

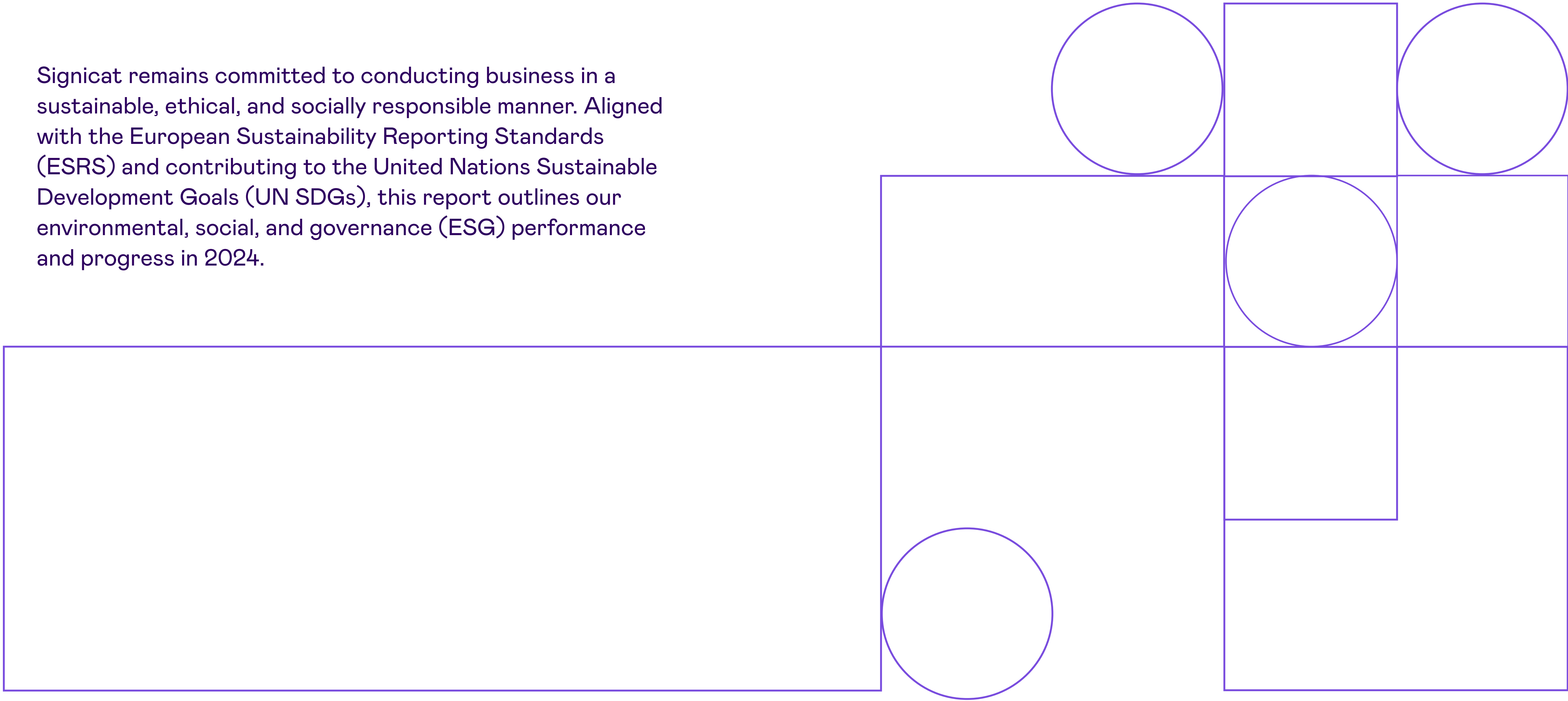
2024

Signicat Sustainability Report

Building a Trusted and Sustainable Digital World

1. Introduction

Signicat remains committed to conducting business in a sustainable, ethical, and socially responsible manner. Aligned with the European Sustainability Reporting Standards (ESRS) and contributing to the United Nations Sustainable Development Goals (UN SDGs), this report outlines our environmental, social, and governance (ESG) performance and progress in 2024.



