

ESG REPORT 2024

Environmental.
Social.
Governance.

 **NETCONOMY**





Our commitment to Environmental, Social, and Governance (ESG) principles remains both a moral imperative and a strategic advantage. By integrating ESG into our operations, we continue to enhance resilience, drive innovation, and contribute to a sustainable future for our people and the planet.

Andreas Schilk

NETCONOMY CFO

Foreword

In a time when sustainability isn't just an option but a necessity, we're committed to driving a greener, more equitable future.

At NETCONOMY, we strive to lead by example—leveraging cutting-edge technologies, adopting modern work principles, and operating with environmental responsibility at our core.

Continuous improvement, transparency, and accountability guide us, and our 2024 ESG report showcases the progress we've made in our environmental, social, and governance efforts.

Environment

We are aware that climate change is one of the greatest challenges of our time and that it is our responsibility as a company to contribute to environmental sustainability.

We have therefore set the goal of continuously reducing the carbon footprint of our business activities by:

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

Our commitment to sustainability characterizes the way we work at NETCONOMY as key components of our corporate culture.





Reducing our CO2 emissions and shifting to renewable energy sources

In order to reduce our carbon footprint, we transitioned our operations in Graz and Vienna to solely use electricity from renewable energy sources starting from 2019.

Additionally, we are actively replacing car and air travel with train journeys. For instance, we provide employees with first-class train tickets or sleeping compartments on the NightJet as eco-friendly options.

We have managed to reduce our CO2 emissions by 34.2 tons on business trips with ÖBB in 2024.





Regional and sustainable procurement

Our dedication to sustainability goes beyond our own operations. When working with suppliers or external partners, we focus on regional and eco-friendly production methods – such as catering for employees or workplace equipment that are sourced regionally.

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



CO2 compensation

Since 2020, we have been actively offsetting the carbon emissions from our travel, electricity, and heating-related emissions. For that, we've teamed up with "atmosfair," a German organization dedicated to establishing sustainable energy sources in developing nations.

In 2024, [we offset 130% of our carbon footprint](#), amounting to 27,500€ allocated to various projects supporting sustainable energy sources.

Social

The rise of a new workforce generation has led to a change in priorities. For these individuals, company values, a positive work environment, and the chance to make a difference outweigh salary and benefits.

At NETCONOMY, we align with this perspective and understand the vital role our team plays in our achievements.

We are dedicated to providing support and arming our teams with the resources and perks needed for their personal and professional growth. Our goal is to empower every individual to reach their full potential.



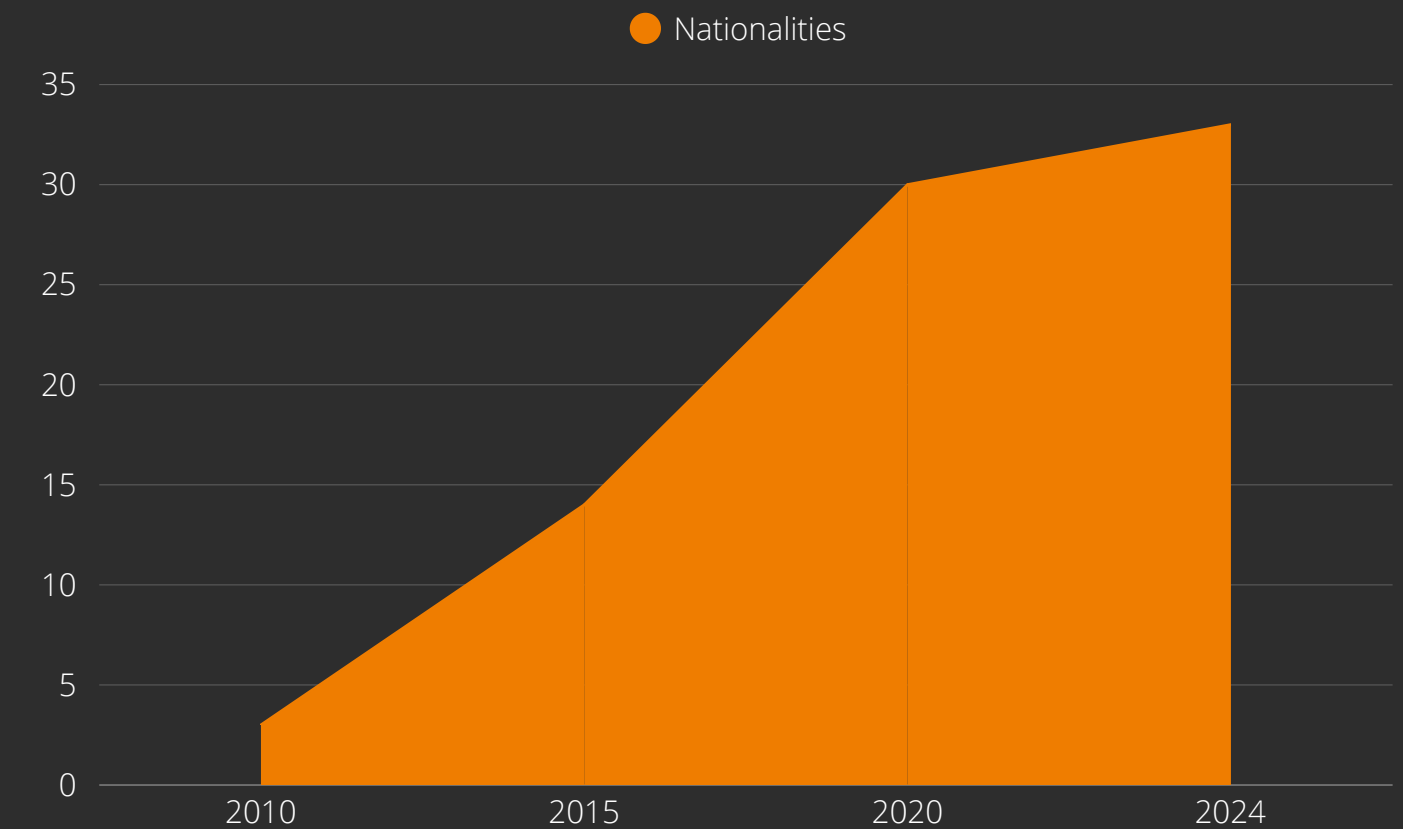
» We value the power of diversity

Having a diverse team, including individuals of different ages, genders, backgrounds, and cultures, leads to a multitude of perspectives and experiences, resulting in numerous benefits.

