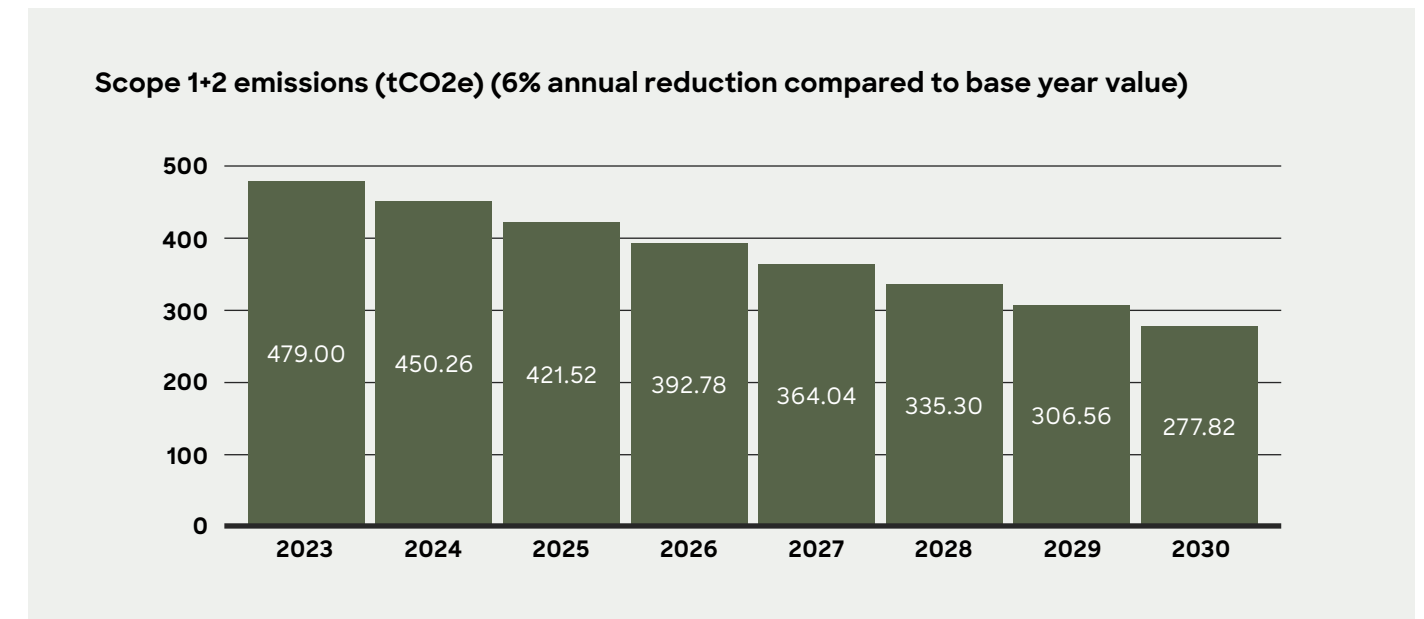
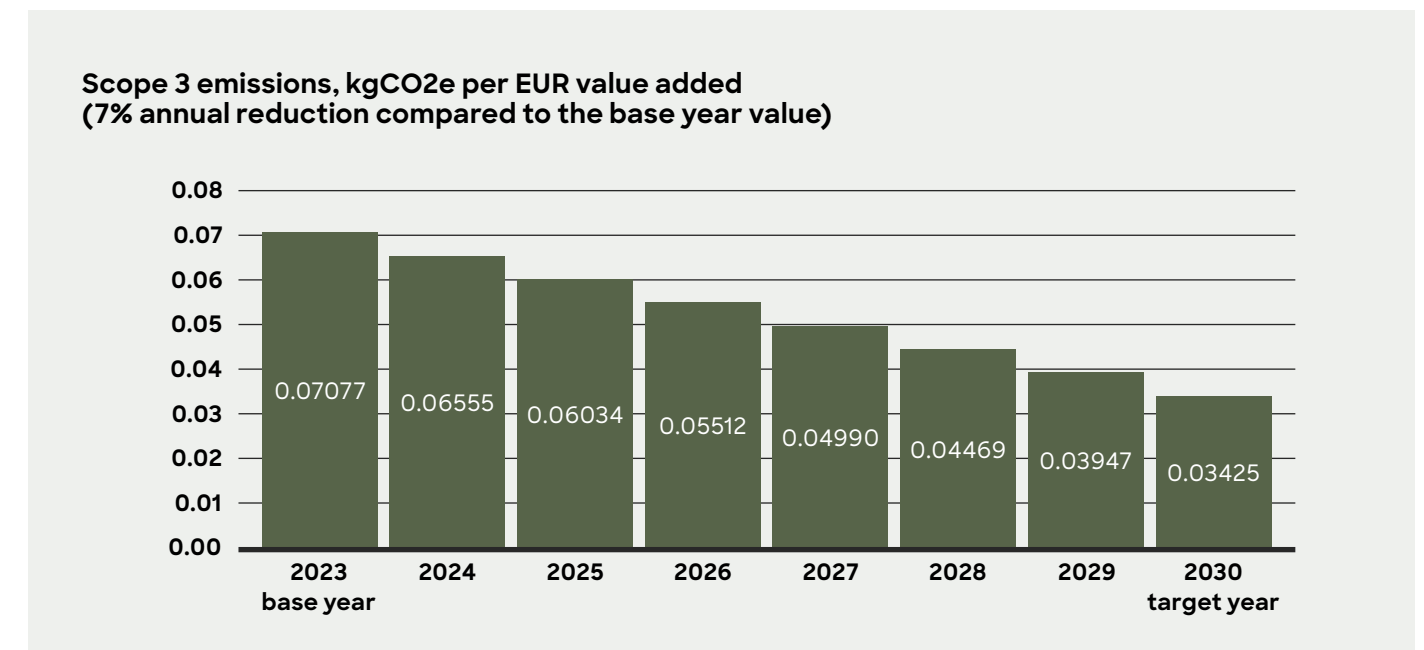


TABLE 24. ANNUAL SCOPE 3 EMISSION INTENSITY LEVELS IN LINE WITH ECONOMY INTENSITY REDUCTION TARGET OF 51.60% FROM 2023 (base year) TO 2030 (target year), KGCO2E PER EUR VALUE ADDED.



