

A graphic consisting of numerous concentric circles of varying diameters, centered on the page. The circles are colored in a gradient from light yellow at the outer edges to dark blue at the inner edges.

ESG Environmental
Social
Governance



Initiatives Report 2025

Intro

Software Mind, a global software development company with operations throughout Europe, the US and Latin America, empowers organizations with engineers and consultants who develop software and strategies that drive digital evolutions. Our wide-ranging engineering and consultancy services manage all stages of software development and provide guidance to companies that want to innovate smarter and transform faster.

For over 25 years, we've been enriching organizations with the expertise they need to increase scalability, drive dynamic growth and bring ideas to life. Cross-functional engineering teams combine ownership with leading technologies, including cloud, AI, data engineering and embedded systems to speed up software delivery, enhance product quality and deliver rewarding customer experiences.

An open culture that prioritizes transparency, flexibility and continuous learning enables our experts to be reliable partners who deliver value by understanding business goals, questioning assumptions and sharing knowledge. At Software Mind, we create solutions that support tailored innovation journeys for companies around the world – of all sizes and across all industries.



1 Governance

Across all regions, strong governance practices are reflected in our commitment to high standards, transparency, inclusion and continuous dialogue with employees and stakeholders.

In 2025, we actively participated in a joint Sustainability Report, together with the Ailleron Group. This has enabled us to improve the quality and comparability of disclosed data and strengthen transparency with investors, employees and other stakeholders. Taking part in group-wide sustainability reporting also supports knowledge sharing, operational alignment and reinforces our long-term commitment to responsible and sustainable growth.

In previous years, through the integration of the Code of Business Ethics module into the onboarding process for new

employees, we continue to maintain and strengthen these practices, by ensuring that team members are consistently familiarized with the company's values, ethical standards and expectations from the outset, thereby embedding responsible conduct into everyday operations and reinforcing our governance culture over time.

In Poland, starting 2025, our organization has been operating under an Integrated Management System certified according to ISO 14001, ISO 9001 and ISO 27001, ensuring quality, environmental responsibility and information security. This initiative aims to enhance operational standards, elevate management efficiency and service quality, minimize the environmental impact of operations and ensure the highest level of data protection.



ISO 27001



ISO 9001



ISO 14001

2 Environment

Environmental responsibility is addressed through both operational standards and engagement in community-based initiatives.

In Poland, environmental governance is embedded through ISO 14001 certification. Additionally, Software Mind actively joined a public campaign to raise awareness of sewage-related environmental issues, while contributing to broader discussions on environmental protection and sustainability.

To mark World Environment Day, we shared a dedicated communication highlighting how we care for the environment in our everyday activities and decisions.



3 Social

Social impact initiatives form a central pillar of activities across all countries, with a strong focus on education, inclusion, wellbeing and community support.

In Poland, our efforts focused on reducing technological exclusion among seniors. Meetings held in Kraków and Rzeszów supported older generations in developing digital skills, while also encouraging intergenerational exchange, team integration and community building. Social engagement also included regular charitable donations to organizations like KODO Foundation, funded through customer satisfaction surveys conducted every six months, as well as gift collections provided by our employees for children living in orphanages. Software Mind was also recognized with the Friendly Workplace Award, reflecting our dedication to a positive work culture and ethical standards. Additionally, once again, the company also participated in the Poland Business Run.

In Romania, social engagement emphasized dialogue, inclusion and education. A “*Breakfast with the Country Manager*” event in Bucharest, featuring Luiza Banyai as a special guest, enabled open discussion on diversity and inclusion and their impact on everyday work experiences. Educational outreach extended beyond borders through participation in the “*Învață în Moldova*” event in Hîncești, where one of our employees delivered a masterclass on information technologies, which highlighted practical benefits and inspired participants. Software Mind also supported numerous non-governmental organizations focused on helping institutionalized children, disadvantaged families, elders, hospital patients, individuals with serious illnesses and local communities through social, cultural and educational projects.



In Moldova, social initiatives included hosting high-level public discussions on digital transformation, as well as internal community-building activities. A monthly offline book club in Chişinău created space for shared learning and discussion around business and educational topics, fostering a culture of curiosity, knowledge-sharing and continuous development. Social and sustainability themes were part of a strategic conversation hosted by the Chişinău office, which welcomed Doina Nistor, Minister of Economy and Digitalization, and Michelle Iliev, State Secretary for Digitalization and Innovation. The open discussion explored Moldova's digital future, with sustainability addressed alongside artificial intelligence, innovation and cybersecurity.

Joint initiatives across Romania and Moldova celebrated culture, inclusion and recognition. International Women's Day was marked by an offline event highlighting creativity and appreciation for women's contributions to the company's success. Our efforts were further strengthened by officially signing the Women's Empowerment Principles (WEPs). This step reinforces a long-term commitment to gender equality, inclusive economic opportunities and creating a workplace where every employee can develop professionally with confidence and fairness. Mărţişor Day was celebrated through an offline gathering honoring local tradition by exchanging red-and-white charms, strengthening cultural identity and team bonds.



In the Americas, wellbeing and health initiatives played a key role. In Q3 2025, we carried out a social activity focused on wellbeing. The initiative brought together employees in 6 countries across the Americas, for outside walks. A mental health webinar created a safe and meaningful space to discuss mental health challenges in remote work environments, supported by breakout sessions and practical

stress-management tools. An introductory mindfulness webinar provided both theoretical background and practical techniques applicable to daily life and work. In Argentina, a blood drive organized at the Buenos Aires office invited our employees, strengthening social responsibility and community connection.

Across our global organization, social responsibility is reinforced through education and awareness initiatives addressing topics that matter, including wellbeing, Pink October and Movember. During May, we organized a series of initiatives dedicated to Diversity and Inclusion. The program included an introduction to DEIB, educational posts, as well as activities and testimonials focused on unconscious bias, cultural mapping, inclusive communication and effective collaboration with people with disabilities. Internal learning was also expanded through a dedicated webinar on neurodiversity, *“Your Brain at Work – Differences, Challenges and Uncovered Potential,”* supporting



understanding of cognitive diversity and inclusive collaboration. Employee feedback and organizational transparency are supported through the EOS – The Voice of Software Mind survey. Conducted in every country, this employee opinion survey enables us to regularly “pulse-check” engagement, understand what works well and identify areas that require reinforcement or improvement.

Our organization is also supported through ongoing education and internal webinars focused on collaboration, communication and self-awareness, such as the *“DISC-over Your Workstyle”* session led by internal trainers.

