



 **NETCONOMY**

ESG REPORT 2022

Environmental.
Social.
Governance.



"NETCONOMY places great value on staying at the forefront of innovation, whether it's through utilizing state-of-the-art technologies, implementing the latest work principles, or ensuring that the company is operated sustainably."

Martin Barzauner
NETCONOMY CEO

Foreword

As we face the challenge of rising social inequality worldwide, compounded by the ongoing war in Ukraine, and the alarming effects of the climate crisis, there is a great opportunity for companies to play a crucial role in our collective pursuit of sustainability.

ESG (Environmental, Social and Governance) reporting is a tool that businesses can use to show how they operate in a sustainable and responsible way.

While the European Commission intends to require this type of reporting from EU companies starting in 2024, NETCONOMY has already taken the lead in demonstrating our commitment to sustainability by publishing our first ESG report in 2022.

From using cutting-edge technologies and adopting the latest work principles and methodologies to operating the company in an environmentally responsible way, we strive to stay ahead of the curve in all aspects of our business.

Environment

The past year has been marked by unprecedented climate events making the ongoing crisis all the more obvious.

We at NETCONOMY believe we must all do our part so that the world we leave behind is better than the one we inherited.

Sustainability is deeply ingrained in our philosophy and culture, influencing our operational methods as a vital element.

We ensure our business is environmentally friendly by:

- reducing our CO2 output and switching to green energy sources
- focusing on regional and sustainable procurement
- financially compensating our CO2 emissions.





Minimizing our CO₂ emissions and transitioning to renewable energy sources

To try and minimize our carbon footprint, we transformed our operations in **Austria and Switzerland** so that from **2019 onwards** they drew all their energy from **renewable energy sources**. Our Germany locations are close behind with 60% of their energy coming from renewable energy sources.

On the other hand, we are working to **replace car and plane travel with trains**. For example, we offer our employees a 1st class train ticket or a sleeping compartment on the NightJet as sustainable alternatives. As a result, **we saved 38.7 tons of CO₂ on business trips in 2022**.

From 2019 to 2022, the savings through train travel amount to 124.1 tons of CO₂.

We saved 124.1 tons of CO₂ from 2019 until 2022.
This is the same as keeping 30 cars off the streets for one entire year!





» **Regional and sustainable procurement**

Our commitment to sustainability extends beyond our internal operations. When engaging with suppliers or external partner organizations, we prioritize regional and eco-friendly production practices.

All these efforts serve to decrease our CO2 footprint even further, while also strengthening business in our local communities.

» **CO2 compensation**

We acknowledge that achieving perfection is an elusive goal. Therefore, our sustainability strategy includes a provision for financial compensation for the CO2 emissions we generate and release into the environment.

In 2020 and 2021 we compensated 200% of our calculated CO2 emissions caused by travels, electricity, and heating. For this, we chose to partner with the German organization "atmosfair" which establishes sustainable energy sources in developing countries.

Social

The emergence of a new workforce generation has brought a shift in priorities. For these individuals, salary and benefits take a backseat to company values, a positive work environment, and the opportunity to drive meaningful change.

At NETCONOMY, we have always shared this worldview and recognize that our people are integral to our success.

We strive to foster diversity, offer support, and equip our teams with the tools and benefits necessary for personal and professional growth. Our aim is to empower each individual to be their best selves.