⁶ The target boundary includes land-related emissions and removals from bioenergy feedstocks.

TABLE 25. EXPECTED DECARBONIZATION LEVERS TO REACH SCIENCE-BASED EMISSION REDUCTION TARGETS.

Scope	Emission source (share of the scope emissions)	Actions
Scope 1	Company cars (92%)	Over 90% of our scope 1 emissions originate from company cars, primarily in Belgium. In 2022, we implemented a new policy called the Mobility Budget in Belgium, aimed at promoting sustainable transportation. This policy allows employees to convert their company car and related benefits into a mobility budget that can be used to finance alternative modes of transportation such as public transport, bike sharing, or car sharing. According to the law, only the costs associated with zero-emission company cars will be tax deductible starting in 2026. Consequently, starting from July 1st, 2023, Solita has only accepted electric cars. The latest gasoline car was leased in March 2023, and after its leasing period (4 years) ends, there will be no gasoline, diesel or hybrid company cars in Belgium. This is expected to positively contribute to emission reductions.
Scope 2	Electricity (46%), heating (54%)	Solita leases all its offices. Our plan is to gradually transition our electricity contracts to renewable or CO2-free electricity in offices where we source electricity ourselves and where such options are not yet in use. In other offices, we will try to influence the lessors to source renewable or CO2-free electricity. Our new office concept sets environmental criteria for new offices, which is expected to gradually reduce our scope 2 emissions. It is worth noting that we often have no control over the heating method or the general source of electricity in a building.
Scope 3	Business travel (19%)	We continue to limit business travel, particularly internal travel, through stricter travel policies and guidelines. We also conduct more frequent analyses and communicate with employees about travel-related emissions, with a special focus on flights.
Scope 3	Commuting (12%)	We encourage employees to commute to the office using public transport, bicycles, or by walking. To support this, we select office locations that are easily accessible by public transport and limit the number of available parking spaces. Additionally, we provide financial support for employees to purchase monthly commuting tickets.
Scope 3	Waste (1%)	We continue enhancing waste recycling possibilities at the offices.
Scope 3	Purchased goods and services (68%)	Given the wide range of products and services in this category, we prioritise those we can most effectively influence, starting with IT and cloud capacity: We streamline our internal IT environments by eliminating excess capacity and duplicate tools and systems. We always choose greener data center facilities or regions when setting up cloud environments. Additionally, we implement carbon calculation tools in customer cloud environments to obtain more reliable data and educate our customers. Furthermore, we are implementing a procurement policy that sets environmental criteria for our suppliers.

8.1.7 E1-5

Energy consumption and mix

Solita does not belong to the high climate impact sectors listed in NACE Sections A to H and Section L (as defined in Commission

Delegated Regulation (EU) 2022/1288). Solita's NACE code is J62.0 Computer programming, consultancy and related activities. Therefore, the share of fuel consumption between different fossil sources has been omitted from the table.

TABLE 26. SOLITA'S ENERGY CONSUMPTION AND MIX.

Energy consumption and mix	Scope	Reporting year, total	Unit
Total fossil energy consumption		840	MWh
Share of fossil sources in total energy consumption		27%	
Consumption from nuclear sources	2	931	MWh
Share of consumption from nuclear sources in total energy consumption		30%	
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	1	31	MWh
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	2	1297	MWh
The consumption of self-generated non-fuel renewable energy	1	0	MWh
Total renewable energy consumption		1329	MWh
Share of renewable sources in total energy consumption		43%	
Total energy consumption from unknown sources		25	MWh
Share of unknown sources in total energy consumption		1%	
Total energy consumption		3 124	MWh
Non-renewable energy production		0.034	MWh
Renewable energy production		0	MWh
Share of electricity from <i>renewable</i> sources		27%	
Share of electricity from <i>nuclear</i> sources		69%	

8.1.8 E1-6

Gross Scopes 1, 2, 3 and total GHG emissions

The greenhouse gas inventory was conducted according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard Revised Edition (2004) and GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).

The system boundary includes direct scope 1 emissions, indirect scope 2 emissions and several scope 3 category emissions. All scope 3 categories for which emissions were identified are included. The selected consolidation approach is equity based, and the reporting is from 1st of January 2024 to 31st of December 2024.

The total market-based greenhouse gas emissions from the year 2024 were 3 003 482 kgCO₂e equal to 3 003 tCO₂e and the total location-based greenhouse gas emissions 3 135 759 kgCO₂e equal to 3 136 tCO₂e. Carbon footprint per employee was 1 466 kgCO₂e/employee (market-based) and 0.012 kgCO₂e/EUR revenue (market-based).

TABLE 27. SOLITA'S GHG EMISSIONS 2023-2024.

