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Environmental, Social
& Governance Report

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Todd DeLaughter, CEO, Alpega

A message from our Group CEO

Dear Stakeholders,

I am pleased to present Alpega's latest Environmental, Social, and Governance (ESG) report, encapsulating our commitments, achievements, and plans in fostering sustainable practices within the logistics and transportation industry.

At Alpega, our raison d'être lies in revolutionizing the transport of goods to optimize cost efficiency and significantly reduce carbon emissions. As we navigate the complexities of the modern logistics landscape, we are acutely aware of the environmental challenges posed by empty miles and the consequent carbon footprint. Today, nearly 3 out of 10 commercial trucks on European roads and 4 out of 10 in Asia traverse empty, emitting unnecessary carbon emissions into our atmosphere.

Our corporate ethos, encapsulated in our value statement, "Driving Smarter Logistics for a Greener Tomorrow," underscores our unwavering commitment to leveraging technology to mitigate environmental impact. While we do not own physical assets for transportation, our cloud-based SaaS software empowers our customers to manage logistics with unprecedented efficiency, thereby minimizing carbon emissions and driving sustainable practices.

As we look to the future, we recognize the pivotal role of ESG in shaping our interactions with stakeholders. From our customers, who increasingly prioritize ESG considerations in their operations, to our investors, whom we support in promoting responsible asset management, ESG permeates every facet of our organization.

Our journey towards ESG excellence is characterized by continual improvement. We meticulously track and measure internal ESG KPIs, leveraging data-driven insights to inform our strategic decisions and product development initiatives. With a dedicated ESG expert at the helm, we remain steadfast in our commitment to transparency, accountability, and innovation.

In 2023, our focus centered on pioneering solutions that drive tangible environmental and operational benefits. From our Reusable Package Management to Dock Scheduling products, we endeavored to streamline operations, reduce congestion, and enhance efficiency across the supply chain. Noteworthy highlights include our extended partnership with Volvo, a testament to our unwavering commitment to delivering value-added solutions.

Looking ahead, our aspirations for 2024 and beyond are ambitious yet attainable. We are poised to unveil product enhancements that empower customers to prioritize criteria such as price, time, and carbon emissions, fostering a more sustainable and competitive marketplace.

In closing, I extend my deepest gratitude to our stakeholders for their unwavering support and collaboration on our ESG journey. Together, we will continue to pioneer innovative solutions, driving lasting change and ushering in a greener, more sustainable tomorrow.

Sincerely,

Todd DeLaughter
CEO, Alpega

Our performance highlights in 2023



Our innovative “**Community Wednesdays**” initiative serves as a dynamic forum for cross-team collaboration and knowledge sharing. These hybrid events, hosted from various locations, offer employees the opportunity to participate as facilitators, fostering a sense of ownership and engagement. Through live broadcasting sessions, **colleagues from different offices can join in the discussions**, fostering meaningful connections and facilitating the exchange of ideas.



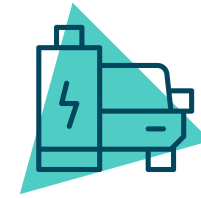
Our “**Culture Breakfasts**” stand as a testament to our commitment to nurturing a cohesive corporate culture. Held across our offices in Spain, Belgium, Austria, and Thailand, these breakfast gatherings provide a platform **for employees to reflect on our corporate values and integrate them into their daily professional endeavors**.



As part of our commitment to society, our people and the environment, **Alpega Group** completed its first thorough assessment of its business sustainability practices through EcoVadis, in August 2023, and we earned a **Bronze Medal and scored a 55/100**, which places Alpega in the top 63rd percentile globally.



Alpega organized the first **Digital Clean-Up**, with over 100.000 e-mails deleted collectively, liberating 30GB of space from our servers and **putting attention to the importance of reducing our digital footprint**.



Across all **Alpega countries** we implemented a **greener fleet**, with battery electric vehicles (BEV) and plug in hybrid electric vehicles (PHEV). **This has decreased our fleet averaged CO2 emissions by 76%**.



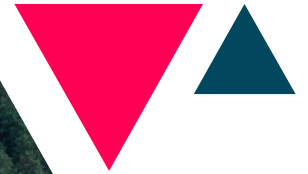
Celebrated Women's Day with a month-long of activities aimed at supporting the development and growth of our female-identifying employees. These activities included virtual coffee chats led by female employees and culminated in a **live panel discussion featuring women in leadership positions and junior female employees, focusing on work-life balance and career advancement**.



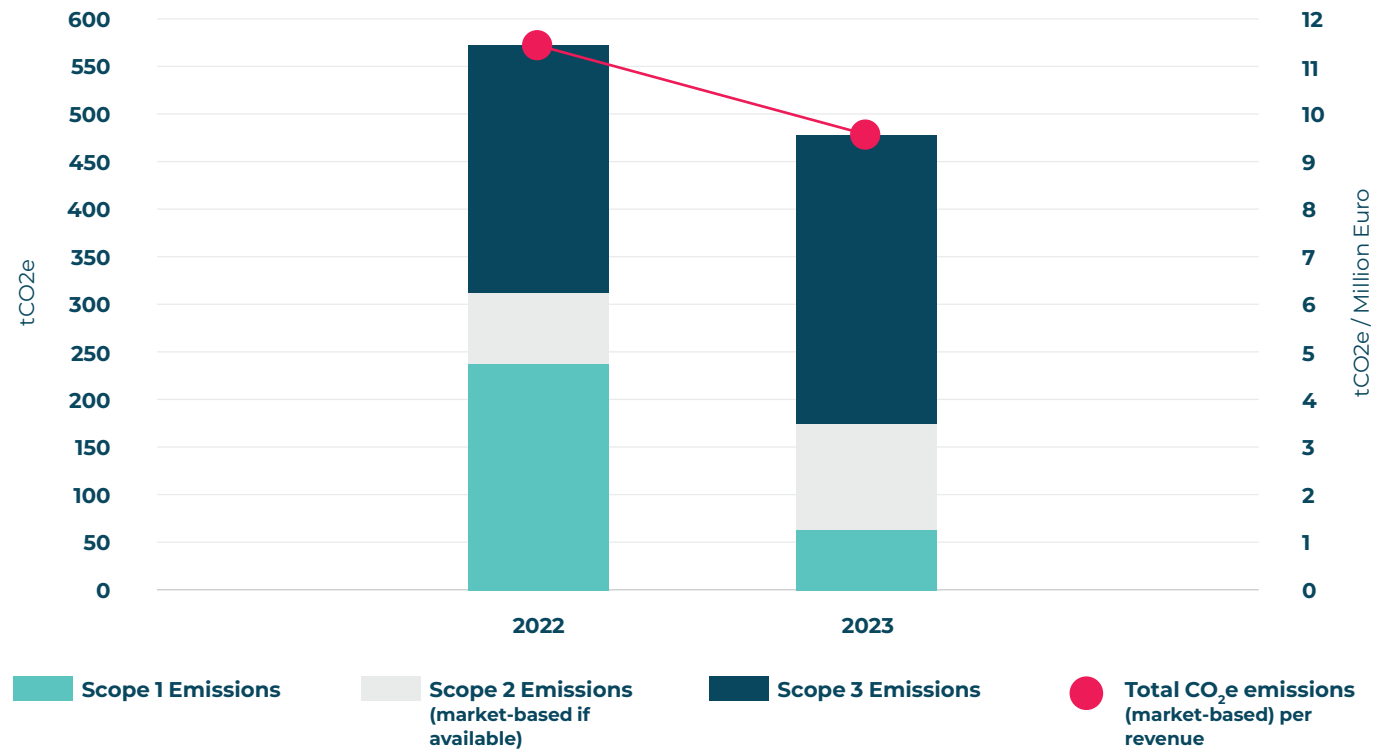
We introduced the innovative initiative “**Sports at Alpega**” to encourage healthy lifestyles and camaraderie among our employees across all locations. Today, we are delighted to see thriving sports communities thriving in Dornbirn, Vienna, and Brussels, **reflecting our collective dedication to physical fitness and team spirit**.

