2025

Signicat Sustainability Report

Sustainability Performance and ESG Disclosures

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1. Governance, Risk & Double Materiality

Signicat operates under a hybrid ESG governance model that embeds sustainability deeply into our enterprise risk management, procurement, onboarding, and internal training structures. Strategic direction is set centrally, while implementation is supported seamlessly at the regional and business unit levels. Our due diligence process is fully aligned with the Norwegian Transparency Act, reflecting our firm commitment to responsible business conduct. This includes conducting rigorous due diligence across our entire value chain, assessing actual and potential adverse impacts on human rights and decent working conditions, and addressing these through concrete, measurable actions.

1.1 Double Materiality Assessment (DMA) Overview

To ensure compliance with ESRS 2 and GRI 3, Signicat leverages the Upright Platform for an “outside-in” Double Materiality Assessment (DMA). This process maps our operational impacts against financial risks and opportunities. A comprehensive, bottom-up DMA is formally scheduled for H2 2026. Current material Impacts, Risks, and Opportunities (IROs) identified include:

- **Consumers & End-Users:**
- *Impact:* Significant positive impact by improving digital privacy and security through our identity solutions.
- *Financial Risk/Opportunity:* High market growth opportunity, balanced by the inherent data privacy risks associated with digital identity.

- **Own Workforce:**
- *Impact:* Negative impact risks associated with tech-sector challenges (e.g., burnout, working hours).
- *Financial Risk/Opportunity:* High financial materiality tied to talent retention and recruitment costs.

- **Governance & Business Conduct:**
- *Impact:* High impact on organizational culture stemming from compliance protocols.
- *Financial Risk/Opportunity:* Critical financial and reputational risk if governance, compliance, or anti-corruption frameworks fail.

Our due diligence process is fully aligned with the Norwegian Transparency Act, reflecting our firm commitment to responsible business conduct across these material areas.

2. Climate Action & Decarbonization Pathway

2.1 Greenhouse Gas Emissions Inventory Summary

The following table outlines our consolidated Scope 1, Scope 2, and Scope 3 greenhouse gas emissions, alongside our emission intensity and 2030 targets.

Emission Category	2024 (tCO_2e)	2025 (tCO_2e)	2030 Targets
Scope 1 Total	1.05	0	Maintain at 0
Scope 2 Total	54.16	66.89	Reduce by 21% vs 2025
Scope 3 Total	3,404.94	8,832.91	Validate Intensity Target
- Cat 1: Purchased Goods & Services	2,798.58	7,780.67	-
- Cat 2: Capital Goods	40.95	149.58	-
- Cat 3: Fuel/Energy Related	33.14	19.65	-
- Cat 6: Business Travel	297.04	611.28	-
- Cat 7: Employee Commuting	235	271.55	-
Emission Intensity (tCO_2e / MNOK)	2.67	5.77	4.56

2.2 Our Commitment to the 1.5°C Pathway

In 2026, Signicat will formally register its commitment letter with the Science Based Targets initiative (SBTi), initiating a 24-month roadmap to submit and validate our near-term targets by June 2028. Our short-term targets (using a 2025 baseline) are strictly aligned with a 1.5°C global warming trajectory. **Crucially, these are absolute gross reduction targets, completely independent of any carbon credits or offsets:**

- **Emissions Intensity:** Reduce overall emissions intensity by 21% by 2030.
- **Scope 1:** Maintain gross emissions at 0 tCO_2e.
- **Scope 2 (Market-based):** Reduce absolute emissions by 21% by 2030 vs. our 2025 baseline.
- **Scope 3 (Value Chain):** Achieve a validated intensity target of 4.51 tCO_2e / million NOK.

To monitor our footprint with institutional-grade precision and improve data visibility, Signicat has deployed Persefoni as our central carbon accounting platform.