2. Governance and ESG Integration

Governance Structure

We operate a hybrid ESG governance model, where strategic direction is set centrally, and implementation is supported by regional and business unit levels. ESG considerations are embedded into our enterprise risk management, procurement, onboarding, and internal training structures.



Policy Framework

Our ESG agenda is supported by a comprehensive set of internal policies, including:

- Sustainability Policy
- Code of Conduct
- Supplier Code of Conduct
- Diversity and Inclusion Policy
- People Playbook
- Third Party Risk Management Policy

We are also compliant with the Norwegian Transparency Act, reflecting our commitment to responsible business conduct. This includes conducting due diligence across our value chain, assessing actual and potential adverse impacts on human rights and decent working conditions, and addressing these through concrete actions. Our annual Transparency Act report outlines these practices in detail and provides a mechanism for stakeholders to hold us accountable.

3. Materiality Assessment

In 2024, Signicat conducted a comprehensive materiality assessment to identify the most relevant Environmental, Social, and Governance (ESG) topics that reflect our significant economic, environmental, and societal impacts. This assessment aimed to ensure our sustainability efforts align with our strategic objectives and the expectations of our stakeholders.

The process involved a structured analysis of internal and external factors, including stakeholder expectations, regulatory developments, and industry trends. We engaged with key internal stakeholders to gather insights on which sustainability topics they view as most relevant to our business and operations. This input was then consolidated and evaluated to prioritize the ESG areas most critical to Signicat's long-term success and value creation.

Our assessment was guided by relevant reporting frameworks and principles, including the European Sustainability Reporting Standards (ESRS) and the UN Sustainable Development Goals (SDGs). The findings from this assessment will serve as a foundation for shaping our sustainability strategy, targets, and disclosures going forward.

Key Outcomes of the Materiality Assessment

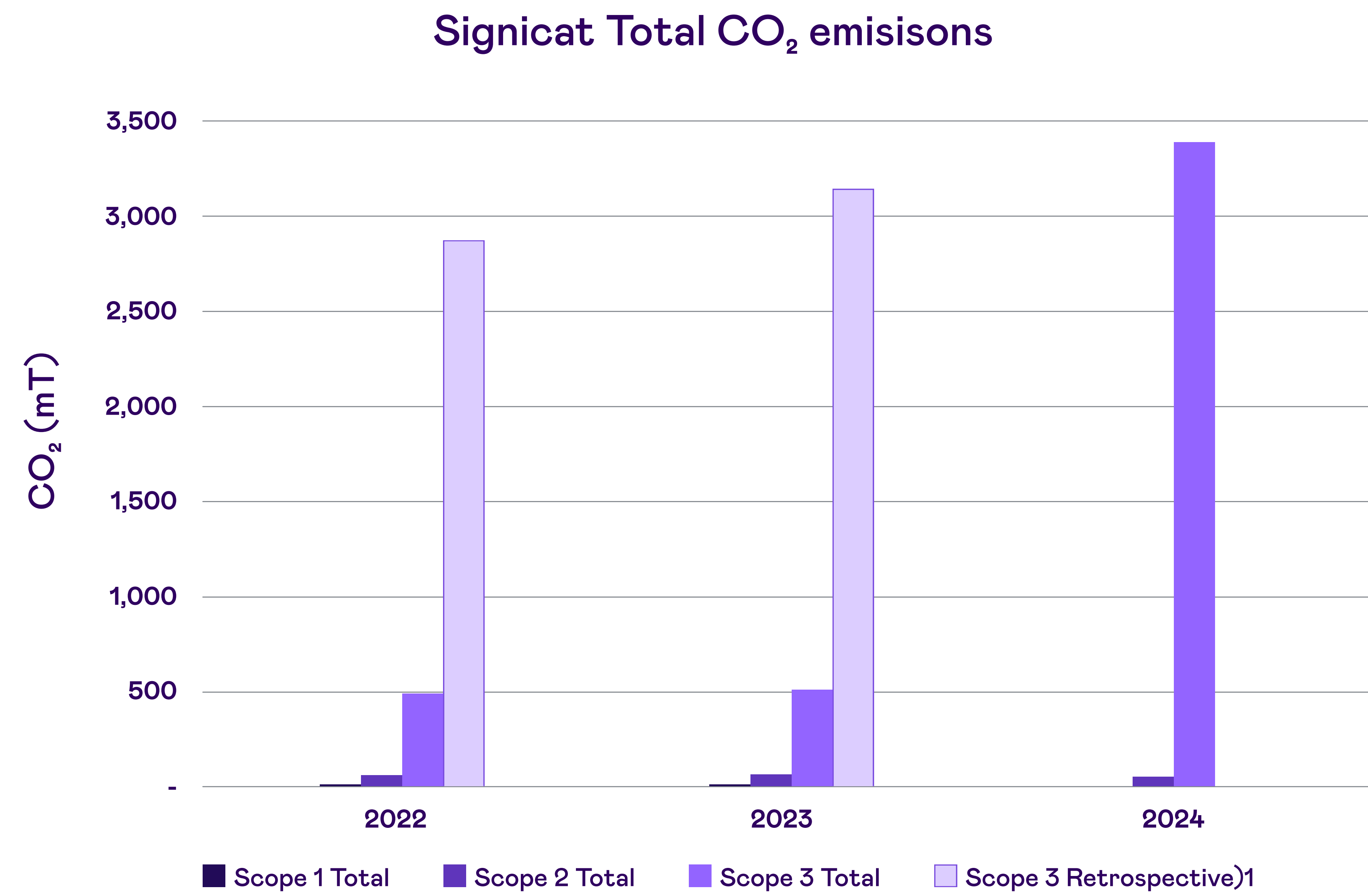
- Identified and prioritised key ESG topics relevant to Signicat's operations, stakeholders, and broader value chain.
- Strengthened internal alignment on sustainability priorities.
- Reinforced the integration of ESG risks and opportunities into strategic decision-making processes.