	2024	2023 (base year)	% change 2024 vs 2023
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (tCO ₂ e)	89	99	-10%
Scope 2 GHG emissions			
Gross location-based Scope 2 GHG emissions (tCO ₂ e)	251	396	-37%
Gross market-based Scope 2 GHG emissions (tCO ₂ e)	119	379	-69%
Significant Scope 3 GHG emissions. All categories for which emissions have been identified have been included			
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ e)	2 796	3 088	-9%
1. Purchased goods and services	1 387	1 369	1%
2. Capital goods	15	38	-61%
3. Fuel and energy related activities	70	81	-14%
5. Waste generated in operations	21	24	-13%
6. Business travel	578	806	-28%
7. Employee commuting	236	232	2%
8. Upstream leased assets	488	539	-9%
TOTAL GHG emissions			
Total GHG emissions (location-based) (tCO ₂ e)	3 136	3 584	-13%
Total GHG emissions (market-based) (tCO ₂ e)	3 003	3 566	-16%
GHG emission intensity			
GHG emission intensity based on net revenue (market-based), kgCO ₂ e/EUR revenue	0.012	0.015	-20%
Carbon footprint per employee, kgCO ₂ e / employee	1466	1862	-21%

As mentioned earlier, Solita's science-based targets cover scopes 1 and 2, and selected scope 3 categories. Solita's GHG emissions within the SBTi target boundary are following:

TABLE 28. SOLITA'S GHG EMISSIONS 2024 WITHIN THE SBTI TARGET BOUNDARY (scope 1, scope 2 (market-based), selected scope 3 categories).

	2024	2023 (base year)	Target value 2024	% change 2024 vs 2023
Scope 1 GHG emissions				
Gross Scope 1 GHG emissions (tCO ₂ e)	89	99		-10%
Gross Scope 1 GHG emissions (tCO ₂ bio) ⁷	7	14		-50%
Scope 2 GHG emissions (market-based)				
Gross market-based Scope 2 GHG emissions (tCO ₂ e)	119	379		-69%
Gross market-based Scope 2 GHG emissions (tCO ₂ bio) ⁷	259	N/A		
Scope 1 + Scope 2 GHG emissions, tCO₂e TOTAL	208	478	450.26	-56%
Scope 1 + Scope 1 GHG emissions, tCO₂bio TOTAL⁷	266	14		
Scope 3 GHG emissions				
Total Gross indirect (Scope 3) GHG emissions (tCO₂e)	2039	2166		-6%
1. Purchased goods and services	1387	1369		1%
5. Waste generated in operations	21	24		-13%
6. Business travel (excl. accommodation)	394	541		-27%
7. Employee commuting	236	232		2%
Total Gross indirect (Scope 3) GHG emissions (tCO₂bio)⁷	25	0.4		
6. Business travel	4			
7. Employee commuting	21	0.4		
TOTAL GHG emissions				
Total GHG emissions (market-based) (tCO ₂ e)	2246	2644		-15%
Total GHG emissions (market-based) (tCO ₂ bio) ⁷	291 ⁷	14.4		
GHG emission intensity				
Scope 3 emissions, kgCO ₂ e per EUR value added	0.05584	0.07077	0.06555	-21%

⁷Calculation of biogenic emissions improved and enhanced in 2024. Therefore, results are not fully comparable between 2023-2024 regarding biogenic emissions.

TABLE 29. SOLITA'S BIOGENIC CARBON DIOXIDE EMISSIONS 2024.

Scope	Category	Biogenic carbon dioxide emissions [kgCO ₂ bio/a], market-based	Biogenic carbon dioxide emissions [kgCO ₂ bio/a], location-based
Scope 1	1.1 Company facilities	0	0
	1.2 Company vehicles	7 310	7 310
Scope 2	2.1 Purchased electricity	9 072	73 928
	2.2 Purchased steam	0	0
	2.3 Purchased heating energy	249 540	221 565
	2.4 Purchased cooling energy	0	0
Scope 3 Upstream	3.3 Fuel and energy related activities	19 422	19 422
	3.6 Business travel	4 101	4101
	3.7 Employee commuting	21 088	21 088
	3.8 Upstream leased assets	4 400	4 400
	Total	314 932	351 813

The biogenic emissions were calculated based on the disclosed energy production mixes. If the share of bio-based energy sources used in production was not available, the emission factor calculated for the country's average energy mixes, or the European average mix were used.

Biogenic CO₂ emissions from diesel and gasoline combustion as well as electricity production were also calculated. It was assumed that no indirect biogenic CO₂ emissions were generated from the production of diesel, gasoline, and gas. The EU average distribution obligation for bioenergy was used throughout the calculations.

8.1.9

Methodologies, assumptions and emissions factors used

Scope 1: Direct emissions

Scope 1 total emissions were 89 tCO₂e of which 92% came from company vehicles' direct emissions.

Company vehicles. This category includes direct emissions from leased and owned vehicles located in Belgium, for which the expenses were fully covered by the reporting company. The direct scope 1 emissions originate from the fuel combustion of these vehicles. Emissions were calculated using either a consumption-based or distance-based method. All vehicles had either fuel/

electricity consumption data or driven kilometres available for the reporting year.

Company facilities. Possible fugitive emissions from company facilities could include refrigerants used for office cooling. If the office cooling method was known to be district cooling, or if no refrigerants were added during 2024, or if the added refrigerants had a global warming potential (GWP) of 0, fugitive emissions were assumed to be zero. For offices with reported amounts of refrigerants with a GWP above 0, emissions were calculated based on the reported information. If the method for producing cooling power was unknown, conservative assumptions were made to estimate the emissions

Scope 2: Purchased energy

As Solita's consolidation approach is equity-based, emissions from properties' energy consumption are reported in scope 2 and scope 3.8, based on the properties' leasing type. Properties with a financial/capital lease are reported in scope 2, and properties with an operating lease are reported in 2.3.8 Upstream leased assets.

Emissions were calculated based on the reported consumption data. If consumption data was unavailable, electricity consumption was estimated using data from other offices (kWh/m²). A similar approach was applied to heating and cooling.