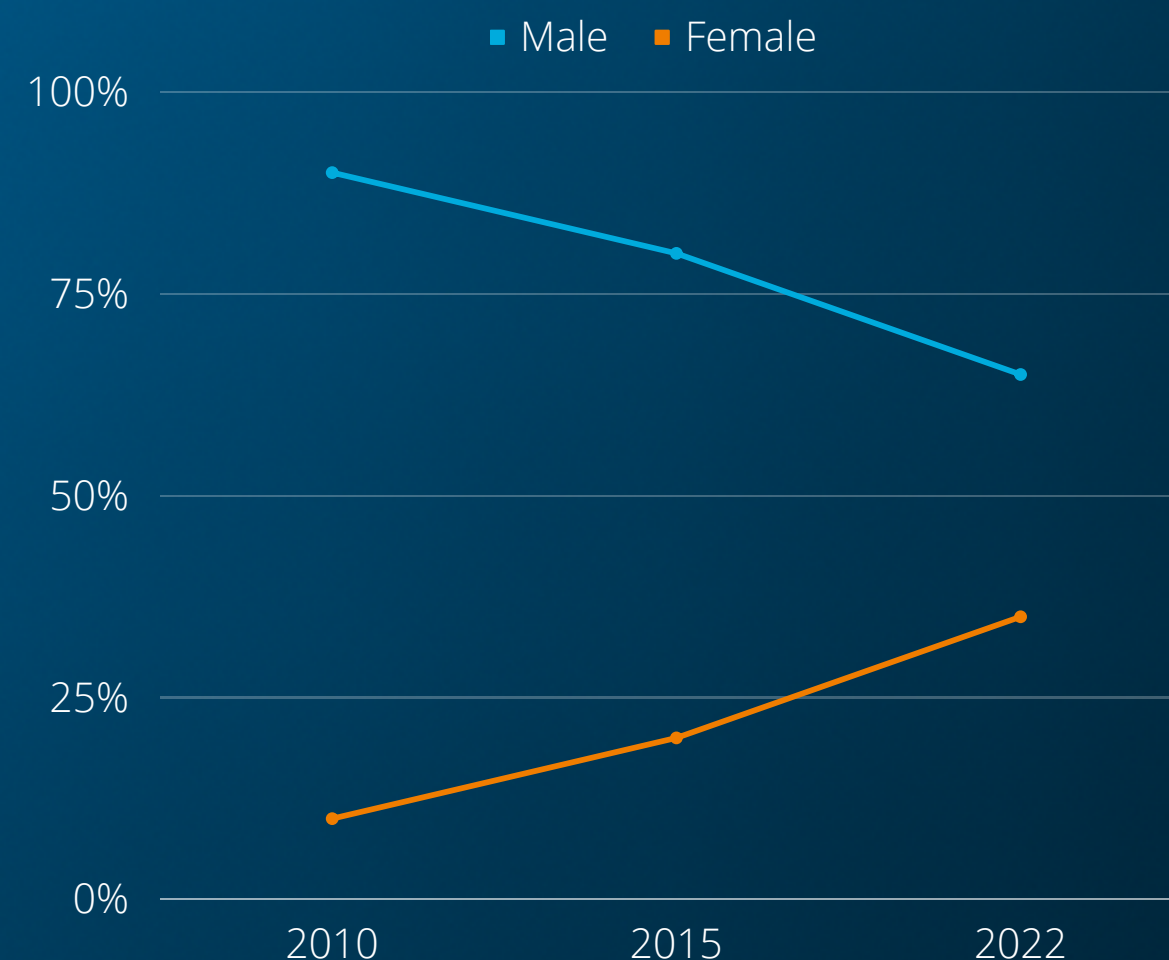




We value the power of diversity

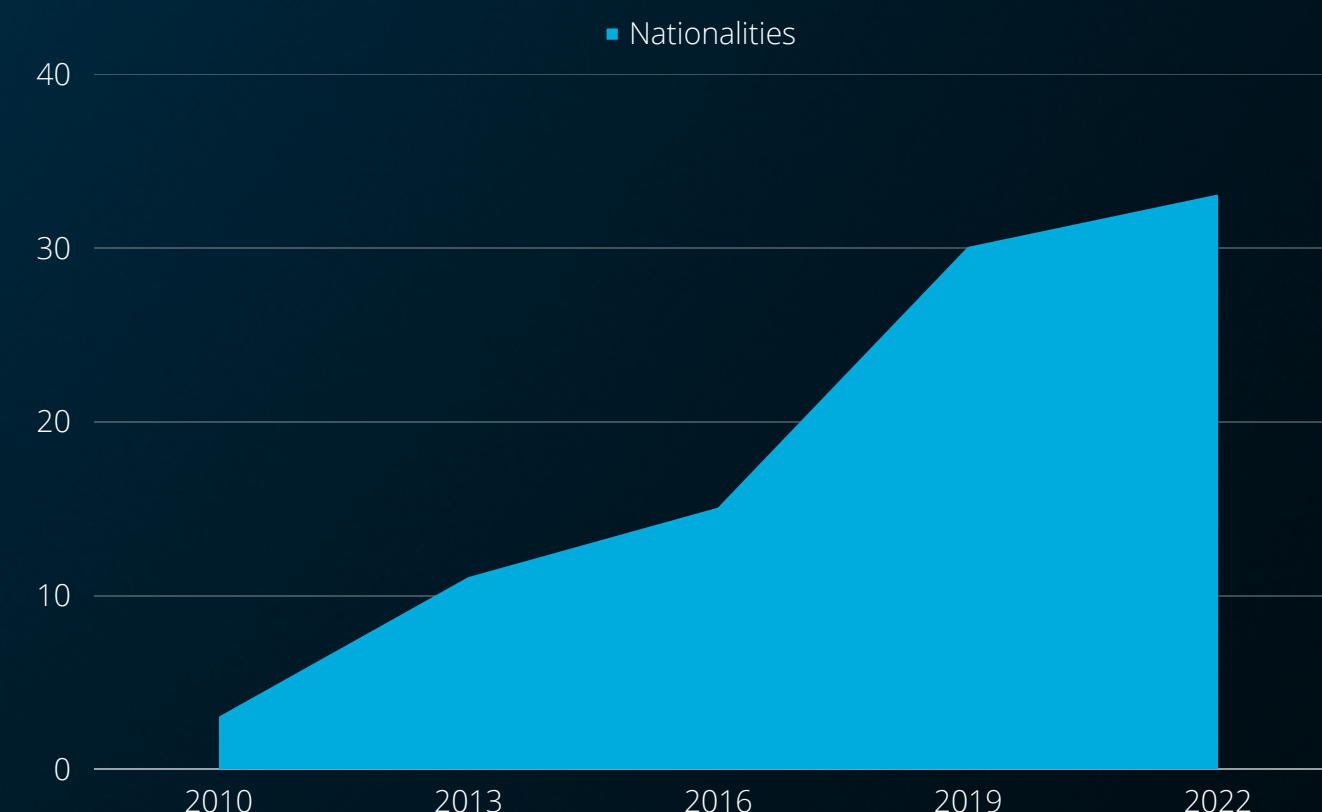
When teams encompass individuals from different ages, genders, backgrounds, and cultures, they bring a diverse range of perspectives and experiences, resulting in a multitude of benefits. That's why we take great pride in having over 30 nationalities represented within our team.

As a result of our policy of equal opportunities applied across our company, we are seeing a steady rise in the number of female colleagues – it rose from 30.2% in 2021 to 34.5% in 2022. This is also followed by an increased proportion of women in leadership positions – from 32% in 2021 to 36% in 2022.



34.5% of our colleagues are female – and they make up 36% of all our leadership positions.

More than 30 nationalities are represented among our colleagues.



» Our team members are our top priority

We are dedicated to empowering our colleagues to reach their fullest potential, not only in their professional growth – where we offer a **wide range of education opportunities** – but also by providing avenues for them to give back to their communities through NETCONOMY's charitable efforts.

We complement this approach with a **flexible working model** and a **comprehensive benefits package** that includes both social and medical provisions, ensuring our team members feel valued and supported both inside and outside of the workplace.

At the core of our workplace culture is an open feedback culture that ensures transparency and fosters an environment where every voice is heard, regardless of position.

Our flexible work models are designed to give everyone the freedom to find their own balance.





We foster a culture of open feedback

We strongly support open and constructive feedback and evaluate the well-being of our colleagues on a regular basis. We also use a variety of methods and tools to encourage transparent communications and an open exchange with the management team.

Blue Couch

The Blue Couch is a 30-minute bi-weekly meeting where our management team updates all employees and fosters transparent communication. It also serves as a platform for team members to ask questions, voice concerns, and celebrate successes.

Evaluation of employee satisfaction

We use a regular anonymous chat-bot survey to track employee satisfaction. The results are evaluated by HR and shared with management to maintain high satisfaction levels.

» Continuous learning is a priority for us

People who are a part of the NETCONOMY team benefit both from a wide range of external training programs and our in-house [NETCADEMY](#).

