



ESG Environmental
Social
Governance

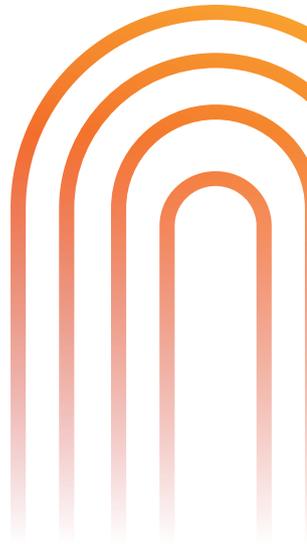


Initiatives Report 2024

Intro

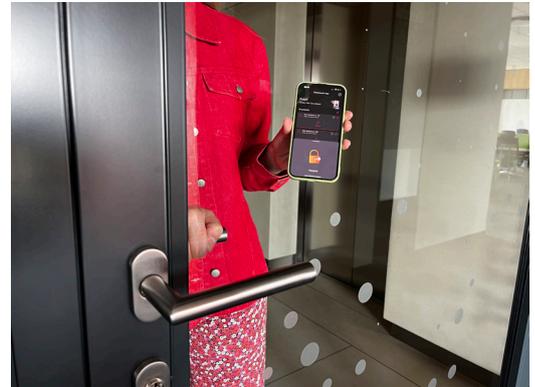
Software Mind is a global digital transformation partner with operations throughout Europe, the US and LATAM. Driven by tech and empowered by people, Software Mind provides companies with software engineers and autonomous, cross-functional development teams who manage software life cycles from ideation to release and beyond. For over 25 years they've been enriching organizations with the talent they need to boost scalability, drive dynamic growth and bring disruptive ideas to life.

Top-notch engineering teams combine ownership with leading technologies, including cloud, AI, data science and embedded software to accelerate digital transformations and boost software delivery. A culture, driven by trust, that embraces openness, craves more and acts with respect enables their experts to create evolutive solutions that support scale-ups, unicorns and enterprise-level companies around the world. Software Mind makes an impact by developing and implementing forward-thinking technology, while also contributing to their communities and environment they operate in.



1 Environment

Software Mind takes action to protect the environment and minimize our impact. Despite their non-production-oriented nature, Software Mind recognizes the importance of mitigating our environmental impact. To this end, water dispensers have been strategically installed on company premises, and glass jugs have been introduced in conference rooms, in order to limit the use of disposable plastic bottles. Moreover, a concerted effort has been made to facilitate the proper disposal of old batteries in offices in Poland and Moldova by arranging designated containers for this purpose. In alignment with sustainability objectives, they've stopped using conventional plastic benefit cards. In a conscientious move to reduce plastic consumption, Software Mind has opted for electronic cards, accessible through a mobile application. In pursuit of an environmentally conscious workplace, informational infographics that explain the importance of judicious waste management have been positioned throughout office spaces. On top of that, Software Mind has raised employee awareness by providing an educational video on the importance of proper waste sorting and disposal. This hasn't been a one-time action, as they also promote their focus on the environment through the onboarding process that all new employees go through. Additionally, measures have been implemented to ensure the responsible handling of electronic waste, including reuse, proper disposal or donation to charitable causes. Software Mind is committed to fostering employee engagement in eco-friendly endeavours. Notably, in September, just like last year, Software Minders and their families actively participated in a riverbank cleanup initiative along the Vistula River.



One of the key steps they have taken is the creation of an internal mechanism for collecting and reporting data on greenhouse gas emissions. This system enables Software Mind employees to accurately monitor their carbon footprint within Scope 1 and 2, analyze emission sources, and identify areas for optimization. By implementing this solution, they have gained a clearer understanding of their environmental impact and opened the door to more conscious and sustainable management of operations.

2 Social

In the first half of 2024, Software Mind conducted an annual Employee Satisfaction Survey, a crucial initiative aimed at soliciting feedback on working conditions and internal communication within the organization. Concurrently, the company expanded its training program to include acquired subsidiaries, which encompass both general and specialized skill-building topics for managers. Meet-ups for both internal staff and an external audience – called With Software in Mind – are also an opportunity for Software Mind specialists to share knowledge and engage with industry experts.