In 2024, both Solita's own purchased electricity and Solita's share of the buildings' total electricity consumption were considered in most offices, leading to higher consumption figures compared to 2023. Due to some uncertainties in the figures, caution should be exercised when interpreting the energy consumption data. We are continuously working to improve data quality.

Emissions from district cooling production were only calculated based on the market-based method as there are no location-based factors available in Finland and Sweden where offices with non-electricity cooling are located. All the used district heating was CO₂ neutral. When available, emission factors from electricity providers' reports

were used. Otherwise, market averages were used. If energy was reported to be renewable energy, emission factor of 0 gCO₂e/kWh was used. If no market average was found, the emission factor was calculated based on the information on the types of methods used to produce electricity/heating in the country.

Scope 3: Upstream emissions

Purchased goods and services. This category includes cloud capacity and data center

services (17% of the category), purchased IT assets (10% of the category) and other purchased goods and services such as licences, administrative services, health and well-being services, and office supplies. Together, this category accounts for almost 50% of scope 3 emissions, and for 46% of total carbon footprint of the company. Emissions were calculated based on the following hierarchy depending on data availability:

TABLE 30. DATA HIERARCHY IN EMISSION CALCULATIONS FOR PURCHASED GOODS AND SERVICES.

1	Reported emissions	For certain cloud environments, reported emissions from the cloud supplier were received. Those were used in the calculations as such. 63% of emissions from cloud capacity and data center services were calculated using this approach. This accounts for 5.3% of total Scope 3 emissions.
2	Calculated emission factor	For service providers with reported emissions and spend from some of the Solita companies, an emission factor was calculated (gCO ₂ e/€ (VAT 0%)) and applied to other Solita companies with purchases from the same service providers.
3	Supplier specific emission factor	For those spend categories with one or more reported service operators, supplier specific emission factor was calculated for the first supplier with an available carbon footprint. The emission factor (carbon footprint per euro sales or revenue) was used to calculate emission factor for the whole category. This method was used for 81% of the whole category's spend (excluding cloud & licences).
4	Proxy emission factor from the same industry	For the rest, a representative company or companies from the same industry with available carbon footprint data was/were chosen and a proxy emission factor was produced based on the annual carbon footprint(s) and revenue(s).
5	Product specific carbon footprint	For some of the categories, a product specific carbon footprint was used to produce an average spend based emission factor for the category.
6	Average data method	For purchased IT assets, an average-data method was applied, in which an average emission factor was created from supplier-specific emission factors for each IT device type.



Capital goods. The emissions from both purchased and leased capital goods were calculated either with item-based or spend-based emission factors. For both purchased and leased capital goods, the life-cycle emissions of the goods (purchased or acquired during the reporting year) were allocated fully to the reporting year as required by the GHG Protocol (2004).

If information of the purchased number of items was available, the emissions were calculated by using that specific item's emission factor. If no item-specific emission factor was available, either a representative average of similar items' emission factors or a similar item's emission factor directly were used. If only information on the cost was available, the emission factor was selected based on the spend type. For services, either the specific service providers' emission factors or a representative industry average or a similar service provider's emission factor directly were used. For items with only spend-based information, self-calculated emission factors based on e.g., the assumed materials, weights and prices were used. If no other applicable emission factor was available, a representative ENVIMAT factor was used.

Fuel and energy related activities. This category includes indirect emissions of fuel used in the owned and (financial) leased company vehicles whose costs are fully covered by the company, and indirect emissions of purchased energy from (financial) leased facilities.

- For facilities with renewable/zero emissions electricity contract, average emission factor of hydro, wind and solar power was used (incl. power plant cradle-to-gate emissions).
- For facilities with non-renewable/non-zero emissions electricity contract, average emission factor of natural gas and coal power was used (incl. power plant cradle-to-gate emissions).
- For facilities with zero emissions heating, emission factor for biomass heating was used (incl. power plant cradle-to-gate emissions).
- For facilities with non-zero emissions heating, average of emission factors for hard coal and natural gas was used (incl. power plant cradle-to-gate emissions).

The indirect emissions for electricity production are based on IPCC (Schlömer et al., 2014) and indirect emissions for heat production are produced with values from GaBi software. The energy transmission losses are estimated to be 3% for electricity (Honkapuro et al., 2015) and 7% for heat (Motiva, 2012). The biogenic emissions from only transmission losses were considered.

Upstream transportation and distribution. No emissions were identified and therefore this category was excluded from calculation.

Waste generated in operations. The company's offices generated mixed and energy waste, biowaste, cardboard/carton,



metal, glass, paper, plastic, wood, electronic waste, and hazardous waste. Electronic waste and hazardous waste were treated as dangerous waste in the calculation. In the calculations, both the treatment of waste and transportation were included.

For some offices, primary data on the amount of waste was available. For offices without data, the amount of waste was estimated based on square meters.

Business travel. The carbon footprint of the company's business travel included emissions from flights, ferries, cars, trains, buses, various public transport, and accommodation.

For flights and ferry trips, emissions were calculated using a distance-based method, considering the number of one-way trips, the travelled distance, and appropriate emission factors. For cars with known motive powers,

emissions were calculated based on the motive powers and driven kilometres derived from paid kilometre allowances. A spend-based method was applied to taxi trips, some rental cars, public transportation, and most accommodation.

Finnish and Swedish trains were excluded as the electricity required for them is produced with fossil-free energy (VR, 2024; SJ, 2024). Where applicable, country-specific emission factors were used. If not available or not applicable, representative averages (such as an EU average) were used.