Onboarding Program

Our tailored onboarding program, comprising 45+ slots, a 2-month mentorship, and a role-specific bootcamp, guarantees new team members feel connected and grasp our company culture and mission. [Read more.](#)

Talent Lab Program

Our NETCONOMY Talent Lab provides a 3-month paid traineeship, customized training, and real-world project experience. We are especially proud that most of the participants continue to work with us after the program, helping us do amazing things together. [Read more.](#)

Leadership Curriculum

We empower our leaders to excel through a 15-day training, held at two top-rated seminar locations. The program emphasizes innovative management techniques, team inspiration, and problem-solving.





We established a setting to empower and support our employees

Social Benefits

- Team events – organized by members of a team and subsidized by the company
- Social Events – cart racing, Pub Quiz, barbecues etc.
- Social Initiatives – NETCONOMY Charity Run

Work-Life-Benefits

- Flexible working models
- Home office
- “Work from Anywhere” (office, hybrid or remote)

Healthcare

Our colleagues have access to coaching, psychological counselling, stress prevention and a dedicated health physician on a continuous basis.



We care about people who are less fortunate than us

The beginning of 2022 was marked by the outbreak of war and the resulting humanitarian crisis in Ukraine. The images of violence shocked the world, and NETCONOMY employees were directly affected by the situation, as friends and family live in Ukraine.

Therefore, we decided to act and **donated a total of 50,000 EUR to support humanitarian organizations** in their efforts and to help the victims of this conflict.

Similar action was taken after the devastating earthquake that hit parts of Turkey and Syria. NETCONOMY **not only donated 50,000 EUR** to organizations operating on the ground but also worked to **invite other businesses in our network to do the same.**

As part of our annual Christmas donations, **NETCONOMY donated a total of 44.000 EUR to various charities** that work in the areas of cancer aid, child protection or winter emergency aid.

We are proud of the work we have done together with our colleagues and are looking forward to asking the same question in the years to come – who would you like us to help?