While we have not yet conducted a double materiality assessment, we recognise its importance and aim to consider this approach as we advance our sustainability maturity and reporting in alignment with upcoming CSRD requirements. A formal double materiality assessment will be completed to align with CSRD readiness requirements.

4. Environmental Performance

Emissions Overview

Our emissions inventory and analysis for the reporting year 2024 was conducted in collaboration with Zeromission, ensuring adherence to the Greenhouse Gas Protocol and high-quality data verification standards.



	2022	2023	2024
Scope 1 Total	12.5	14.9	1.1
Cars	3.5	2.8	1.1
Fuels	6.2	6.9	-
Natural gas	2.8	5.2	-
Scope 2 Total	52.0	53.4	54.2
Cars	-	-	0.2
District cooling	4.1	4.0	4.0
District Heating	19.0	20.0	12.0
Electricity Consumption	28.9	29.4	27.2
Fuels	-	-	5.9
Natural gas	-	-	4.9
Scope 3 Total	2,809.5	3,073.9	3,333.8
Category 1: Purchased Goods and Services Total	69.7	65.4	827.4
Category 1: Purchased Goods and Services Total (Spend Based)	-	-	1,883.0
Category 1: Purchased Goods and Services Total (Retrospective) ¹	2,383.1	2,630.6	-
Category 5: Waste Generated in ops total	-	-	0.1
Category 6: Business Travel Total	256.0	277.0	333.0
Category 7: Employee Commuting Total ²	80.5	79.9	271.0
Scope 1 Total	2.7	3.2	1.0
Scope 2 Total	17.5	17.8	18.3

¹ Retrospective Scope 3.1 figures for 2022 and 2023 are internally calculated estimates, based on a limited set of supplier data and assumptions. These extrapolations were developed to approximate historic emissions using partial data and are not the result of comprehensive supplier reporting.

² 2024 was the first year with detailed employee commuting survey data, leading to higher accuracy in Scope 3.7 reporting.