Employee commuting. Emissions from employee commuting were calculated using data from the employee commuting questionnaire, applying a distance-based method. The survey had a response rate of 39%. For employees who did not participate in the survey, commuting emissions were



estimated based on the average data from the questionnaire for each region.

Upstream leased assets. Most of Solita's IT assets, including laptops, computers, mobile phones, and peripheral devices, are leased. The emissions from manufacturing and using these leased devices are reported in this category. An average-data method was applied, creating an average emission factor from supplier-specific emission factors for each IT device type. The leasing periods, accurate to a quarter, and the average lifetime of each device type were considered when allocating the emissions to Solita.

The company also had some full-benefit leased vehicles with operational leasing. The emissions are calculated as in scope 1.2 but reported in 3.8. Additionally, the company had a few offices with operating leases. The emissions are calculated as in scope 2 but reported in 3.8. Furthermore, indirect emissions from purchased energy for these operating lease offices are reported in 3.8 but calculated as in 3.3.

Scope 3: Downstream emissions

No emissions were identified for scope 3 downstream categories due to our business model and activities. Consequently, the following categories were excluded from calculations: Downstream transportation, Processing of sold products, Use of sold products, End-of-life treatment of sold products, Downstream leased assets, Franchises and Investments.

8.1.10 E1-7

Offsetting emissions from our core business

We are committed to compensating for the emissions of our core business that we cannot avoid. By core business, we mean scope 1, scope 2 (market-based), and selected scope 3 categories, depending on our ability to influence them. The following scope 3 categories are included in our definition of core business: purchased goods

and services (cloud capacity, data center services, and IT assets), waste generated in operations, business travel, employee commuting, and upstream leased assets (vehicles, offices, and IT assets).

Ensuring the real impact and high quality of our compensation efforts is essential. The chosen compensation method must meet the following criteria: additionality, permanence, verifiability, transparency, and consideration of other impacts, such as human rights or biodiversity. We recognise that the compensation scheme, related research, and different compensation options are constantly evolving, and we reassess the methodology annually.

After careful investigation, we decided to partner with the UK-based company Supercritical Tech Ltd, which guarantees quality through its proprietary 118-point vetting protocol, covering climate science, environmental impact, delivery risk, and social benefits. We fully removed 1,908 tons of carbon dioxide through a tree-based carbon removal program, TIST, in Uganda, verified by Verra. This carbon offset is not included in our GHG emission reduction targets. The TIST project enables community-led agroforestry practices on agricultural lands in partnership with thousands of farmers in Kenya and Uganda. All land involved in the project was previously cropland or grassland, and the project sequesters carbon by supporting farmers to access local seedlings, grow and

maintain trees, and receive carbon finance and economic benefits from growing trees on their land.

To date, over 10 million trees have been planted as a result of TIST. The project also improves biodiversity and living standards of local farmers through e.g. training on HIV/AIDS, sanitation and hygiene topics. Also, farmers receive payments based on profits from carbon credits sales while retaining rights to ownership of all tree products such as fruits and nuts.

8.1.11 E1-8

Internal carbon pricing

Solita doesn't apply internal carbon pricing schemes.

8.2 E2

Pollution

As a company providing digital services and consultation, Solita's environmental impact is primarily due to greenhouse gas (GHG) emissions. We do not import or transport physical goods, and therefore, we do not emit pollutants into the air, water, or soil. Any potential pollution occurs in the downstream value chain, over which we have very limited control.

8.2.1 ESRS 2 IRO-1

Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

Pollution emerged as a material topic in our double materiality assessment and is linked to our customers and services. Air pollution with hazardous pollutants is driven by our consulting services to industries such as transport, retail, manufacturing, and healthcare.

Water and soil pollution barely exceeded the materiality threshold and is mainly associated with our clientele in the healthcare and pharmaceutical sectors, which pose risks of harmful chemical leaks and pollution accumulation due to pharmaceutical residues. Additionally, our dependency on electronics generates e-waste. Pollution is also considered a direct driver of biodiversity loss.

Solita has a certified environmental management system, and we conduct regular internal office audits. These audits focus on waste management, recycling practices, and emergency exit preparedness in case of incidents such as fires. Office-specific risks are also regularly reviewed. To date, pollution has not been identified as a significant risk.

8.2.2 E2-1

Policies related to pollution

While we have not adopted specific policies related to pollution, our Environmental Guideline, as mentioned in chapter [E1-2] Policies related to climate change mitigation and adaptation, outlines our approach to recycling and effective resource use.

8.2.3 E2-2

Actions and resources related to pollution

Our actions related to pollution are actions that we have done to reduce GHG emissions. Those actions are described in a more detailed way in chapter [E1-3] Conscious actions to reduce carbon emissions.

8.2.4 E2-3

Targets related to pollution

We have not defined or set specific targets related to pollution. Instead, our targets are focused on reducing greenhouse gas (GHG) emissions.



8.2.5 E2-4

Pollution of air, water and soil

The company does not generate pollutants or microplastics to air, water and soil in its own operations. Similarly, the company does not use microplastics in its own operations.

The company generates GHG emissions which are disclosed in chapter [E1-6] Gross Scopes 1, 2, 3 and total GHG emissions.

8.2.6 E2-5

Substances of concern and substances of very high concern

The company does not produce, use, distribute, commercialise nor import or export any physical products. Therefore, there are no substances of concern or substances of very high concern to disclose.

8.3 E3

Water and marine resources

Solita does not operate its own data centers. Instead, we use cloud vendors such as Google Cloud, Amazon Web Services, and Microsoft Azure to provide services for our customers. Internally, our water usage is limited to our office operations. As such, office water usage is not considered a material sustainability matter for us.