Environmental

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2.1 Carbon Management



		2022	2023
Scope 1 Emissions (location-based)	tCO2e	241	63
CO₂e - On-Site Stationary Combustion	tCO2e	229	62
CO₂e - Owned Transport	tCO2e	11	1
CO₂e - Refrigerants	tCO2e	n/a	n/a
Scope 2 Emissions (market-based if available)	tCO2e	66	111
CO₂e - Cooling (market-based)	tCO2e	0	0
CO₂e - Electricity (market-based)	tCO2e	0	0
CO₂e - Heating (market-based)	tCO2e	66	38
CO₂e - Steam (market-based)	tCO2e	0	73
Scope 3 Emissions	tCO2e	258	302
Category 1 - Purchased Goods and Services	tCO2e	4	0
Category 2 - Fuel and Energy-related activities not included in Scope 1 or Scope 2)	tCO2e	75	53
Category 3 and 4 - CO₂e - Logistics (Upstream and Downstream Transportation and Distribution)	tCO2e	0	0
Category 5 - CO₂e - Waste Generated in Operations	tCO2e	37	9
Category 6 - CO₂e - Business travel	tCO2e	142	239
Category 5 - CO₂e - Employee commuting	tCO2e	0	1

At Alpega, we are committed to actively **managing our carbon footprint** and **promoting sustainable practices across our operations**. As you can see in the chart above, we continue to slowly decrease our CO2 emissions. **Here are some initiatives we have implemented recently:**

TravelPerk x Alpega

Alpega has partnered with TravelPerk since 2021 to actively mitigate our carbon footprint by offsetting our CO₂ emissions, through their program called GreenPerk. This initiative reflects our commitment to environmental stewardship. With the help of this program, every business trip we under-

take is carbon-neutralized, effectively reducing our company's overall carbon footprint. Additionally, GreenPerk offers us valuable insights into the environmental impact of our business travel through its CO₂ emissions dashboard (see picture below).



What does your climate protection contribution accomplish?

With your climate protection contribution totaling **454,242 tonnes** you are supporting the following projects, among others:

- Efficient cookstoves in Rwanda:** Your contribution helps preserve the forests by providing efficient cookstoves that use 80% less firewood than regular open fires.
- Electricity generation from crop residues in India:** Your contribution provides households in Rajasthan with one year of electricity, displacing fossil fuel and saving approx. 50,000 tonnes of CO₂ per year.
- Nepal biogas:** Your contribution subsidizes the construction of household biogas plants in Nepal, replacing firewood for cooking, and reducing more than 300,000 tonnes of CO₂ per year.

TravelPerk Atmosfair operates its projects according to the Clean Development Mechanism (CDM) outlined in the Kyoto Protocol as well as the 'Gold Standard' established by international environmental organisations.

“ This transparency enables us to make informed and sustainable travel choices. Furthermore, the funds allocated to GreenPerk are invested by TravelPerk in VERRA, GOLD Standard or Puro-earth certified projects worldwide. These projects, verified by independent third parties, align with the UN Sustainable Development Goals and contribute positively to both the environment and local communities.



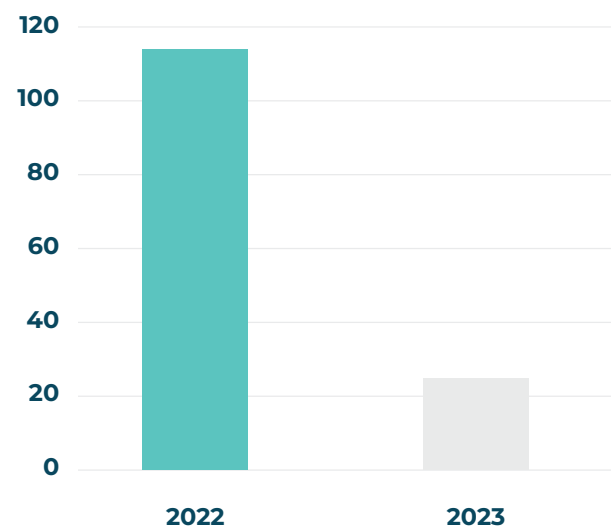
New Company Car Policy

In line with our North Star “Driving smarter logistics for a greener tomorrow” and our ESG commitments, our aim is to **become a reference company in sustainability for both our customers and our (future) employees.** Our goal across all Alpega countries is to implement a greener fleet, with **battery electric vehicles (BEV) and plug in hybrid electric vehicles (PHEV).**

The green mobility & car policy was first launched in Belgium in April 2022. **Our new car policy incorporates and balances three key elements: attractiveness, economic aspects based on total cost of ownership (TCO), and ecology.** By prioritizing BEV and PHEV, we offer other mobility solutions within the TCO budget, such as car allowances or combining smaller cars with subscriptions for public transport.

In 2023, 65 cars have been replaced in Belgium, Austria, Germany, France, and The Netherlands, Spain and Poland, out of which 43 are BEV with 0 g/km CO₂ emissions, and 9 PHEV with an avg of 24 g/km CO₂ emissions. The table shows the impact of this change in Alpega Group.

Fleet average CO₂ emissions



Other sustainable initiatives

In addition to GreenPerk, **our Procurement team has initiated another project to promote greener business travel practices. Sustainability is now a criterion in negotiations with hotel partners.** The team assesses sustainability policies and environmental protection measures in place at hotels, such as charging stations for electric cars and waste management. To raise awareness within Alpega, the Procurement team showcases new partnerships with sustainable hotel partners through newsletters and internal media, promoting a different sustainable hotel each month.

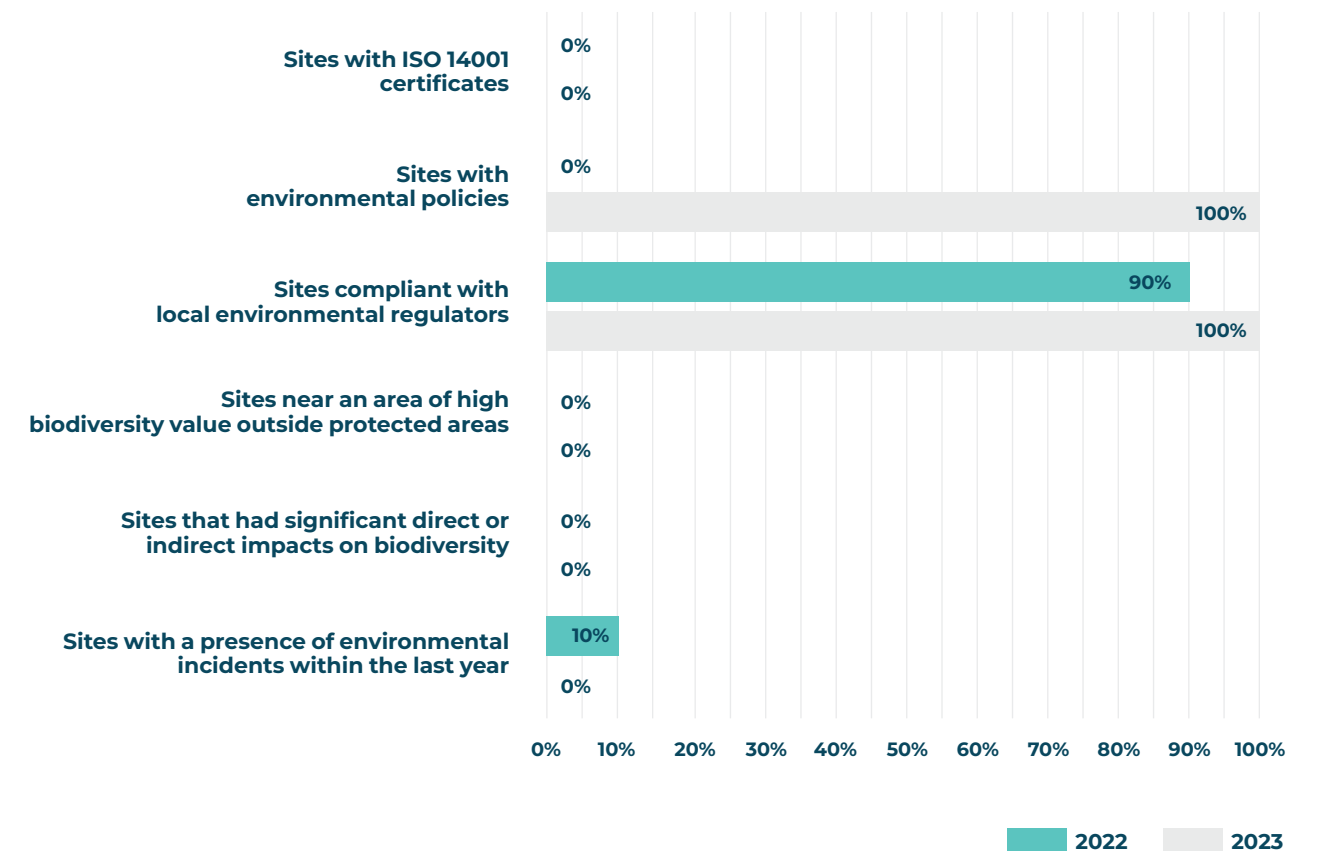
Other sustainable initiatives include **the use of renewable energy and exploration of solar panels and other eco-friendly measures in some Alpega sites (in the French, Belgian and Viennese offices),**

with a focus on expanding this initiative in the near future to other Alpega offices.