2.3 Scope 3 Emissions Variance & Context

While Signicat remains strictly committed to its 1.5°C decarbonization pathway, our absolute Scope 3 emissions experienced an expected increase in 2025 compared to 2024. This variance is fully accounted for by four key operational and methodological drivers:

1. **Expanded & Improved Reporting (Data Visibility):** The implementation of the Persefoni platform significantly improved our data visibility and capture rate across our value chain. While this expands our reporting boundary for institutional-grade accuracy, it inherently increases the baseline volume of reported emissions—particularly in Category 1 (Purchased Goods & Services), where there is a high-uncertainty due to spend-based calculations.
2. **Organic Business Growth:** Strong top-line growth and the expansion of our digital identity transactions across Europe naturally increased our associated cloud computing and vendor infrastructure footprint.
3. **The Inverid Acquisition:** The successful acquisition and operational integration of Inverid added a new operational entity to our consolidated corporate carbon inventory, structurally raising our baseline Scope 3 emissions.
4. **Company-Wide Employee Kickoff (Business Travel):** To foster a unified, pan-European corporate culture, Signicat hosted a physical, company-wide offsite/kickoff for all employees in 2025. This strategic event drove a significant, planned increase in Scope 3 Category 6 (Business Travel) emissions, jumping from 297.04 tCO_2e in 2024 to 611.28 tCO_2e in 2025. All emissions associated with this travel were proactively compensated for via our high-quality carbon removal program.

2.4 Investing in Carbon Removal

In parallel with our ambitious gross reduction strategies, Signicat takes immediate responsibility for our current footprint by investing in high-quality Carbon Dioxide Removal (CDR). CDR involves methods that actively sequester carbon from the atmosphere and safely store it, a mechanism essential to achieving the global goals set forth by the Paris Agreement.

For the 2025 cycle, we partnered with the climate-tech startup Klimate to procure 678 metric tonnes (mT) of certified carbon removal credits. This investment compensates for 100% of our Scope 1, Scope 2, and business travel-related Scope 3 emissions. It is important to emphasize that this financial contribution is entirely separate from our gross reduction targets. In alignment with the EU Green Claims Directive, we do not make claims of being "carbon neutral"; rather, we transparently separate our active emissions reductions from our investments in carbon removal projects.

To ensure the highest quality and environmental integrity, our procured portfolio underwent Klimate's rigorous analysis process, which evaluates projects across over 301 data points. The credits are sourced from the Paskaia - La Mosquitia project in northeastern Honduras (publicly registered under Klimate Registry Impact Account IA1000425). This Plan Vivo-certified reforestation initiative sequesters carbon for over 50 years while promoting local biodiversity. Furthermore, it is co-designed with the indigenous Miskito community, directing 61% of credit revenues back to local communities to support rural livelihoods.

2.5 Energy Consumption & Renewable Mix

Signicat is actively minimizing the environmental impact of our physical operations by transitioning our office infrastructure to renewable energy sources. We meticulously track energy consumption across all our global office locations to calculate our absolute footprint and our renewable energy percentage.

Energy Metrics	2024	2025
Total Energy Consumption (MWh)	599.86	730.27
Renewable Energy Percentage	97.66%	85.15%

The variance in our 2025 energy mix is entirely attributed to the strategic acquisition of Inverid. Specifically, the newly integrated Enschede office currently utilizes non-renewable energy under a lease where Signicat does not have operational control over the utility provider. Similarly, our Romania office currently relies on the local non-renewable grid. We hold Proof of Origin certificates for all locations claiming renewable usage, and we are actively engaging with facility management in Enschede and Bucharest to explore future transitions to certified renewable energy procurement



3. People, Culture & Social Capital

3.1 Diversity, Equity & Inclusion

Signicat is a true Pan-European company, with 452 employees across 16 European countries representing over 40 nationalities. As of the end of 2025, our workforce consisted of 70% male and 30% female employees.

Gender Target Context & Strategic Reset: We enforce strict gender diversity targets regarding the maximum percentage of any one gender in any function or level. Recently, we have reset our future gender targets to ensure they remain pragmatic and grounded in reality. The reduction in our gender diversity goals for 2026 (adjusting to a 60% maximum of any gender, compared to the 67% threshold previously targeted) directly accounts for a highly male-centric acquisition completed in 2025. This ensures our diversity goals reflect the new structural realities of our integrated workforce while still driving long-term inclusion.

