

Span Sustainability Strategy

span

Introduction

For Span, sustainability is not just a regulatory requirement; it is a strategic opportunity that increases our resilience and strengthens our competitive advantage. Guided by our core values of caring, ahead of the times, honesty and transparency, our ESG strategy will help us actively integrate sustainability into our business decisions.

Our employees are the driving force behind this transformation, through their engagement in sustainable initiatives that foster a culture of responsibility and innovation. This is just the beginning of our journey towards long-term resilience, regulatory compliance and continuous value creation for all stakeholders, ensuring that innovation and technological development contribute to a positive impact on society and the environment.

By conducting a comprehensive Double Materiality Assessment (DMA), allowed us to better understand the most significant impacts, risks, and opportunities that are crucial for our business and stakeholders (whether they are investors, employees, or the communities in which the company operates). The insights gained from DMA have helped us improve our ESG approach, ensuring our focus includes continuous investment in advanced cyber security and privacy of our clients, proactive climate change mitigation and continuous social initiatives.

With this strategy, we are setting a clear direction for Span's sustainable growth - showing how we will create lasting value, reduce negative impacts, and amplify positive contributions.

Environment



TOPIC:

Climate change (E1)

Impact

- + Cloud solutions
- Climate change mitigation
- Energy efficiency

Risk

- Climate change adaptation

General strategy

Within the environmental dimension, Span actively addresses climate change mitigation, with a focus of reducing greenhouse gas (GHG) emissions across Scope 1 and Scope 2. This includes efforts to lower emissions from energy consumption related to company vehicles and office operations, while actively transitioning toward energy-efficient technologies, renewable energy sources, and solutions that minimize resource use. The company will pursue sustainable expansion into new markets as part of its broader ESG strategy, ensuring that growth is aligned with continued reductions in its carbon footprint. While indirect emissions generated across Span's value chain currently play a less central role, the company acknowledges their importance for long-term sustainability. Span plans to gradually expand its efforts to reduce Scope 3 emissions to ensure a more comprehensive and responsible approach to lowering its overall environmental footprint.

Additionally, by optimizing cloud-based services, Span reduces its reliance on individual server infrastructures, which significantly lowers both energy consumption and associated greenhouse gas emissions. Span offers for clients indirect reduction of GHG through the design of cloud solutions that use energy-efficient data centers, auto-scaling and advanced architectures such as PaaS and serverless.



Social



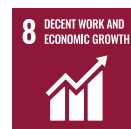
TOPIC:

Own workforce (S1), Community (S3), Customers and End users (S4)

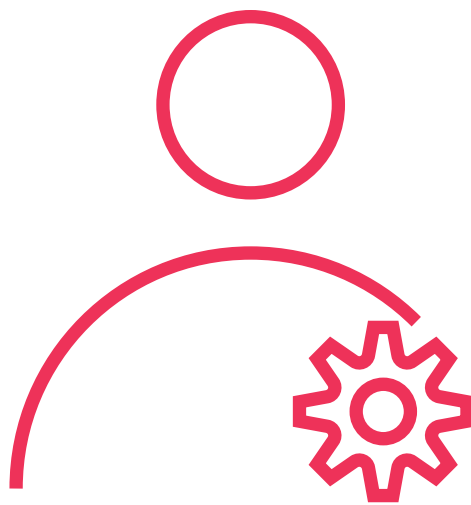
Impact	Risk	Opportunity
<ul style="list-style-type: none"> + Community engagement and digital education - Equal treatment and equal opportunities for all - Employee wellbeing and work-life balance - Data privacy 	<ul style="list-style-type: none"> • Business continuity and talent risk management • Change management and employee adaptability 	<ul style="list-style-type: none"> • Career development and talent retention • Equal treatment and equal opportunities for all

General strategy

At Span, people are at the heart of our success. We are committed to fostering a workplace built on diversity, equal treatment, and respect, ensuring that all employees have equal opportunities for advancement and fair compensation. We recognize that employee wellbeing and work-life balance are critical for our entire workforce. The nature of our business means that some employees work in shifts, while others are engaged in incident response at client sites or participate in demanding projects, which can involve stress, overtime, weekend work, and increased pressure. Therefore, we continuously invest in support programs, wellbeing initiatives, and education to mitigate these risks and enhance overall employee satisfaction. We actively promote career development and talent retention through internal training, certifications and by encouraging internal mobility. This approach strengthens our expertise, engagement, and long-term organizational resilience. In a dynamic IT sector, we proactively manage change and talent risk, ensuring business continuity through succession planning, leadership development, and transparent communication. Protecting the privacy of employees, customers, and end users is fundamental to our operations. Span ensures GDPR compliance and provides ongoing education on data protection responsibilities. At the same time, we collaborate with educational institutions to promote digital literacy and inclusion, empowering communities for the future. Through these efforts, Span aims to create a supportive, inclusive, and resilient environment for all employees, while contributing positively to our clients and the broader community.



Governance



TOPIC:

Business conduct (G1)

Impact

- + Management of relationships with suppliers including payment practices
- Supplier selection
- Corruption and bribery – Prevention and detection including training

Opportunity

- Cyber security

General strategy

At Span, we are dedicated to sustainable business growth through transparent, ethical, and responsible governance. We maintain strong compliance with legal and regulatory requirements, particularly in areas such as anti-corruption, data privacy, and supplier management. Our zero-tolerance approach to corruption and bribery is supported by regular training and clear reporting channels for any concerns.

We understand the importance of responsible supplier selection and management for long-term resilience. While we are in the process of further developing our approach to integrating social and environmental criteria into procurement, we are committed to making progress in this area and aligning our practices with our values.

Cyber security is an integral part of Span's ESG approach, as protecting data and digital infrastructure is critical to building trust, ensuring privacy, and safeguarding the continuity of operations for both the company and its clients. Through ongoing investment in innovative solutions and the work of the Span Cyber security Center, we strengthen our own defenses and support the wider community. The Center also plays a vital role in raising awareness and building expertise in the wider community through expert-led training and knowledge-sharing initiatives. This initiative aims to strengthen SMEs' resilience against cyber threats, as they often lack sufficient resources for protection yet represent critical links in global supply chains. By empowering SMEs with knowledge and tools, we reduce the risk of cascading cyber incidents that could impact entire industries, contributing to a safer and more sustainable digital ecosystem.