Alpega has also started communicating and engaging employees on internal ESG topics in 2022, by showcasing the efforts we make towards ESG when it comes to our products and solutions. In 2023, we engaged an active community of employees interested in ESG and sustainability activities through our internal network. We provide internal communication on best practices to reduce our carbon footprint. **In 2023, we did our first Digital Clean-Up,** with over 100.000 e-mails deleted collectively, liberating 30GB of space from our servers and putting attention to **the importance of reducing our digital footprint.**

2.2 Environmental Compliance

In February 2024, Alpega will **implement an environmental policy across all its sites,** ensuring **compliance with local environmental regulations.**



Furthermore, **Alpega remains committed to reducing its carbon footprint through ongoing initiatives:**



Encouraging a **paperless culture** by transitioning to electronic invoices



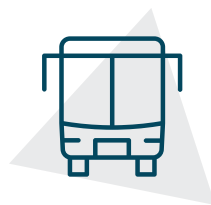
Promoting **waste recycling** by segregating waste into categories such as residual waste, plastic, paper, and bottles in most of its offices



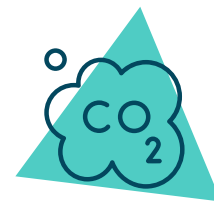
Eliminating single-use coffee cups, glasses, bottles, and plates



Adopting **energy-efficient office lighting** and optimizing heating and air conditioning systems



Encouraging **greener commuting options** for employees



Participating in **carbon offsetting initiatives** through GreenPerk engagement



Providing bicycles to employees to promote **eco-friendly transportation**



Reducing commuting emissions and office energy consumption, by offering **remote work options**

Although Alpega does not mandate environmental best practices for subcontractors, all Group policies were reviewed in 2023 and will be implemented in February 2024. **A Code of Conduct document includes environmental considerations, which suppliers may be asked to sign.** While major suppliers often have their own environmental policies, smaller suppliers, such as individual software contractors, may not benefit significantly from this requirement.

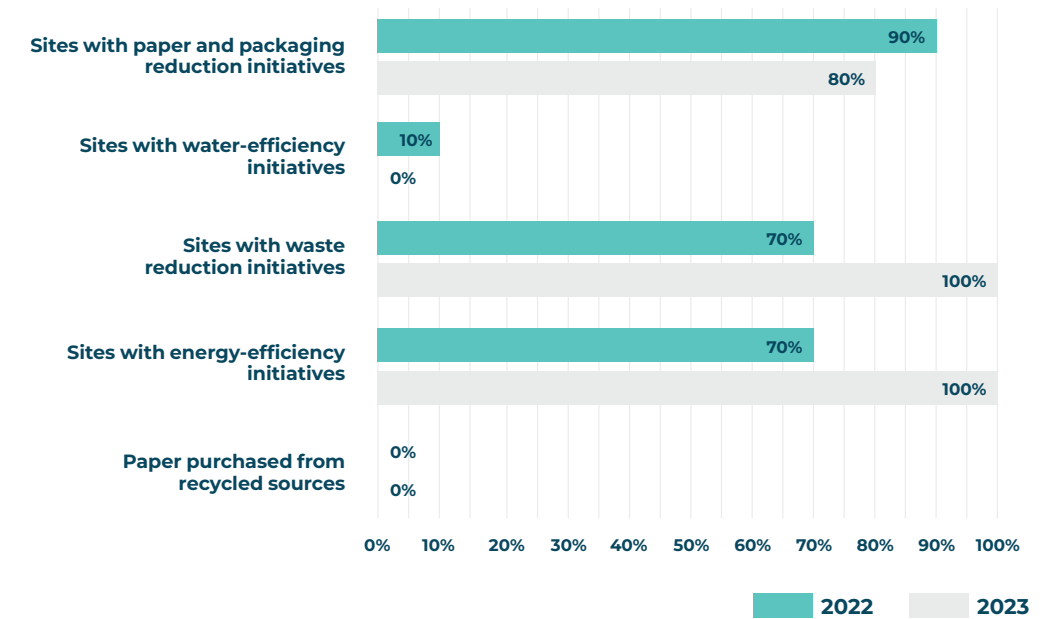
Nonetheless, Alpega endeavors to incorporate its supplier code of conduct when applicable.

The Executive Management Team has not been notified of significant environmental incidents in the previous year.

As of 2022, no business units within Alpega have obtained ISO environmental certification.

2.3 Resource Efficiency

In 2019, Alpega embarked on an efficiency journey dedicated to enhancing resource management, a commitment we've diligently upheld through 2023.



Alpega is steadfast in its pledge to curtail its ecological impact, exemplified by **a range of initiatives focused on reducing paper and packaging usage, minimizing waste generation, and optimizing energy efficiency.**



Paper and Packaging Reduction Initiatives

Embracing Digital Documentation:

► We've transitioned to digital documentation and communication platforms, significantly diminishing our reliance on paper-based processes.

Leveraging Online Storage Solutions:

► Implementation of cloud-based storage systems like Office 365 has enabled us to store documents digitally, eliminating the necessity for hard copy prints.

Adopting Electronic Signatures:

► Our adoption of electronic signature solutions like DocuSign streamlines contract signings and approvals, reducing the need for paper.

Promoting Digital Note-Taking:

► Encouraging the adoption of digital note-taking tools such as OneNote or similar applications has replaced traditional paper notebooks.

Fostering Recycling Programs:

► We've established comprehensive recycling programs for paper and packaging materials to ensure responsible disposal and recycling.

Facilitating Digital Meetings and Presentations:

► We promote the utilization of digital platforms for meetings and presentations, minimizing reliance on printed materials.

Optimizing Packaging Sustainability:

► We utilize packaging from past shipments to dispatch our promotional materials and other items

Transitioning to Paperless Billing and Invoicing:

► Our transition to paperless billing and invoicing systems significantly reduces paper consumption in financial transactions.



Waste Reduction Initiatives

Implementing Single-Use Plastic Bans:

► Policies eliminating single-use plastic items like bottles and cups from office spaces contribute to waste reduction.

Providing Reusable Alternatives:

► Provision of reusable alternatives such as company-branded glass bottles helps curb single-use plastic consumption.

Encouraging Waste Sorting:

► We supply separate waste bins for sorting recyclable materials, promoting proper waste management practices.

Providing Reusable Office Supplies:

► Employees are equipped with reusable office supplies like pens, markers, and notebooks, reducing single-use waste.

Establishing Donation Programs:

► Donation programs for used office equipment, furniture, and supplies extend their lifecycle and diminish waste.

Implementing Composting Programs:

► We've introduced composting programs for organic waste generated in office cafeterias.



Energy-Efficiency Initiatives

Reducing Carbon Footprint:

► Prioritizing paper sourced from recycled materials and minimizing new paper purchases reduces the carbon footprint associated with paper production.

Installing Smart Lighting Systems:

► Smart lighting systems adjust brightness based on natural light levels and occupancy, conserving energy.

Implementing Remote Work Policies:

► Remote work policies reduce office space requirements and associated energy consumption.