Signicat is committed to the EU Pay Transparency Directive, ensuring equal pay for equal work. Our adjusted pay gap is within 5%. Utilizing the Mercer job evaluation methodology for pay gap mapping, any flagged disparities are rigorously reviewed and have historically been found to possess objective justifications, such as differences in experience or tenure.

3.2 Social Dialogue & Employee Representation

Signicat is committed to promoting robust social dialogue and protecting workers' rights across all jurisdictions. Employees are actively represented at the highest levels of corporate governance: Signicat's Board of Directors is comprised of 9 members, 3 of whom (33%) are employee representatives. This structure ensures that 100% of Signicat employees are covered by Board-level employee representation. For further perspective on Board diversity, 3 out of 9 (33%) of our Board members are female.

Furthermore, 57% of our global workforce is covered by formal collective bargaining agreements. To ensure continuous, open feedback, Signicat monitors employee engagement, well-being, and eNPS through the Winningtemp platform. Through Winningtemp, our Diversity & Inclusion index consistently scores between 8.7 and 9.3. Signicat also supports grass-roots employee engagement through dedicated Employee Resource Groups (ERGs), including our "Women at Signicat" and LGBTQ+ networks.

3.3 Health, Safety & Proactive Employee Well-being

Physical and mental well-being are foundational to Signicat's operational success. 100% of our employees are covered by comprehensive healthcare benefits, encompassing national, or Signicat-funded healthcare plans aligned with local market practices and benchmarks. To support our workforce's mental resilience, Signicat has partnered with Headspace to offer specialized, confidential mental health and mindfulness support to all employees. In addition to mental health resources, Signicat provides structured in-office ergonomic training to prevent occupational health risks. Proactive well-being is monitored through regular health and safety evaluations integrated within our HR workflows.



3.4 Sustainable Business Impact & Digital Inclusion

Our digital identity solutions inherently increase access to public and private services, promoting inclusion and resilience across multiple demographics. Signicat is committed to ensuring that our digital platforms strictly follow WCAG and EAA guidelines. We continuously strive to enhance the user experience and usability of our services. Our efforts are comprehensively documented in our Accessibility Statement, which outlines the standards we follow and provides transparent channels for users to raise accessibility concerns.

4. Cyber Resilience & Ethical Governance

4.1 Corporate Governance, Ethics & Anti-Corruption

Signicat operates under a strict, board-approved Zero-Tolerance Policy for Corruption, Bribery, and Financial Crime. Our anti-corruption framework is procedurally aligned with the ISO 37001 standard and is strictly enforced across all operations, business units, and third-party supplier relations.

In March 2025, Signicat formally joined the United Nations Global Compact (UNGC), committing to integrate the Ten Principles of the Global Compact on human rights, labor, environment, and anti-corruption into our core strategy and daily operations. Signicat will submit its first formal Communication on Progress (CoP) in 2026.

As a testament to our ethical culture, we have achieved 100% employee coverage and completion for our Code of Conduct. To maintain peak accountability, we have also mandated annual conflict of interest declarations for all employees since 2025. Compliance is actively monitored through our central training ledger: for the 2025 cycle, we achieved an 86% average completion rate across our mandatory Anti-Corruption, Cybersecurity, and GDPR training modules on the Metacompliance platform, with a binding KPI to achieve >90% employee completion by Q4 2026.

4.2 Information Security & Platform Stability

Our operations, system development, and support processes comply best practice security standards and are certified in line with ISO/IEC 27001:2022 using ISO/IEC 27018:2019.
Information Security Risk Assessments are performed continuously and are presented to the Information Security Board (ISB) and Top Management Team (TMT) at least twice a year. Platform stability is critical to maintaining a trusted digital world; in 2025, Signicat achieved an outstanding 99.77% revenue-weighted uptime. We maintain a comprehensive Incident Response Plan available to stakeholders, and our 2026 target is set at achieving a 99.5% weighted uptime with zero incidents.

4.3 Ethical Artificial Intelligence Governance

As a digital identity and trust service provider, Signicat recognizes its responsibility to govern the ethical, secure, and compliant deployment of emerging technologies. Our AI practices are procedurally governed by the Signicat Acceptable Use Policy for Artificial Intelligence and our corporate Code of Conduct.