All Signicat offices—except for Romania—operate on renewable or carbon-neutral electricity. The increase in Scope 3 emissions in 2024 is primarily driven by enhancements in data availability and methodological improvements. For Scope 3.1 – Purchased Goods and Services, a significant portion of emissions is now calculated using a spend-based approach, applying emission factors from the U.S. EPA. This method enables broader estimation coverage but introduces a high degree of uncertainty, as expenditure does not always correlate directly with emissions intensity and may not reflect supplier-specific variations.

Carbon Removals

To offset 100% of Scope 1, Scope 2, and business travel-related Scope 3 emissions for 2025, Signicat procured 389 metric tonnes of carbon removal credits from the **Varaha – Nepal Agroforestry Project**. This project, facilitated by Klimate, a Danish climate-tech startup, supports reforestation and regenerative agriculture and complies with stringent monitoring and verification standards.

Documentation for the retirement of 389 tonnes of carbon removal credits through the Varaha – Nepal Agroforestry Project is publicly available in the [Klimate registry](#).

5. Social Responsibility

Diversity and Inclusion

- 452 employees across 16 European countries
- 40+ nationalities
- As of the end of 2024, our workforce consisted of 70% male and 30% female employees
- Gender diversity targets: max. 67% of any gender in any level or role
- Adjusted pay gap is within 5%

Signicat is committed to the EU Pay Transparency Directive and ensuring equal pay for equal work across all positions. Using the Mercer job evaluation methodology for pay gap mapping, 22 employees were flagged for further review, and all identified pay disparities were found to have objective justifications, such as differences in experience or tenure.

Employee Engagement and Wellbeing

At Signicat, we strive to maintain a workplace where employees are engaged, supported, and empowered. Engagement is measured through our regular eNPS (Employee Net Promoter Score) and pulse surveys, enabling continuous dialogue and feedback across teams and leadership levels.

In 2024, our eNPS improved and reached a year-end score of **28**, reflecting positive momentum. We have set a target of achieving an eNPS of **>30 by 2025**.

Digital Inclusion

Our digital identity solutions increase access to public and private services, promoting inclusion and resilience across multiple demographics.