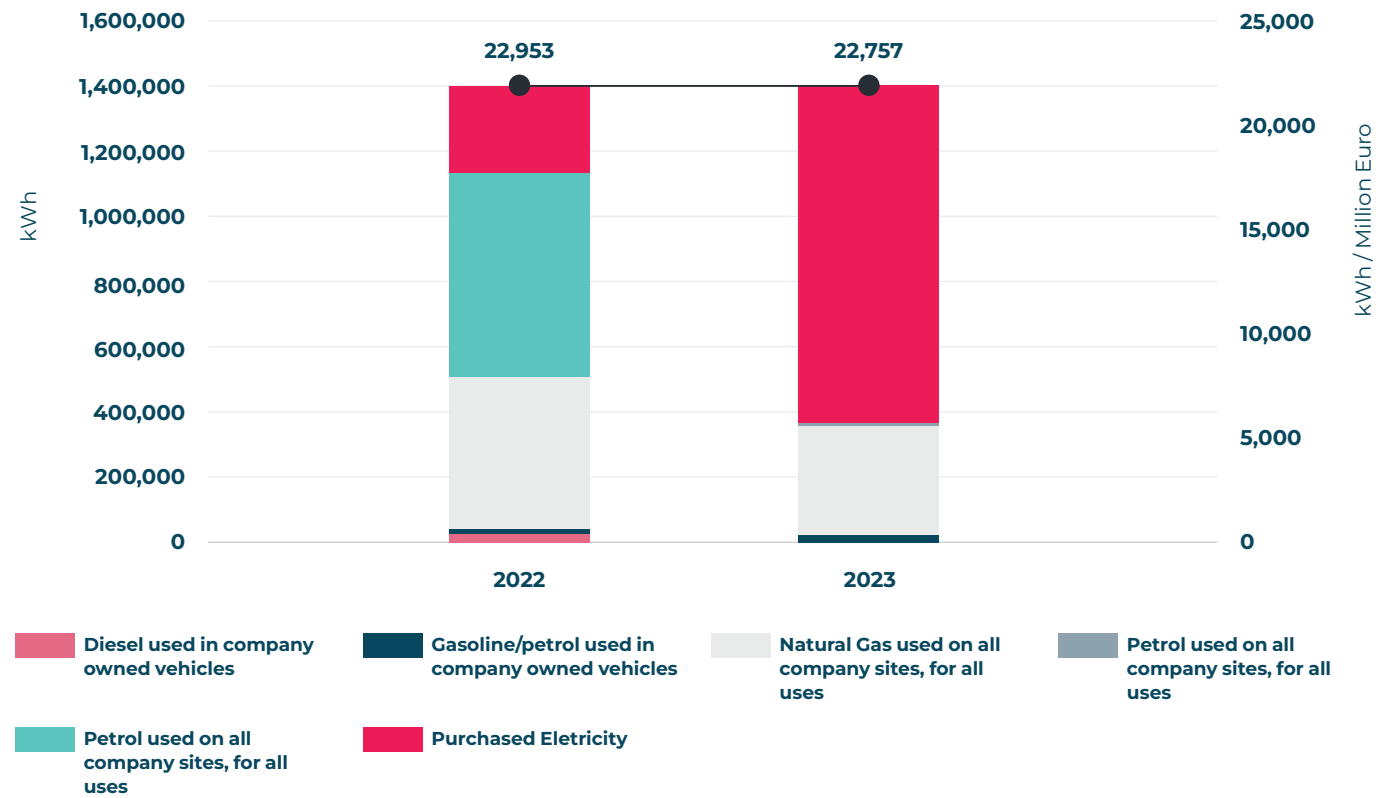
Implementing Energy-Efficient Practices:

► Utilizing energy-saving appliances, optimizing heating and cooling systems, and promoting the practice of turning off lights and equipment when not in use contribute to energy efficiency.

Launching Employee Awareness Programs:

► Programs educate staff on energy-saving practices and promote behavior changes to reduce energy consumption.

2.4 Total Energy Consumption



		2022	2023
Diesel used in company owned vehicles	kWh	24,834	0
Gasoline/petrol used in company owned vehicles	kWh	380	519
LPG used in company owned vehicles	kWh	0	0
Aviation turbine fuel used on all company sites, for all uses	kWh	0	0
Biodiesel used on all company sites, for all uses	kWh	0	0
Bioethanol used on all company sites, for all uses	kWh	0	0
Biogas used on all company sites, for all uses	kWh	0	0
Coal used on all company sites, for all uses	kWh	0	0
Diesel used on all company sites, for ay use except vehicles	kWh	0	0
Fuel Oil used on all company sites, for any use except vehicles	kWh	0	0
Cas (LPG) used on all company sites, for all uses	kWh	0	0
Gas oil used on all company sites, for all uses	kWh	0	0
Heating oil used on all company sites, for all uses	kWh	0	0
Natural gas used on all company sites, for all uses	kWh	0	0
Petrol used on all company sites, for any use except vehicles	kWh	0	0
Purchased Cooling	kWh	0	0
Purchased Electricity	kWh	0	0
Purchased Heat	kWh	0	0
Purchased Steam	kWh	0	0
Total energy consumption per revenue	kWh	0	0

In an era defined by environmental consciousness and sustainability, the assessment and management of energy consumption stand as pivotal pillars for any responsible corporate entity.

For our software company, the journey towards sustainability involves a meticulous examination of our energy usage patterns and a commitment to aligning them with the most current guidelines and practices.

As part of our ongoing efforts, we have recently revised and adjusted the calculations for our energy consumption, particularly focusing on petrol usage and purchased electricity. These adjustments were made to ensure that our calculations adhere to the latest guidelines on energy consumption, reflecting our commitment to accurate reporting and environmental responsibility.

One notable change in our energy consumption profile is the absence of company-owned vehicles. With a strategic shift towards a software-centric operation, we have phased out company vehicles, thereby eliminating petrol consumption associated with transportation. This move not only reduces our carbon footprint but also signifies our dedication to embracing alternative modes of operation that minimize environmental impact.

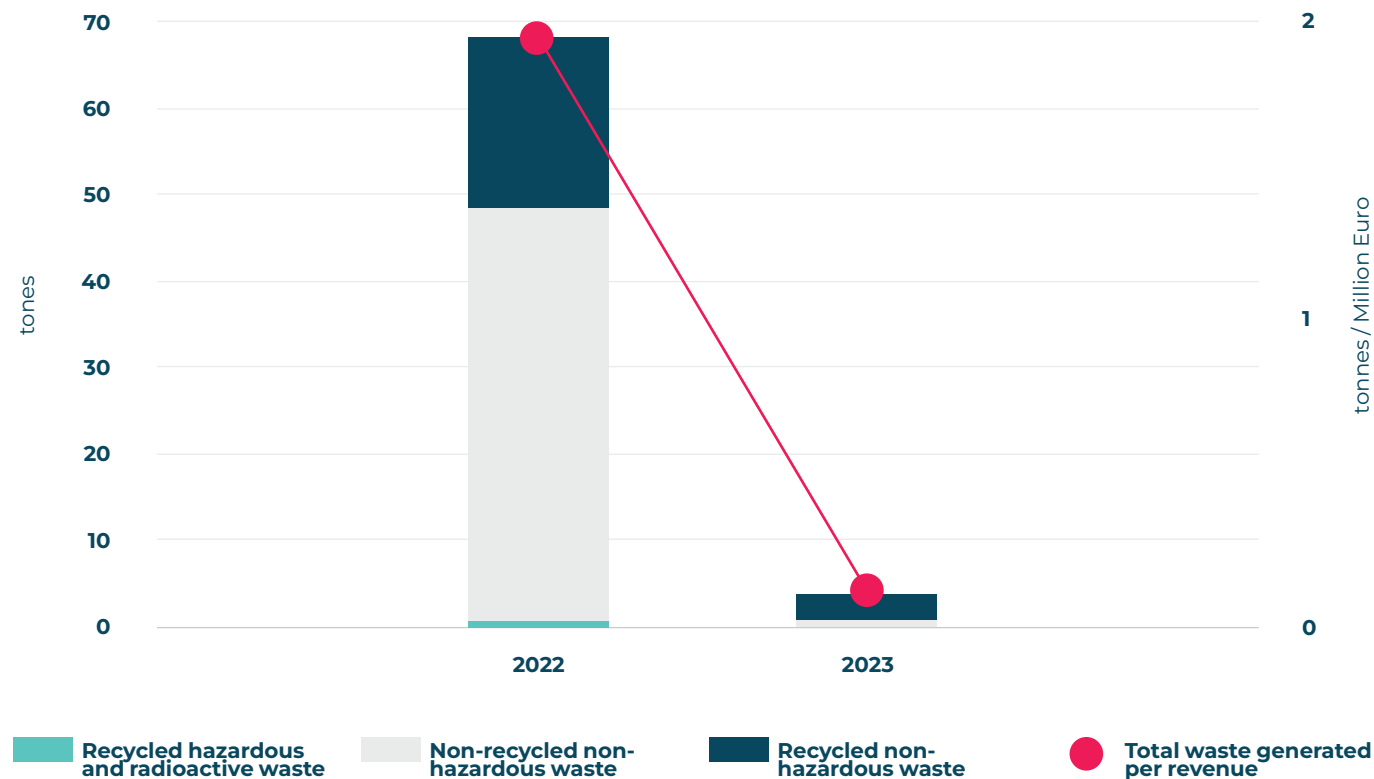
As a software company operating primarily from office spaces, our energy consumption primarily stems from office electricity, cooling, and heating systems. This distinct energy profile underscores the importance of optimizing our office infrastructure for energy efficiency while maintaining a conducive working environment for our employees. **Maintaining optimal temperature levels within our office environments is essential for employee comfort and productivity. However, the energy consumption associated with heating and cooling represents a significant aspect of our overall energy footprint.**

Looking ahead, we remain committed to further enhancing our energy efficiency initiatives and exploring innovative solutions to mitigate our environmental impact.