Owned and enforced by the Chief Information Security Officer (CISO), our internal acceptable use policy establishes strict operational guardrails for all employees and developers:

- **Approved Tooling:** Employees may only deploy AI tools and models that have been formally vetted and added to Signicat's “Approved AI Tools Registry”.
- **Data Privacy & IP Guardrails:** To protect commercial secrets and Personally Identifiable Information (PII), employees are strictly prohibited from entering proprietary code, client data, or personal information into public AI models.
- **Model Training Opt-Out:** For all approved tools, system administrators must ensure that data sharing and learning settings are disabled to prevent third-party models from training on Signicat's inputs.
- **Content Compliance:** Our policy strictly prohibits the generation of discriminatory, biased, offensive, or intellectual-property-infringing content.

Compliance is systematically monitored through software application logs, business tool reporting, and routine internal and external security audits.

4.4 Grievance Mechanisms & Whistleblower Protections

Signicat maintains an anonymous whistleblower reporting system to ensure complete compliance and transparent corporate ethics. This system is hosted by our independent third-party HRIS provider, HiBob, which guarantees the complete anonymity of all reporters. Whistleblowing reports are routed directly to our People & Culture team, who are procedurally mandated to initiate confidential, objective investigations. Our Code of Conduct explicitly prohibits retaliation or intimidation of any kind against whistleblowers.



5. Value Chain Integrity & Sustainable Procurement

5.1 Supplier ESG Risk Management & Governance

Signicat operates a centralized sourcing function. To ensure understanding and accountability, 100% of our procurement personnel are formally trained on sustainability and ESG factors, with personal and departmental performance goals directly tied to ESG KPIs.

In accordance with our Third-Party Risk Management (TPRM) Policy, Signicat has deployed EcoVadis IQplus to systematically monitor value-chain risks. In 2025, we successfully uploaded and assessed 1,360 suppliers, achieving risk assessment coverage for 99.8% of our external spend.

To ensure compliance with the Norwegian Transparency Act, our onboarding workflow automatically flags supplier risks. During the 2025 cycle, 29 suppliers were identified as medium-high risk and procedurally routed for detailed ESG vitals assessments.

Additionally, through targeted contract renewals, we increased our Supplier Code of Conduct (SCoC) coverage to 80% of our contracted spend (a massive increase from 12%), with a binding target to embed explicit ESG clauses in 50% of all active contracts by Q4 2026.

To ensure continuous oversight and alignment with our ethical standards, our ongoing target is to maintain ESG risk assessments across at least 99.5% of our addressable spend. Furthermore, we have established a target to ensure that 85% of our total spend is governed by a formal Code of Conduct—either through explicit adherence to Signicat's Supplier Code of Conduct or the vendor's own equivalent policy, provided it meets our stringent ethical and sustainability requirements.

5.2 Value Chain Workers and Human Rights

In compliance with the Norwegian Transparency Act and ESRS S2, Signicat extends its commitment to human rights and fair working conditions far beyond our own workforce. The integration of EcoVadis IQplus allows us to explicitly assess the working conditions of our suppliers' employees. Suppliers flagged for medium-high risks undergo corrective action planning specifically targeted at mitigating human rights violations and ensuring equitable labor practices deep within our supply chain.