On a global scale, Software Mind actively promoted employee participation in their Energy ON initiative. This multifaceted endeavor encouraged team building, enhanced involvement with the company, elevated employee engagement and motivation, integrated personnel at the group level and provided a heightened focus on well-being by covering aspects such as healthy lifestyle and mental health. The initiative featured diverse topics, including conscious breathing, physiotherapy in sports, healthy sleep, dietary habits, cooking workshops, dietary supplements, ergonomics, natural relaxation methods and cancer prevention. Comprising sport-oriented goals, challenges and webinars, the initiative culminated in recording 4,000 training sessions and supported the integration of different teams.

Software Mind promotes workplace diversity and equity, with the aim of creating an inclusive environment for its employees. It advocates equal opportunities and supports professional development initiatives and training. The company organizes internal awareness training for all new joiners globally in the topic of cultural differences with the aim to provide knowledge and increase understanding of diversity and inclusion and promote an atmosphere of tolerance. They also conduct internal training sessions on effective communication with individuals from diverse cultural backgrounds and different generations. In Poland, in collaboration with the foundation IT Girls, they organized an event dedicated to AI and changing careers. As a global, culturally diverse company, Software Mind partnered with Bulldogjob – Think IT on their latest report, which presents thought-provoking insights into the state of diversity & inclusion in Poland's IT sector.



In August, Software Mind in Romania signed a Diversity Charter, which is a significant step forward in creating a workplace where everyone feels valued and included.

As a company, Software Mind is honored to have received the prestigious Friendly Workplace® distinction. This recognition, awarded to Software Mind Poland by the editorial team of MarkaPracodawcy.pl, celebrates employers who embrace modern HR practices and prioritize employee development. It acknowledges organizations that support work-life balance, cultivate healthy and welcoming work environments, foster open and collaborative relationships with their teams, and invest in enhancing both professional skills and personal interests of their employees.

In July, Software Mind LATAM organized a blood donation event, which showed their commitment to community well-being. Moreover, on a quarterly basis in 2024, Software Mind extended support to technologically excluded senior citizens in Poland through knowledge-sharing events conducted in collaboration with local senior associations. Demonstrating a philanthropic spirit, Software Minders in Poland orchestrated a charity collection, with proceeds going to support the medical treatment of employees or their family members in need.



Software Mind is committed to preventing and addressing unethical behavior, harassment, mobbing, and discrimination in the workplace by establishing policies and regulated, anonymous complaint mechanisms. In 2023 they implemented whistleblowing regulations to ensure a fair investigative process and guarantee protection against retaliatory actions. This was followed by the implementation of a third-party tool in 2024, which gives employees and all other stakeholders the opportunity to anonymously report legal or ethical violations. Software Mind also promotes a culture of trust, respect and open dialogue, encourages bystander intervention and raises awareness through training and webinars such as code of ethics training.

3 Governance

In 2024, Software Mind's ESG team continued its efforts to creating an improved workplace, enhancing the company's compliance procedures and raising business ethics standards. The purpose of ESG, as well as the company's commitment to expanding its ESG activities, is being presented to all employees of Software Mind and its subsidiaries in an all-hands meeting. Notably, since its establishment, the ESG team has implemented a comprehensive code of business ethics, which holds binding authority across all subsidiaries. This strategic measure is designed to ensure unwavering adherence to ethical principles by all employees, irrespective of their positions or departments, during their daily professional endeavors. A pivotal component of this initiative involves the integration of the code of business ethics module into the onboarding process for new employees. This deliberate inclusion aims to familiarize team members with the company's values and expectations from the outset, thereby reinforcing a commitment to these principles. Furthermore, ongoing efforts include the provision of similar training sessions for the management team, underscoring the company's dedication to upholding ethical standards at all organizational levels.

Software Mind has also launched a monthly digital newsletter, distributed via email to their global team. This communication apprises employees of recent developments within the company, circulates noteworthy news and provides insights into upcoming initiatives and events. This concerted effort reflects the company's commitment to fostering transparent internal communication and keeping its workforce well-informed.

To facilitate their commitment to sustainability, Software Mind took part in the EcoVadis assessment and has been awarded the EcoVadis Commitment Badge. Software Mind plans to engage with EcoVadis annually and continuously improve their score.

Moreover, Software Mind is in the process of implementing an integrated management system at its headquarters, including three key standards: ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), and ISO 27001 (Information Security Management System). This initiative aims to enhance their operational standards, elevate management efficiency and service quality, minimize the environmental impact of operations, and ensure the highest level of data protection.



Software Mind continuously strives to increase sustainability, share good practices with their business partners and strengthen their market position, while simultaneously boosting employee engagement in initiatives and efforts that are crucial for the safety of people and the planet.