This includes ongoing assessments of our energy consumption patterns, investment in renewable energy sources where feasible, and fostering a culture of sustainability across all levels of our organization.



2.4 Total Waste Generated



In our pursuit of sustainability, we've meticulously **revised and adjusted our calculations for waste generation, ensuring alignment with current industry guidelines and best practices.** This endeavor enables us to **accurately assess and address our waste output, a critical aspect of our corporate responsibility.**

As a software company operating primarily in office settings, our waste generation dynamics differ from those of traditional industrial enterprises. Unlike industries with tangible assets and manufacturing processes, **our primary waste stream emanates from office activities and operations. In 2023, across all Alpega locations, we meticulously tracked and managed our waste, culminating in a total of less than 10 metric tons.**

This figure underscores our concerted efforts to streamline operations and minimize waste at its source. **By leveraging sustainable practices and fostering a culture of environmental consciousness, we've achieved commendable reductions in our waste footprint.**

Our waste management initiatives encompass a multifaceted approach, encompassing waste reduction, recycling, and responsible disposal. Through targeted interventions and employee engagement programs, we've **implemented measures to curtail paper consumption, optimize resource utilization, and segregate recyclable materials effectively.**

In conclusion, our waste management initiatives underscore our unwavering commitment to environmental sustainability. **Through concerted action, collaboration, and relentless innovation, we endeavor to pave the way for a greener, more sustainable future—one where waste is minimized, resources are optimized, and our planet thrives in harmony.**

2.5 Total Water Consumption

Efforts to reduce water at Alpega are essential for several reasons, including environmental sustainability, cost reduction, and improved efficiency. **In 2023, Alpega experienced a significant**

decrease in water consumption compared to the previous year, with consumption rising to 30,000 cubic meters. This represents a considerable shift from our 2022 water usage levels.

We implemented various strategies to minimize waste and water consumption, such as:



Recycling and Waste Management Programs

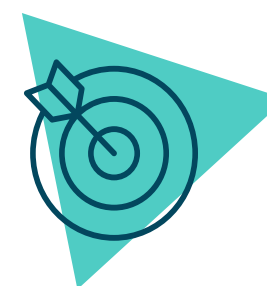
Implementing effective sorting systems for garbage helps segregate recyclable materials, diverting them from landfills. This involves providing clear guidelines and designated bins for different types of waste.



Employee Training and Engagement

Educating employees about water and waste reduction practices fosters a culture of sustainability. Through workshops and awareness campaigns, employees learn practical strategies for minimizing waste in their daily activities.

Furthermore, we are **committed to implementing the following mitigation and sustainability strategies:**



Efficiency Measures

Implementing water-efficient technologies and practices across our sites, including water-saving fixtures, leak detection systems, and optimized cleaning schedules.



Employee Engagement

Increasing awareness and promoting water conservation practices among employees through training programs, internal communications, and incentivized initiatives.

Social

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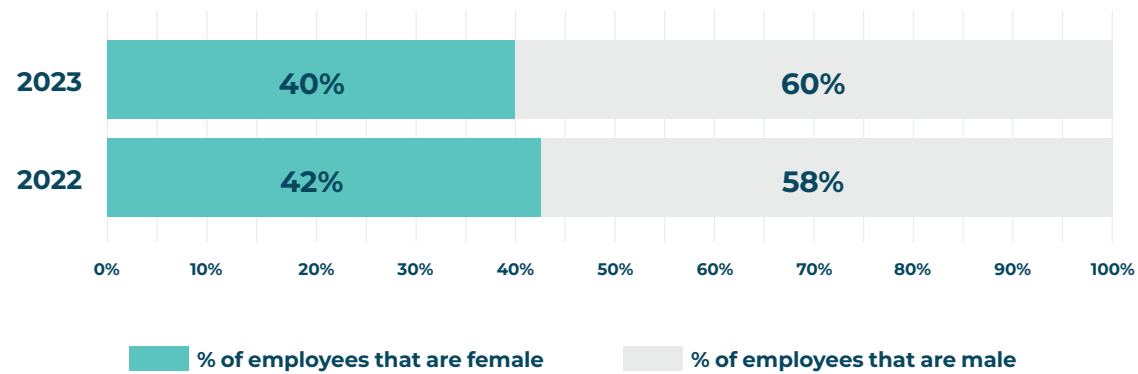


3.1 Diversity

At Alpega, we are committed to promoting diversity and inclusivity in our workforce. We ensure that all job opportunities are equally accessible to individuals of all genders, striving for fairness and equality throughout our selection processes. In 2023, we embarked on a journey to **eliminate unconscious bias from our recruitment practices.**

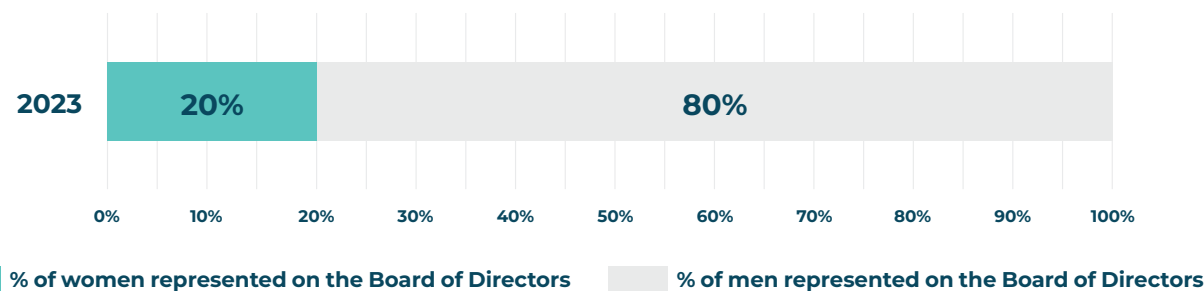
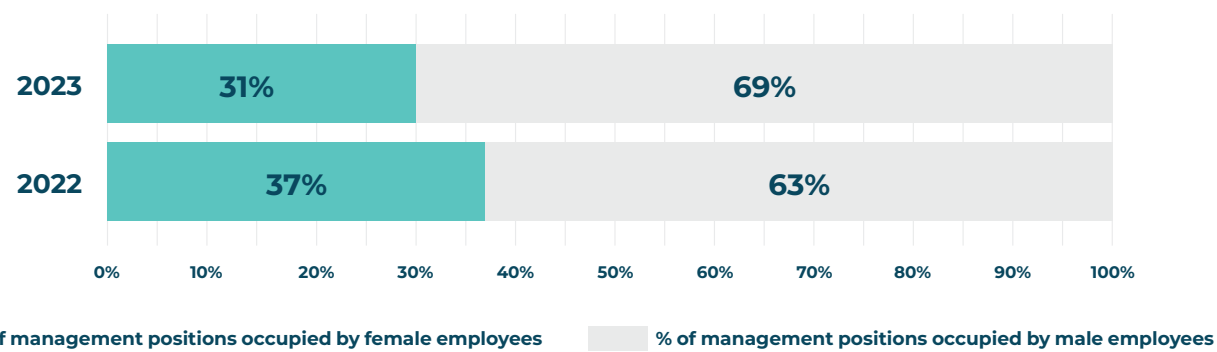
This initiative reflects our dedication to fostering a culture of active non-discrimination across every stage of the candidate and employee journey.

One of our initial steps involved incorporating a commitment to anti-discrimination in all our job descriptions.



Description automatically generated with medium confidenceThe imbalance in male-to-female hiring might stem from the prevailing gender distribution within university engineering departments, where men typically outnumber women. This trend extends to companies like Alpega, a technology firm, which employs a significant number of engineers.