8.3.1 ESRS 2 IRO-1

Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

This sustainability matter was identified as material in our double materiality assessment and is inherent to our operations within the data and cloud consulting industry. Data centers use significant amounts of freshwater for cooling and generate wastewater in upstream value chains.

8.3.2 E3-1

Policies related to water and marine resources

Currently, the company does not have specific policies related to water and marine resources. Among Solita's operating countries, Belgium is located in a high-water stress area. Solita has two offices in Belgium, one in Leuven and one in Gent. At these offices, water usage is limited to office operations and is therefore not considered material.

8.3.3 E3-2

Actions and resources related to water and marine resource

The company does not have specific actions or resources dedicated to water and marine resources. Our ability to influence the actions of large global cloud vendors is limited.

8.3.4 E3-3

Targets related to water and marine resources

The company has not set specific targets related to water and marine resources.

8.3.5 E3-4

Water consumption

The water consumption at the offices is not regarded as a material sustainability matter for the company. The company does not have information regarding water consumption at cloud vendor's data centers as this information is not available for us.

8.4 E4

Biodiversity and cosystems

Biodiversity emerged as a material sustainability matter in our Double Materiality Assessment (DMA) due to its connection with climate change. Greenhouse gas (GHG) emissions and climate change are direct drivers of biodiversity loss. Consequently, the policies, actions, and targets outlined under E1 Climate Change also describe our efforts to protect biodiversity and ecosystems.

8.5 E5

Resource use and circular economy

TABLE 31. POLICIES RELATED TO RESOURCE USE AND CIRCULAR ECONOMY.

Name of the policy	Content in brief	Scope of policy	Accountable for implementation	Global standards and protocols
Solita's environmental guideline	Environmental commitments, actions to reduce emissions, target to increase share of renewable energy, recycling, wise resource use, energy efficiency, actions to increase handprint.	Solita and all its subsidiaries.	Chief of Staff	ISO 14001:2015, Science Based Targets initiative
Device Procurement/ Leasing policy	Leasing model and leasing times, device renewal, returning old devices, recycling devices at the end of lease, device suppliers and leasing partners.	All Solita companies operating under Group IT, and all employees within the scope of the policy.	IT Director	

8.5.1 ESRS 2 IRO-1

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Resource inflows, including resource use, were deemed financially material in our Double Materiality Assessment (DMA) due to the risks they pose in increasing operational costs. This is primarily related to the consumption of raw materials and fossil fuels. From an impact materiality perspective, these factors were likely not considered material.

8.5.2 E5-1

Policies related to resource use and circular economy

Our policies related to resource use and circular economy are described in the following table. All policies are available on internal portal.

8.5.3 E5-2

Actions and resources related to resource use and circular economy

Our actions to improve resource use are largely aligned with our efforts to reduce

our carbon footprint. In 2024, we enhanced recycling possibilities by providing clearer instructions and making small functional changes at our offices.

In October 2024, Solita's Group IT introduced a new device procurement and leasing policy. This policy includes adjusting the laptop procurement and leasing process by introducing two categories: normal and high-performance models. The goal is to align the choice of workstations with the specific requirements of each role and task. Additionally, the leasing time for high-performance models was extended from 36 months to 48 months, and for monitors from 36 months to 60 months. The lifecycle of these devices does not end after Solita's leasing period; they are wiped and resold.

To improve resource use efficiency, we also prioritise repairing over replacing when feasible and reusing devices. For example, lightly used laptops are reused instead of ordering new ones, and returned phones are reused as test devices.

8.5.4 E5-3

Targets related to resource use and circular economy

We aim to provide excellent recycling facilities at all our offices and ensure practical implementation through regular office audits, conducted in accordance with our ISO14001:2015 certified environmental management system. While we measure the



amount of waste generated each year and the recycling rate as part of our greenhouse gas emissions calculation process, we have not set specific targets for resource use and the circular economy.

8.5.5 E5-4

Resource inflows

Resource inflows, including resource use, pose risks of increasing operational costs. Solita provides digital services to customers and does not produce any physical products, making us less dependent on material availability. However, the availability and price of hardware such as laptops, screens, mobile devices, and software and cloud capacity are essential for our business model. All companies under Group IT primarily lease IT assets from trusted global vendors. We continuously monitor the number of items leased, but we do not disclose their weight, as it is not material in our context.

8.5.6 E5-5

Resource outflows

The company's offices generate various types of waste. When calculating the amount of waste, we used primary data whenever available. If primary data was not available, we estimated the amount of waste based on the office's square meters. The figures in the following table represent the total waste generated by the company, including these estimations.

The waste treatment methods for each type of waste are primarily based on data provided by the maintenance companies or property owners responsible for waste management at Solita's offices. If the waste treatment method was not disclosed, we made the following assumptions: mixed and energy waste are incinerated, and wood is also incinerated.

TABLE 32. AMOUNT OF WASTE BY WASTE TREATMENT TYPE.

Data point		Amount	Unit
Total amount of waste		112.9	tn
Amount of radioactive waste		0	tn
Total amount of hazardous waste		0.010	tn
Hazardous waste diverted from disposal	Total	0.010	tn
	Preparation for reuse	0	tn
	Recycling	0.010	tn
	Other recovery operation	0	tn
Hazardous waste directed to disposal	Total	0	tn
	Incineration	0	tn
	Landfill	0	tn
	Other disposal operations	0	tn
Total amount of non-hazardous waste		112.9	tn
Non-hazardous waste diverted from disposal	Total	77.0	tn
	Preparation for reuse	0	tn
	Recycling	77.0	tn
	Other recovery operation	0	tn
Non-hazardous waste directed to disposal	Total	35.9	tn
	Incineration	35.9	tn
	Landfill	0	tn
	Other disposal operations	0	tn
Total amount of non-recycled waste		35.9	tn
	Share of non-recycled waste	32%	
Total amount of recycled waste		77.0	tn
	Share of recycled waste	68%	

TABLE 33. AMOUNT OF WASTE BY WASTE TREATMENT AND MATERIALS.