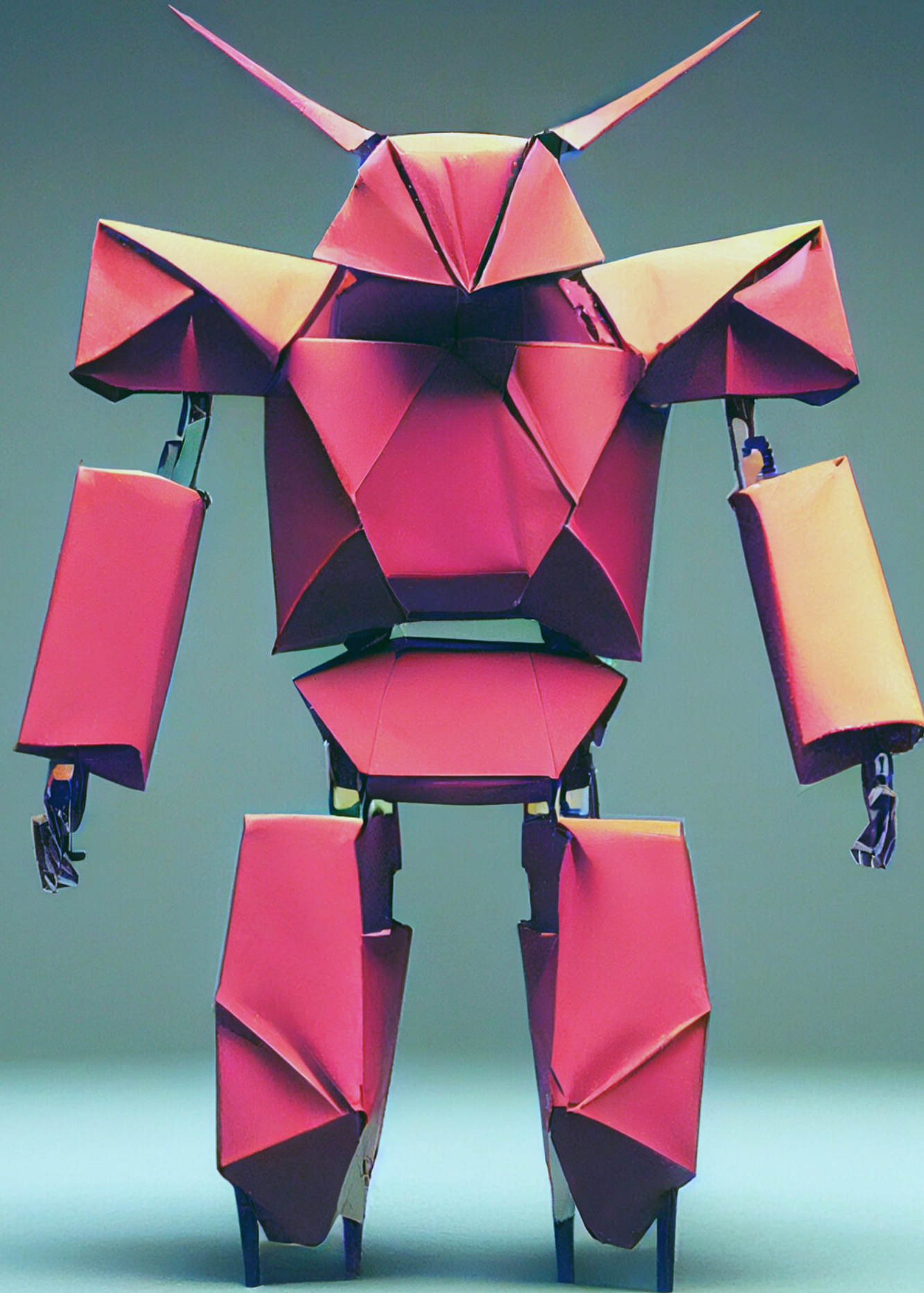
Governance

At our company, we place great importance on upholding the rule of law and ensuring the safety and security of our colleagues.

As a result, we adhere to the most rigorous standards of corporate governance.

We consistently strive to exceed legal requirements, ensuring that all of our procedures are transparent and continuously improved.





» How we ensure IT-security

1 Zero-Trust-Security-Model

NETCONOMY's Zero-Trust-Security-Model requires strict identity checks for all persons and devices accessing internal resources, assuming that no one can be considered trustworthy by default.

2 Vulnerability Management

We use Vulnerability Management to identify and treat security gaps in software and systems by regularly assessing assets and conducting Threat-Intel-Analyses.

3 Identity and Access Management

Through Identity and Access Management we keep track of user rights and enable authorizations based on company-, project- or team membership of each user.

4 E-Mail Security

NETCONOMY deploys advanced filters like URL and domain blacklists, Anti-Malware-Engines, capacity inspection, and AI-based detection to prevent email threats.



How we ensure data protection and information security

The "Information Security Office" (ISO) department oversees ISMS in accordance with ISO27001, including the introduction and examination of technical and organizational measures, as well as offering consulting, training, and Security Incident Handling services.

Our Data Protection Officer regularly reports to the management and the Head of Information Security regarding the current state and developments of information security and data protection, including potential risks and serious breaches.

NETCONOMY, being an international company specializing in information technology, recognizes the crucial importance of data protection and information security. In light of the COVID-19 pandemic, which has led to a surge in cybercrime, we have elevated our requirements accordingly.

The preservation of strong data protection and information security practices is a top priority at our organization.





» **Transparent structures across all levels**

Ensuring that we comply with legal requirements and prevent any legal violations is of utmost importance to us. To achieve this, our company has implemented the following structures and processes:

- Annual (partly voluntary) audits of all subsidiaries and the enterprise
- Rigorous handling of authority to sign
- Multi-step approval process for orders and payments

» **Prevention of corruption**

We strive to uphold the highest standards not only in technical aspects but also in ethical and social matters. To ensure this is always the case, we have established an independent platform that allows colleagues and stakeholders to report any compliance violations such as fraud, sabotage, violation of human rights, and misuse of data protection.

All indications are treated with confidentiality and without any negative consequence for the reporting person.
(<https://netconomy.whistleblowing.contact>)

Moving forward, our goal is to build on the impressive achievements of our teams and reinforce our dedication to the planet and the communities we serve. Through this report and upcoming ones, our aim is to motivate our partners, competitors, and customers to join us on this important mission towards a brighter future for everyone.



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