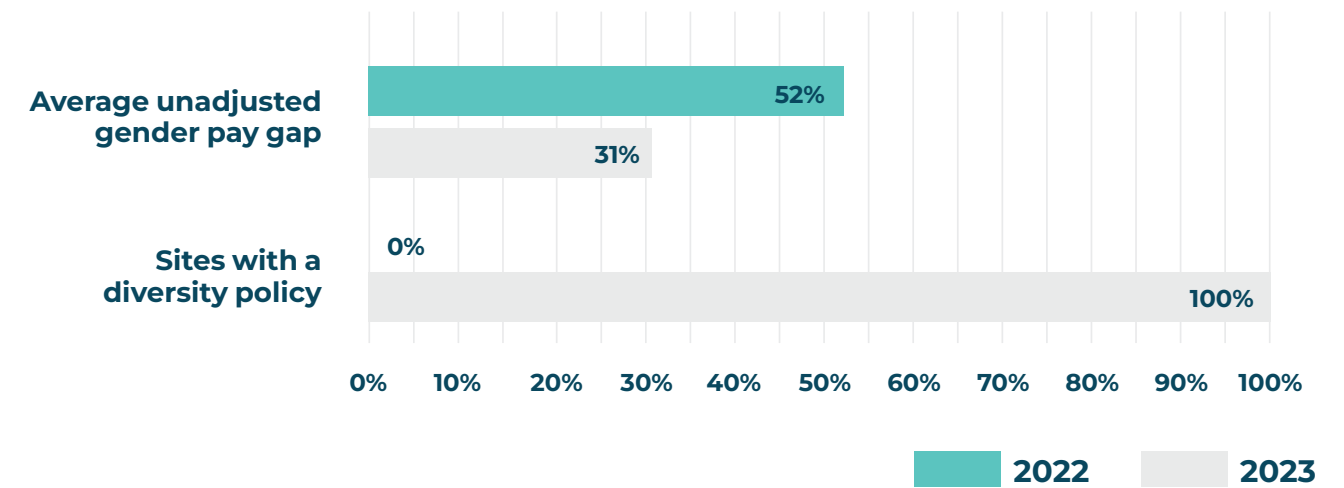
In 2024, it's our focus to expanding career opportunities and implementing talent mobility strategies to enhance inclusivity within our organization.



Regarding the representation of women in leadership roles, in 2023, one out of seven members in our Leadership Team was female. In 2024, we are proud to announce that two women will hold C-Level positions, with the addition of a new Chief Marketing Officer.



Natasha Adams, CMO, Alpega



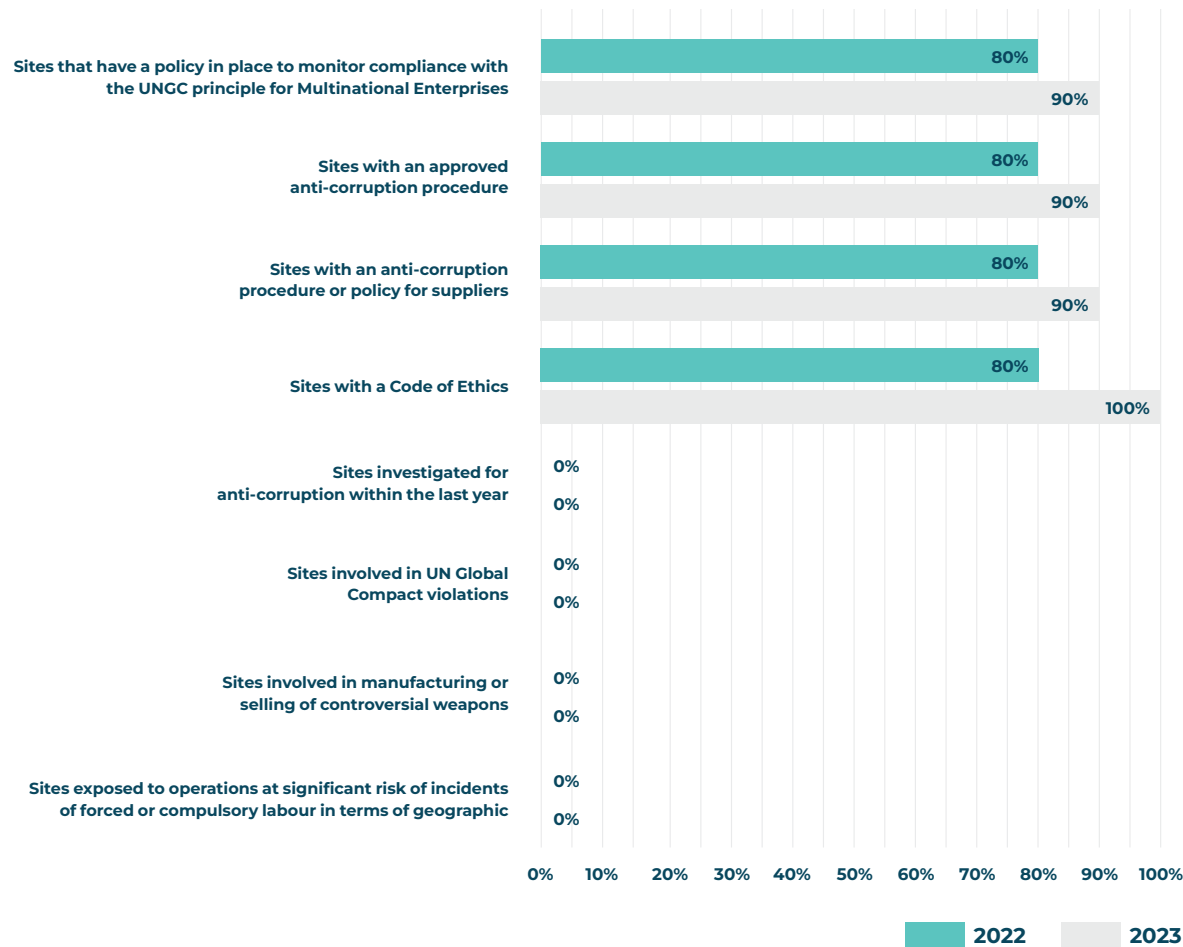
In 2023, we celebrated Women's Day with a **month-long of activities aimed at supporting the development and growth of our female-identifying employees.** These activities included **virtual coffee chats led by female employees and culminated in a live panel discussion featuring women in leadership positions and junior female employees, focusing on work-life balance and career advancement.**

In 2024, we remain committed to maintaining gender balance as an integral part of our talent acquisition efforts.

3.2 Ethical Behavior

One of the cornerstones of our ethical framework is the **effective communication of our whistleblower policies and code of ethics to all employees**. A successful implementation involves not only disseminating information but **ensuring that employees understand the step-by-step process of reporting harassment and discrimination**.

This transparent approach fosters a culture where **employees feel empowered to speak up against any ethical violations, creating a safer and more accountable workplace**.



A significant milestone achieved is the approval of anti-corruption procedures in 90% of our locations by 2023. This marks a 10% increase from the previous year, showcasing our commitment to combating corruption. These procedures extend not only to our internal operations but also to our suppliers, as we believe in creating a chain of ethical behavior throughout our business ecosystem. This commitment to anti-corruption measures is not just a legal obligation but a reflection of our dedication to upholding the highest ethical standards.

While we acknowledge that there is always room for improvement, our organization is evolving positively on the ethical front. We are proud of our prog-

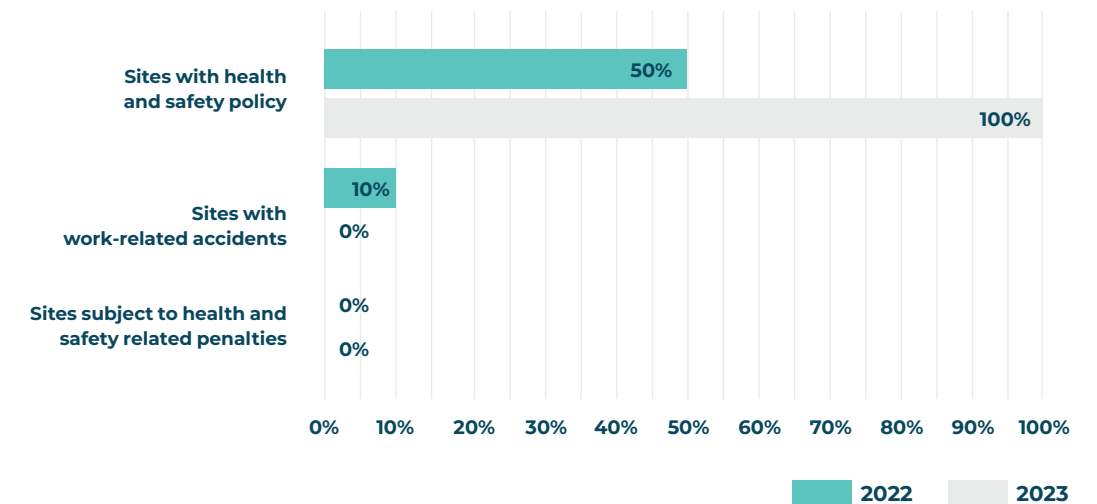
ress and the strides we have made in approaching almost 100% ethical standards. This commitment goes beyond mere compliance; it is a proactive stance to avoid any practices that may compromise our values. By consistently reassessing and refining our ethical standards, we aim to ensure that our organization remains a beacon of integrity in the business landscape.