Data point		Amount	Unit
Waste streams relevant to company's sector	Mixed and energy waste	35.9	tn
	Biowaste	27.5	tn
	Cardboard & carton	26.4	tn
	Electronic waste	0.11	tn
Materials in waste	Cardboard & carton	26.4	tn
	Paper	6.2	tn
	Glass	6.4	tn
	Metal	3.3	tn
	Biowaste	27.5	tn
	Plastic	6.2	tn
	Energy waste	24.3	tn
	Mixed waste	11.6	tn
	Wood	1.0	tn
	Fluorescent tubes	0.00073	tn
	Electronic waste	0.11	tn
	Hazardous waste	0.010	tn

**Want to
know more?
Contact us.**



Diversity & inclusion

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Solita is a technology, data, and design company dedicated to digital transformation.

Empowering businesses and societies to reinvent themselves, the company focuses on advanced technology, data innovation, and human insight by offering strategic consulting, service design, software development, AI & analytics, and managed cloud services. Established in 1996 and now a vibrant community of over 2,200 forward-thinkers, Solita operates in ten countries: Finland, Sweden, Denmark, Norway, Estonia, Belgium, Poland, Switzerland, Germany and the UK.





Appendices

1 Governance

1.1 GOV-1 Role of administrative, management and supervisory bodies

Solita Oy is a Finnish limited liability company domiciled in Tampere, Finland, and the duties and responsibilities of the governing bodies are defined according to Finnish law. The Solita Group currently consists of 12 operative companies in ten countries.

Corporate governance at the company is based on the Finnish Limited Liability Companies Act (624/2006) (“the Companies Act”), the Company’s Articles of Association, and internal Corporate Governance guidelines.

The highest decision-making power in the company is exercised by the General Meeting of Shareholders, whose tasks are set out in the Companies Act, such as the election of the Board of Directors and the Auditor,

approval of the annual accounts, distribution of profit etc. The decision-making power at the General Meeting is exercised by Apax Digital GP Co Ltd, through its subsidiaries.

The Board of Directors of the company is responsible for the administration of the company and for the appropriate management of its business, deciding on significant matters concerning the strategy, investments, organisation and finance. The Board guides and supervises the company’s operations and the CEO, it appoints and dismisses the CEO, determines the company’s goals and objectives and its risk management principles.

Members of the Board are appointed by the General Meeting. Currently the number of Board members is five. Each Solita Group company has its own Board of Directors, with a composition considering their business needs and local requirements operating under the guidance of the Solita Oy Board of Directors.

Currently, there is no representation of employees in the members of the company’s administrative, management, and supervisory bodies.

The Board is responsible for the company’s governance and the proper organisation of operations in accordance with applicable laws and regulations, its Articles of Association, and the decisions taken by the General Meeting of Shareholders. The Board has approved the principles of risk management of the Group. In practice, it is the responsibility of the CEO, together with the Group Leadership Team and other management, to put in place and oversee accounting and control mechanisms and other similar mechanisms. The risk management function supports the identification, assessment, management, and monitoring of risks that may compromise the achievement of the company’s business goals.

The Board meets regularly, approximately 6 times per year. The Board does not have separate committees. The company’s CEO, CFO and COO participate in the Board meetings, and the General Counsel acts as the secretary of the Board. Other members of the Group Leadership Team, and other executives participate in the meetings when necessary.

The Board of Directors appoints the Solita Group Chief Executive Officer (CEO). The CEO is responsible for the day-to-day business in accordance with the Finnish Companies Act, the Company’s Articles

of Association and in line with orders and instructions issued by the Board. In addition, the CEO shall ensure the conformity with the law of the company’s accounts and of the reliable organisation of its financial administration. The CEO may take measures that have exceptionally unusual and extensive implications on the Company only upon authorisation by the Board.

Managing Directors of other Solita Group companies, or Country Heads, always operate under the guidance of the Board and the CEO.

In the operative management of the Solita Group, the CEO is assisted by other Solita Group Leadership Team members. The tasks and responsibilities of the Group Leadership Team include, for example, investment planning, budgeting, specifying and preparing the Group’s strategic guidelines and sustainability matters, allocating resources, and controlling routine functions.

1.2 GOV-2 Sustainability matters addressed by the undertaking’s governance bodies

Sustainability efforts in our three main focus areas—Diversity, Equity & Inclusion (DEI), Environmental Sustainability, and Responsible Business—are driven by dedicated working groups, open to all employees.

TABLE 34. THE BOARD OF DIRECTORS 2024.

Role	Name	Independence	Gender	Year of birth	Nationality
Chairman of the Board	Mark Beith	Non-independent	Male	1983	British
Member of the Board	Marcelo Gigliani	Non-independent	Male	1974	Spanish
Member of the Board	Jari Niska	Non-independent	Male	1971	Finnish
Member of the Board	Lars Olof Elfversson	Independent	Male	1975	Swedish
Member of the Board	Caroline Firstbrook	Independent	Female	1960	British

TABLE 35. SOLITA'S GROUP LEADERSHIP TEAM 2024.