That's why we take pride in our team's diversity with 33 nationalities represented – marking a 10% increase from 2020 to 2024.

This stems from our commitment to equal opportunities throughout our organization and our efforts to enhance diversity, such as our [relocation program](#). The initiative is for new and current team members interested in relocating abroad or joining us from one of our locations where we have an office. The program aims to provide support in various aspects to ensure a smooth transition and settlement in the new environment, including assistance in preparing essential contracts or navigating local labor regulations.

33 nationalities are represented among our colleagues



Women make up 35.2% of our workforce, with 31.0% represented in leadership roles.



Our team members are our top priority

Our commitment lies in empowering our colleagues to achieve their full potential, not just in their professional development – [where we provide a wide array of educational opportunities](#) – but also in enabling them to contribute to their communities through our [charitable initiatives](#).

We enhance this approach with a [flexible working model](#) and a comprehensive benefits package encompassing social and medical benefits, ensuring our team members feel appreciated and supported both within and beyond the workplace.

Central to our values is a [culture of open feedback](#) that promotes transparency and nurtures an environment where every voice is valued, regardless of hierarchy.

**We've created an environment that motivates people to grow. At the center of it all –
[a culture that puts our people first.](#)**





BLUE COUCH



We foster a culture of open feedback

We are committed to welcoming constructive feedback and regularly assessing our colleagues' well-being. Our approach involves diverse methods and tools to foster transparent communication and an open dialogue with the management team.

Blue Couch

The Blue Couch is a bi-weekly 30-minute session where our management team keeps everyone informed and encourages open communication. It's a space for team members to ask questions, share concerns, and celebrate our shared successes.

Evaluation of employee satisfaction

We regularly use anonymous surveys to track employee satisfaction and engagement, asking where our people see potential for improvement. Our human resource department evaluates the results and works closely with our the management team to realize suggestions for improvements.

» 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](#), a program dedicated to supporting our professional and personal growth and fostering knowledge sharing across the company.

Onboarding Program

Our customized onboarding program, including 45+ sessions, a 2-month mentorship, and a role-specific bootcamp, ensures new team members feel connected and understand our company culture and mission. [Read more.](#)

Career Paths

We have developed clear career paths for our software engineers, offering them guidance, orientation, and new perspectives for their careers with us, as well as in the entire tech landscape. [Read more.](#)

Leadership Curriculum

Our leaders are empowered to excel through a 15-day training program at two top-rated seminar locations. The training focuses on innovative management techniques, team inspiration, and problem-solving.





We established a setting to empower and support our employees

NETCONOMY Social Club

Our [Social Club](#) emerged during the pandemic as a program to unite us through virtual social gatherings. Today, we have developed the program further and offer offline and on-site events in various categories:

- Connect – cart racing, pub quizzes, barbecues, game nights and much more
- Grow – coding dojos, innovation workshops, philosophy corners and knowledge sharing formats
- Health – soccer, hiking trips, yoga, running events etc.

Work-Life-Benefits

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

Healthcare

Our team members have ongoing access to coaching, psychological counseling, stress prevention, and a dedicated health physician.



We care about people who are less fortunate than us

We believe in using what we have to make a difference. Giving back isn't just an obligation—it's something we genuinely care about. That's why at NETCONOMY, we go beyond our business activities to make a difference.

As part of our [Healthy Spring initiative](#), the NETCONOMY Charity Run encouraged employees to be active for a good cause. From April 5 to 30, every kilometer run, walked, or hiked resulted in a one-euro donation, with the benefiting charitable organization selected by those who covered the greatest distance.

Continuing our commitment to social responsibility, our annual Christmas donation campaign in 2024 contributed approximately EUR 80,900 to various organizations addressing critical issues such as cancer aid, winter emergency relief, and animal welfare – helping those who need it most.

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 prioritize the rule of law and the safety of our colleagues. This commitment is reflected in our adherence to the highest standards of corporate governance.

We go beyond legal obligations, making our procedures transparent and continuously enhancing them.

That way we aim to ensure:

- IT-security
- data protection and information security
- transparent structures across all levels
- prevention of corruption.





» 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 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 compliance with legal requirements and avoiding violations is our top priority. To achieve this, we have established the following structures and processes:

- Yearly (partially voluntary) audits of our subsidiaries in Austria, Switzerland, Germany and Serbia and the company
- Strict control over signing authority
- Multi-stage approval procedure for orders and payments
- Ongoing identification of relevant compliance requirements



Prevention of corruption

Maintaining high standards is key in both technical and ethical realms. To ensure compliance, we've set up a platform for reporting violations like fraud, sabotage, human rights breaches, and data misuse. All reports are kept confidential without repercussions for the reporter. Find out more at <https://netconomy.whistleblowing.contact>.



Our aim going forward is to enhance our teams' impressive accomplishments and strengthen our commitment to the planet and the communities we support.

Through this report and future ones, we aim to inspire our partners, competitors, and customers to join us on this significant journey towards a better future for all.



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