Every location within our organization has a meticulously implemented, updated, and activated Code of Ethics. This uniform adherence to a set of ethical principles serves as a guiding light for our employees, aligning their actions with our organization's values.



3.3 Health and Safety

For Alpega, a leading player in the realm of logistics and supply chain management, prioritizing the health and safety of its workforce stands as a cornerstone of its operational ethos.



At Alpega, fostering a culture of care isn't just a value—it's a guiding principle. The company recognizes that its most valuable asset is its people. Hence, providing a healthy and safe work environment is not just a priority but a fundamental commitment. **Alpega ensures that every location adheres to stringent health and safety standards.**

One of the fundamental aspects of ensuring a safe work environment is being prepared for emergencies. All Alpega sites are mandated to have a comprehensive emergency response plan in place. This plan delineates protocols for various contingencies, ensuring that employees are well-equipped to handle unforeseen circumstances effectively. **Moreover, Alpega leaves no room for ambiguity by diligently communicating these emergency procedures**

through internal newsletters. This dissemination of information ensures that **every employee is aware of the protocols and the designated personnel responsible for emergency management at each site.**

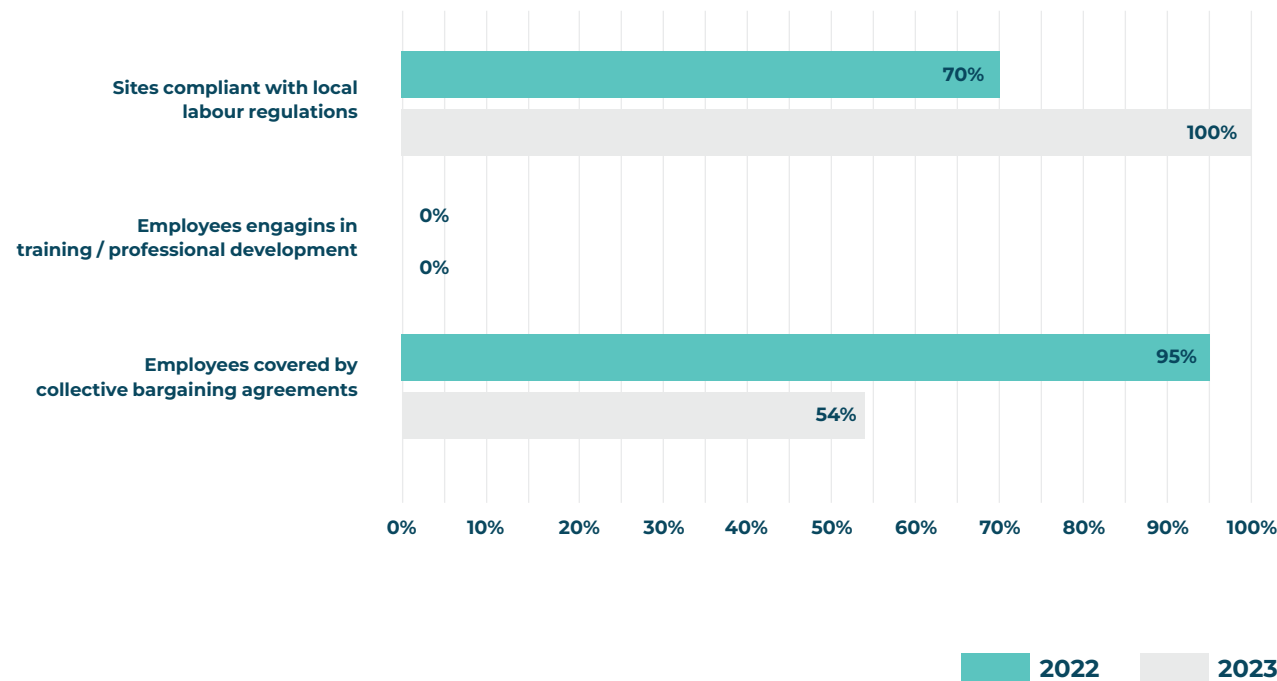
In 2023, a significant milestone was achieved as all Alpega locations implemented robust Health & Safety Policies. This marked a substantial improvement compared to the preceding year, where only half of the locations had such policies in place. The implementation of these policies signifies a proactive approach towards safeguarding the well-being of Alpega's workforce.

Moreover, it underscores the company's commitment to fostering an environment that nurtures both physical and mental health.

3.4 Workforce engagement

At Alpega, compliance with local labor regulations isn't just a box to check; it's a fundamental aspect of our commitment to ethical operations. Since 2022, our concerted efforts have led to a significant improvement, with all Alpega locations now boasting a 100% compliance rate with local labor laws.

This achievement not only **underscores our dedication to legal and ethical standards** but also **fosters a culture of trust and respect among our global workforce**.



In the intricate web of global business, navigating collective agreements presents both challenges and opportunities. **Currently, 54% of our employees are covered by collective agreements, primarily in countries where such agreements are mandatory, such as Austria and Spain.**

However, **it's imperative to address an error from the previous year's bargaining agreement figure, which was miscalculated by our tools.** In locations where collective agreements are not obligatory, we recognize the importance of fostering dialogue and collaboration between management and employees to ensure fair and equitable working conditions.

As we stride into 2024, Alpega proudly **announces a partnership with a cutting-edge SaaS platform for talent management development.**

This strategic cooperation **amplifies our commitment to nurturing talent and fostering a culture of continuous growth and development.** Through this platform **we empower our managers to engage in meaningful conversations with their teams, charting clear paths for growth, and performance enhancement.**

The innovative features encompass bespoke **growth and career development plans, seamless onboarding processes for new hires, and comprehensive learning and training modules.** By leveraging their capabilities, **we equip our managers with the tools they need to inspire, motivate, and empower their teams to reach new heights of success.**



Governance

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Community Engagement Initiatives at Alpega: Fostering Wellness and Connectivity

At Alpega, we prioritize community engagement as a fundamental aspect of our corporate ethos. In 2023, we introduced the innovative initiative “**Sports at Alpega**” to encourage healthy lifestyles and camaraderie among our employees across all locations. This initiative embodies our commitment to fostering well-being and promoting active living within our workforce.

Under the “**Sports at Alpega**” banner, employees were invited to take on the role of Sports Coordinators, tasked with championing various sports and wellness activities within their respective locations. Today, we are delighted to see sports communities thriving in Dornbirn, Vienna, and Brussels, reflecting our collective dedication to physical fitness and team spirit.

As part of our commitment to combat sedentarism and promote physical activity, we organized two “**Sports Days**” at each location, providing **opportunities for employees to engage in enjoyable and invigorating recreational pursuits.**



In addition to our focus on physical wellness, **Alpega places a premium on fostering a sense of community and connectivity among our diverse workforce.** Recognizing the importance of face-to-face interaction and collaboration, we introduced a series of engaging events throughout the year aimed at bringing employees together.

Our “**Culture Breakfasts**” stand as a testament to our commitment to nurturing a cohesive corporate culture. Held across our offices in Spain, Belgium, Austria, and Thailand, these breakfast gatherings provide a platform for employees to reflect on our corporate values and integrate them into their daily professional endeavors.

Furthermore, our innovative “**Community Wednes-**

days” initiative serves as a dynamic forum for cross-team collaboration and knowledge sharing. These hybrid events, hosted from various locations, offer employees the opportunity to participate as facilitators, fostering a sense of ownership and engagement. Through live broadcasting sessions, colleagues from different offices can join in the discussions, fostering meaningful connections and facilitating the exchange of ideas.