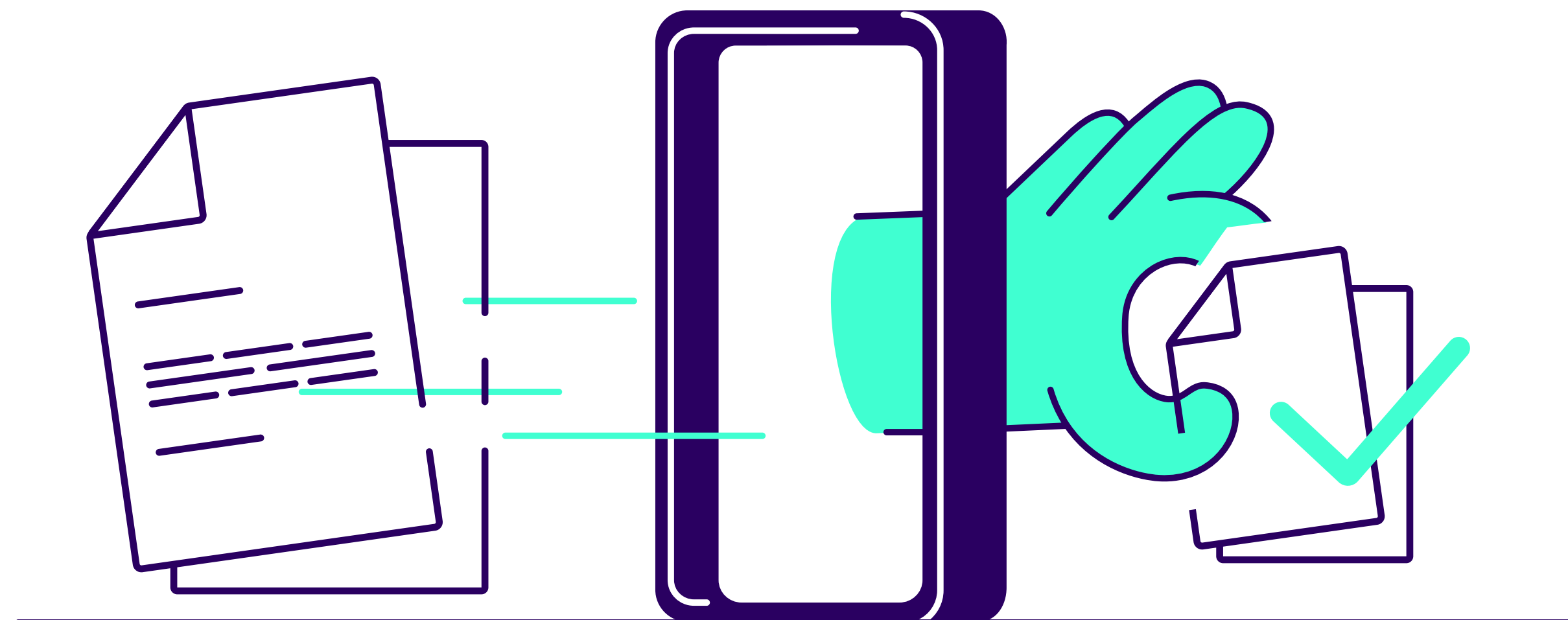
Accessibility Commitment

Signicat is committed to ensuring that our digital platforms follow WCAG and EAA guidelines. We continuously strive to enhance the user experience and usability of our services. Our efforts are documented in our [Accessibility Statement](#), which outlines the standards we follow and provides channels for users to raise any accessibility concerns.

6. Responsible Business Practices

Ethical Conduct and Compliance

- 96% employee coverage for Code of Conduct, and >90% anti-bribery, and whistleblowing training. With the target in 2025 to have 100% coverage and completion.
- ESG clauses embedded in contracts with high-risk suppliers



Third-Party Risk Management

- ESG assessments via [Ecovadis IQplus](#) for over 1000 suppliers
- 80% of spend governed by ESG-compliant contracts and supplier code of conduct

Risk-based audits and corrective action frameworks in place. In 2024, no suppliers were flagged as critical risk; 17 were flagged as medium-high and are undergoing corrective actions or further assessments via EcoVadis Ratings and Vitals.

Transparency and Human Rights Signicat is committed to upholding internationally recognised human rights across our operations and supply chain. Our Transparency Act report provides an overview of our risk-based due diligence process, findings, and actions taken to mitigate and remediate any identified or potential human rights impacts. This includes assessing suppliers, conducting internal reviews, and applying preventive and corrective measures where needed.

7. 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). Emissions data presented in this report is sourced from the independent Zeromission 2024 Assessment Report.

While this report is structured in accordance with ESRS principles and reflects our commitment to the upcoming Corporate Sustainability Reporting Directive (CSRD), it is not a full CSRD-compliant submission. Specifically, it does not include financial information such as revenue-linked KPIs, EU Taxonomy alignment metrics, or monetized environmental impacts. This report is therefore intended as a preparatory step toward full compliance and aims to support internal readiness and external transparency.

We are also actively progressing toward alignment with the Science Based Targets initiative (SBTi). This includes setting near-term and long-term emissions reduction targets consistent with a 1.5°C global warming trajectory. By aligning with SBTi, Signicat reinforces its ambition to contribute to measurable, science-based climate action across its entire value chain.

Interim Targets and Roadmap:

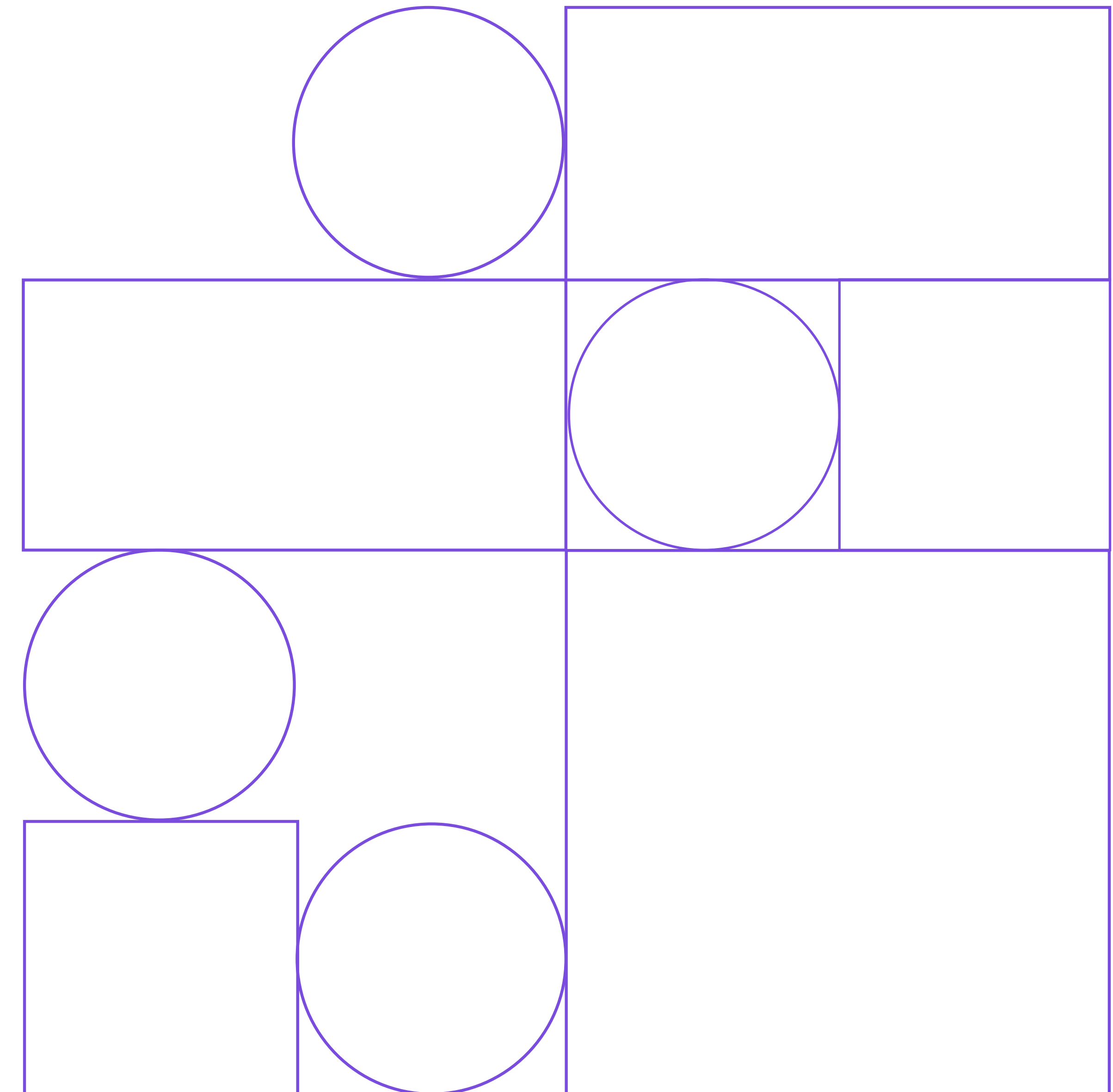
Signicat has reset its net-zero ambition with the intention to align future targets with the Science Based Targets initiative (SBTi) framework.

- Scope 1 eliminate by 2030
- Scope 2 emissions reduction target: -10% by 2030 (vs. 2023)
- Scope 3 growth limited to max. 10% (vs. 2024) and reduce by 25% by 2040

As regulatory expectations continue to evolve, Signicat will monitor developments closely and adapt its ESG reporting practices in line with industry peers and applicable requirements, ensuring a pragmatic and timely approach to CSRD readiness

8. Conclusion

At Signicat, trust is at the heart of everything we do. We are proud of the strides made in 2024 toward our ESG goals and remain committed to sustainable innovation and responsible business conduct. Through strategic partnerships, such as our collaboration with Klimate, and a strong internal culture of accountability, we are shaping a secure, inclusive, and low-carbon digital future.





A trusted digital world