6. Reporting Framework and Future Outlook

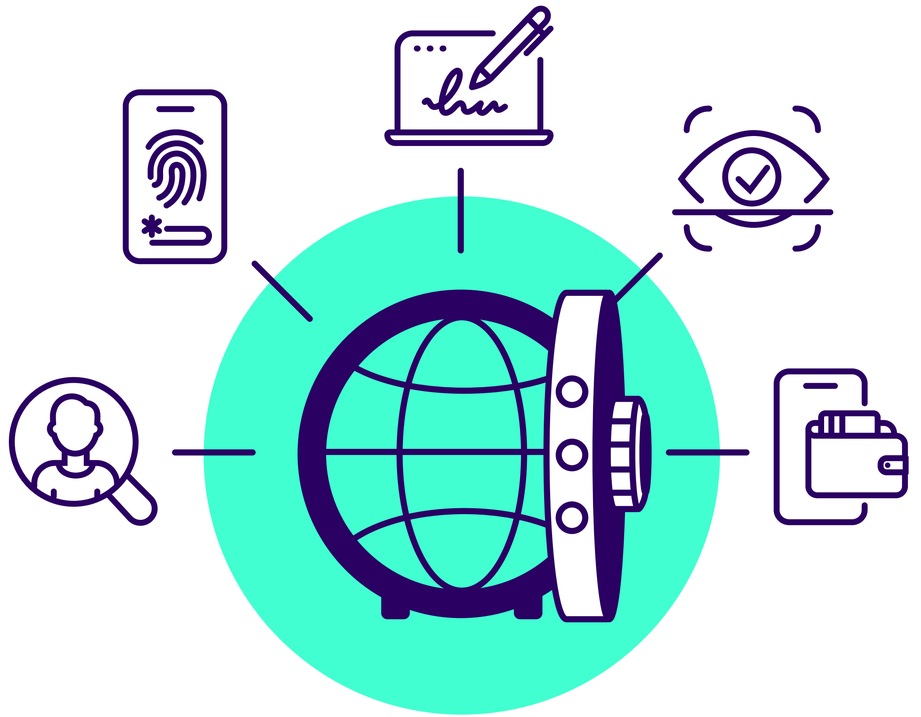
Signicat is committed to transparent and responsible sustainability reporting. We structure our disclosures in alignment with the European Sustainability Reporting Standards (ESRS), the Greenhouse Gas Protocol, and the United Nations Sustainable Development Goals (UN SDGs). In 2025, we strengthened our alignment by joining the UN Global Compact, with our first Communication on Progress (CoP) scheduled for submission in 2026.

While this report reflects our unwavering commitment to the upcoming Corporate Sustainability Reporting Directive (CSRD), we continue to build our internal data readiness through institutional-grade platforms like Persefoni for carbon accounting and EcoVadis IQplus for value chain risk management to ensure a seamless transition to full CSRD compliance. Looking ahead, our primary strategic milestones include validating our near-term targets with the Science Based Targets initiative (SBTi) by June 2028, and achieving our revised diversity and inclusion metrics across our newly integrated workforce.



7. Conclusion

At Signicat, building a trusted digital world is at the heart of everything we do. We are immensely proud of the strides made in 2025—from completely compensating for our operational and travel emissions through high-quality, community-led carbon removals, to embedding rigorous ESG guardrails into our procurement and AI development processes. Through strategic partnerships and a strong internal culture of accountability, we remain steadfast in our mission to shape a secure, inclusive, and low-carbon digital future for our employees, customers, and global communities.



Appendix: ESRS & GRI Content Index

Disclosure Area	ESRS Reference	GRI Reference	Report Section
Double Materiality Assessment	ESRS 2	GRI 3	Section 1
Greenhouse Gas Emissions	ESRS E1-6	GRI 305-1, 305-2, 305-3	Section 2.1
GHG Reduction Targets (Gross)	ESRS E1-4	GRI 305-4	Section 2.2
Carbon Removals	ESRS E1-7	GRI 305-5	Section 2.4
Energy Consumption & Mix	ESRS E1-5	GRI 302-1	Section 2.5
Own Workforce (Diversity & Inclusion)	ESRS S1-9	GRI 405-1	Section 3.1
Social Dialogue & Representation	ESRS S1-8	GRI 407-1	Section 3.2
Health, Safety & Well-being	ESRS S1-14	GRI 403-6	Section 3.3
Consumers & End Users (Inclusion)	ESRS S4	GRI 418	Section 3.4
Corporate Governance & Anti-Corruption	ESRS G1-1, G1-3	GRI 205-2	Section 4.1
Grievance Mechanisms (Whistleblower)	ESRS G1-1	GRI 2-26	Section 4.4
Supplier ESG Risk Management	ESRS G1-2	GRI 308-1, 414-1	Section 5.1
Value Chain Workers	ESRS S2	GRI 414-2	Section 5.2



A trusted digital world