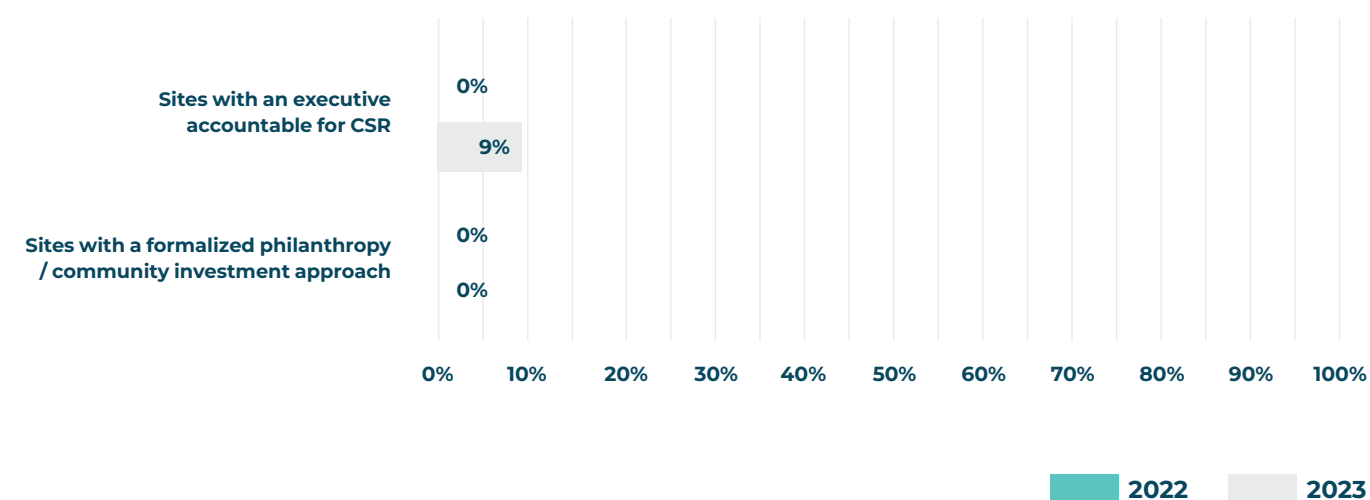
At Alpega, we recognize that our success is intricately linked to the well-being and cohesion of our workforce. Through initiatives such as “**Sports at Alpega**” and our diverse community engagement programs, we remain steadfast in our commitment to cultivating a supportive, inclusive, and vibrant workplace environment where every individual can thrive.

4.1 Investment in CSR

As part of our commitment to society, our people and the environment, **Alpega Group completed its first thorough assessment of its business sustainability practices through EcoVadis, the global standard for business sustainability ratings.**

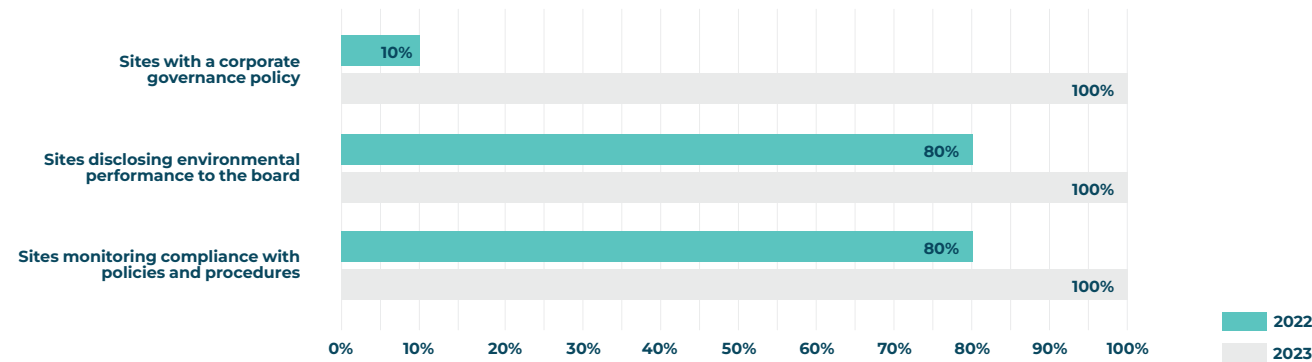
The EcoVadis assessment includes 21 sustainability criteria across four core themes: **Environment, Labor & Human Rights, Ethics and Sustainable Procurement.**

In our latest rating, which was completed in August 2023, **we earned a Bronze Medal and scored a 55/100, which places Alpega in the top 63rd percentile globally.**

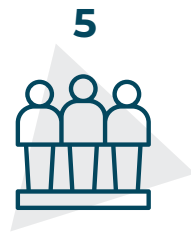


4.2 Governance

With a growing emphasis on sustainability, responsibility, and ethical conduct, **effective governance practices** have become indispensable elements for companies striving to **navigate complex global challenges** while **fostering long-term growth and resilience**.



Number of Board of Directors members



Number of Executive Committee members



Since 2023, our commitment to corporate governance has been unwavering, underscoring our dedication to operating with **transparency, integrity, and accountability** across all levels of our organization.

Central to our governance framework is the **establishment of a comprehensive corporate governance policy, which serves as a guiding compass for decision-making processes and organizational behavior**. This policy, developed in accordance with industry best practices and regulatory requirements, outlines clear guidelines and expectations for directors, executives, and employees, fostering a culture of responsibility and adherence to ethical standards.

Integral to our governance approach is the systematic disclosure of environmental performance data to the board of directors. By providing transparent insights into our environmental footprint, resource utilization, and sustainability initiatives, we empower

our board members to make informed decisions that prioritize environmental stewardship and mitigate operational risks.

Moreover, our commitment to governance extends beyond mere disclosure, encompassing proactive measures to monitor compliance with established policies and procedures. Through **regular assessments, audits, and internal controls, we diligently oversee our operations to ensure alignment with regulatory requirements, industry standards, and internal guidelines**. By fostering a culture of compliance and accountability, **we mitigate potential risks, safeguard stakeholder interests, and promote sustainable business practices**.

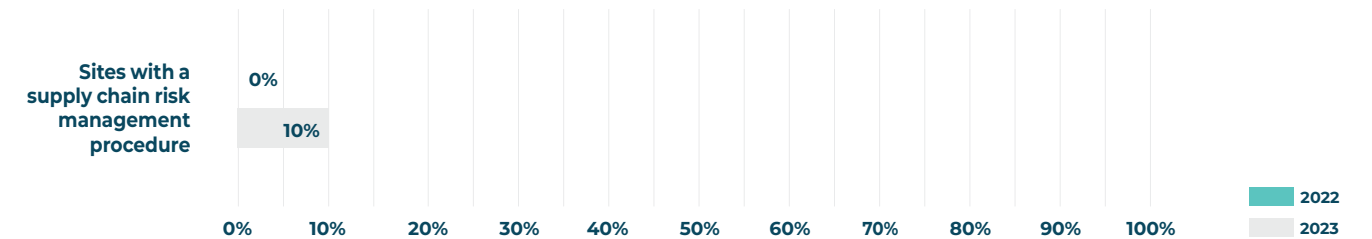
At the heart of our governance philosophy lies a steadfast commitment to **promoting integrity, fairness, and ethical conduct in all aspects of our operations**.

By upholding the principles of transparency, accountability, and stakeholder engagement, we strive to foster trust, credibility, and long-term value creation for our shareholders, employees, customers, and communities.

4.3 Supply Chain

Organizations across industries are increasingly **recognizing the significance of adopting sustainable practices not only for ethical reasons but also for long-term viability and competitiveness**. Supply chain management **plays a pivotal role in realizing ESG objectives, facilitating the integration of sustainability principles throughout the value chain**.

In this context, **Alpega**, a key player in the software development industry, is poised to **leverage supply chain strategies to enhance its ESG performance**.



Alpega, a leading firm in the software development industry, operates within an ecosystem that may not traditionally emphasize supply chain management in the same manner as sectors with tangible manufacturing processes. Nevertheless, the absence of formal supply chain management processes does not exempt Alpega from the imperative of integrating ESG considerations into its operations. As customer expectations evolve and stakeholders increasingly scrutinize corporate practices, **Alpega acknowledges the necessity of embracing sustainable supply chain strategies to remain competitive and resilient in the marketplace**.

While Alpega may not engage in conventional manufacturing activities, the hosting of applications stands out as a significant aspect of its operational footprint. **Recognizing the environmental impact associated with data hosting, Alpega has demonstrated a proactive commitment to environmental stewardship by embracing environmentally friendly hosting options**. This strategic shift underscores Alpega's recognition of its environmental responsibilities and its willingness to invest in sustainable alternatives that mitigate carbon emissions and minimize ecological footprint.

Moreover, Alpega's emphasis on selecting key partners who prioritize carbon transparency and **actively work towards reducing CO2 emissions underscores its commitment to fostering sustainability across its supply chain**. By collaborating with like-minded partners, Alpega not only reinforces its ESG values but also fosters a culture of shared environmental responsibility within its network.