Role	Name	Gender	Year of birth	Nationality
CEO	Ossi Lindroos	Male	1977	Finnish
COO and CFO (act)**	Simo Paasi	Male	1982	Finnish
CFO	Vesa Aittomäki *	Male	1970	Finnish
CHRO	Outi Sivonen	Female	1976	Finnish
EVP, international expansion	Peter Barkman	Male	1968	Finnish
CMO	Aleksi Issakainen	Male	1976	Finnish
General Counsel	Saana Nurminen	Female	1972	Finnish
EVP, Solita Finland	Timo Honko	Male	1976	Finnish
EVP, Solita Denmark	Jesper Dan Christiansen	Male	1981	Danish
EVP, Solita Sweden	Johan Torstensson	Male	1969	Swedish
EVP, Solita Belgium & Germany	Joris Haelterman	Male	1979	Belgian
EVP, Solita Norway	Espen Jacobsen	Male	1971	Norwegian

* Until May 2024
 ** Since May 2024

The General Counsel holds overall responsibility for ESG within the Group Leadership Team, where sustainability matters are discussed at least twice a year or as needed. The Board of Directors regularly receives updates and reports on sustainability matters. These reports cover environmental, social, and governance (ESG) issues, including workforce related questions, climate risks, and ethical business practices. The reports are prepared by relevant teams, such as human resources, sustainability, risk

management, and compliance, ensuring that the Board has a comprehensive view of the company's sustainability performance.

Sustainability is integrated into the company's strategic decision-making. Sustainability considerations are embedded in the company's risk management framework, with internal and external experts providing insights on emerging risks and best practices.

1.3 GOV-5

Risk Management and Internal Controls

To strengthen our information security framework, we are actively working towards ISO 27001 certification, an internationally recognised standard for information security management systems (ISMS). As part of this process, we have implemented the following key measures:

ISMS Framework development: A structured ISMS aligned with ISO 27001 requirements has been established to ensure systematic management of information security risks.

Risk assessment and mitigation: Comprehensive risk assessments are conducted periodically to identify vulnerabilities, with remediation measures integrated into the company's risk management strategy.

Policies and procedures: Information security policies, including data protection, access control, incident response, and business continuity planning, have been formalised and are subject to ongoing review.

Employee awareness and training: A company-wide cybersecurity training program ensures that employees understand security protocols, data protection responsibilities, and potential cyber threats.

Third-party risk management: Information security requirements are being embedded in vendor contracts, ensuring that third-party service providers comply with security best practices.

1.3.1

Implementation Timeline

Solita initiated the ISO 27001 certification process in 2024, and we are currently in the internal audit and compliance validation phase. External certification audits are expected to be completed by June 30, 2025, after which the Company aims to obtain full certification. The process is overseen by the Risk and Compliance Manager, with progress reports provided to senior management and the Board.

2

Our commitments



Solita's DEI commitments

Recruitment, sales & staffing	Solita recruitment ensures competence-based attraction, evaluation and selection in order to limit biased thinking and build more diverse teams
Training & competence	Solita ensures that all employees are trained within Diversity & Inclusion and allyship
Leadership	Diversity and inclusion competence, behaviour and active participation is a prerequisite for becoming and being a leader at any level within Solita
Internal structures & processes	Diversity and inclusion are built in and developed throughout the whole employee lifecycle at Solita
Inclusion	Solita actively measures our employee's perception (also minority groups) on inclusion and supports their diverse needs within the workplace
Communications	Solita communicates actively and transparently on their progress within DEI, both internally and externally
Infrastructure & resourcing	Diversity & Inclusion at Solita is resourced with both explicit roles and budget and not dependent only on voluntary work.

Solita's commitments towards responsible business

<p>Responsible business</p> <p>We comply with laws and regulations and compete fairly. We do not accept money laundering or corruption.</p> <p>As a company, we are not involved in political or religious activities nor support such activities financially.</p> <p>We respect human rights and strongly condemn all activities that are against the law or violate human rights. We do not accept the use of child labour or human trafficking.</p> <p>We take privacy and data protection seriously.</p>	<p>Code of Conduct and UN Global Compact</p> <p>We follow the Solita Code of Conduct and other guidelines and policies related to e.g. anti-corruption, data privacy, and sexual harassment.</p> <p>We adhere to the Ten Principles of the UN Global Compact related to human rights, labour, environment and anti-corruption.</p>	<p>Customers and partners</p> <p>We choose our customers and partners responsibly.</p> <p>When selecting new customers, we make our best effort to investigate and evaluate the risks and opportunities involved.</p> <p>Our partners are required to follow the Partner Code of Conduct. We conduct ongoing monitoring for all active partners in our network.</p>	<p>Speaking up</p> <p>We encourage our employees to speak up and address issues.</p> <p>We provide our employees different means and channels to safely report suspected breaches, shortcomings, misconduct, or defects.</p> <p>A whistleblowing channel is in place to report abuses anonymously.</p>
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Solita's environmental commitments

<p>1 Compliance obligations</p> <p>We fulfill our compliance obligations determined in the environmental guideline and required by law.</p>	<p>2 Continuous improvement</p> <p>We improve continuously and take accountability for the environmental management system, which is ISO 14001:2015 certified.</p> 
<p>3 Measurement</p> <p>We measure our greenhouse gas emissions annually based on the GHG Protocol.</p>	<p>4 Awareness building</p> <p>We are raising awareness among our employees about environmental sustainability.</p>
<p>5 Footprint</p> <p>To reduce our carbon footprint, we have set science-based emission reduction targets validated by the Science Based Targets initiative for all scopes.</p> 	<p>6 Carbon compensation</p> <p>We compensate for the emissions of our core business that we are not able to avoid. Core business includes scopes 1, 2 and selected scope 3 categories based on our ability to influence them.</p>
<p>7 Handprint</p> <p>We increase our handprint by helping our customers reduce their footprint.</p>	<p>8 Value chain</p> <p>We promote environmental sustainability of our value chain.</p>