# CSR report 2024

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# 01

## Empresa

Sobre a Codewin

# The company

Who we are

We are the balance between technological evolution and what it can do for the lives of those around us. We create, implement and support solutions that bring innovative ideas to life. With complementary skills, we have the unique ability to implement solutions based on ERP or CRM ecosystems, as well as to create customized web and mobile solutions that explore the potential of data generated by the business, always based on cutting-edge technology and focused on providing intuitive and engaging experiences for users.

**MISSION:**

We are Digital. We create, implement and support solutions that bring innovative ideas to life.
We combine the best we have: our people and our technological aptitude. We work to inspire and humanize technology.

**VISION:**

Committed to excellence, we seek to be a reference in sustainable technology that follows market trends.

## COMMITMENT. HUMANITY. SUSTAINABILITY. COHESION.

# The company

Where we are

**REVENUE**

## 4,2M

**CLIENTS**

## 42

**EMPLOYEES**

## 112

**AWARDS**

9th place at Excellence Index 2022

*Wellbeing Best Practices* 2024

# The company
## Value chain

The moOngy group's value chain can be divided into three areas, each with different stakeholders. The three areas are related to sustainability, and therefore must have associated different positive impacts, negative impacts and risks.

| UPSTREAM | OWN OPERATION | DOWNSTREAM |
|---|---|---|
| SUPPLIERS AND PARTNERS | DIRECTORS AND EMPLOYEES | CLIENTS |

**UPSTREAM**

POSITIVE IMPACTS:
- Choosing sustainable suppliers
- Sustainable innovation
- Promoting local economy

NEGATIVE IMPACTS:
- Unresponsible Suppliers
- High Carbon Footprint
- Resource Consumption

RISKS:
- Dependence on Unaccountable Suppliers
- Regulatory Changes

**OWN OPERATION**

POSITIVE IMPACTS:
- Diversity and Inclusion
- Employee Health and Wellbeing
- Training and Certification

NEGATIVE IMPACTS:
- Poor working conditions
- Discrimination
- Lack of involvement

RISKS:
- Inadequate working conditions
- Bad reputation
- High turnover

**DOWNSTREAM**

POSITIVE IMPACTS:
- Satisfaction and loyalty
- Innovative products and services
- Training and awareness

NEGATIVE IMPACTS:
- Negative perception
- High prices
- Unmet expectations

RISKS:
- Changing customer preferences
- Poor public exposure
- Strict regulation

**02**

**2024**
In numbers

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             place

# 2024 in numbers

Employees

## ABOUT THE EMPLOYEES

| | |
|---|---|
| Total employees | **95** |
| Female employees | **33,5%** |
| Female directors | **0%** |
| Employees ≤ 29 years | **48,2%** |
| Employees ≥ 45 years | **27,2%** |
| Different nationalities | **6** |

## TRAINING AND FOLLOW-UP

| | |
|---|---|
| Training hours | **1557** |
| Certifications | **9** |
| Follow-up meetings | **305** |
| Onboarding sessions | **17** |
| Student checks and daycare checks delivered | **2** |

**02**
**2024**
Employees

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# 2024 in numbers

## Health and wellbeing

### HEALTH AND WELLBEING

| | |
|---|---|
| Sports tournaments | **3** |
| Psychologist appointments | **92** |
| Nutritionist appointments | **10** |

### ENGAGEMENT

| | |
|---|---|
| Amount of events | **9** |
| Newsletters | **8** |
| Information shared on social media about CSR | **18** |

**02**
**2024**
Health and
wellbeing

# 2024 in numbers

Environment and society

## ENVIRONMENT

| | |
|---|---|
| $CO_2$ emissions: Scope 1 | **28,3 tCO2** |
| $CO_2$ emissions: Scope 2 | **4 tCO2** |
| $CO_2$ emissions: Scope 3 | **71,1 tCO2** |
| % of renewable energy | **4,22%** |
| Recycled computers | **66,2%** |
| Recycled phones | **59,6%** |

## SOCIETY

| | |
|---|---|
| Supported associations | **8** |
| Charity events | **3** |
| Donations | **7** |
| Pro bono projects | **1** |

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# 03

## General requirements

ESRS 2

# General requirements

## About the report

This report covers the period from **january 1st to december 31st, 2024**.

Much of the information presented here is common to all companies in the moOngy Portugal group, as it is the same in all of them. However, information regarding employees is specifically related to **Codewin**.

In order to structure the information in the best possible way, this report is divided into six parts:

o   About the company

o   2024 in numbers

o   General requirements

o   Environment

o   Governance

o   Social

This is the first report based on the Sustainability Reporting Directive (**CSRD**) and the corresponding defined Sustainability Reporting Standards (**ESRS**). The identification of the themes analyzed and worked on was made based on a **double materiality analysis** that required an internal and external evaluation of different sustainability topics.

We also inform you that the moOngy group does not have any incentive associated with sustainability objectives and that due diligence will be carried out within the legal deadlines for this purpose.

Any questions about this Sustainability Report should be sent to the **moOngy** group's social and corporate responsibility area via email at **csr@moongy.pt**.

# General requirements

## Stakeholders

A mapping of the **moOngy** group's stakeholders was prepared, considering **the way each one is involved** with the company, as well as the **topics of interest** to them.

**EMPLOYEES**

**INTERESTS**

**Fair and balanced working conditions**

**Work-life balance**

**Professional development**

**Equal opportunities**

**Positive and collaborative organizational culture**

**COMMUNITY**

**Social and digital inclusion**

**Community development and success**

**Environmental preservation**

**CLIENTS**

**Technological solutions that respond to needs**

**Innovation that increases productivity**

**Satisfaction with the service**

**Fair prices**

**Relationship of trust**

**SUPPLIERS**

**Contractual stability**

**Long-term partnerships**

**Business transparency**

**Payment compliance**

**ENGAGEMENT**

- Career plans
- Free training and certification
- Follow-up meetings
- Internal communication
- Surveys on satisfaction and needs for improvement

- Voluntary actions
- Development of employability programs
- Support of projects through our capabilities

- Regular meetings
- Channel for reporting irregularities
- Completion of surveys
- Satisfaction and feedback surveys
- Published sustainability reports

- Completion of surveys
- Channel for reporting irregularities
- Clear contracts and strict compliance with them
- Competitive conditions

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# General requirements

## Risks control

The **moOngy** group's risk management model identifies, assesses and mitigates potential events that may impact the company's human capital, business, projects and reputation.

To do this, **different sources of information** are analyzed:

o   Surveys conducted with employees, customers and suppliers

o   Surveys completed with customers

o   Feedback / complaints / compliments at employee follow-up meetings

o   Regulation

o   Benchmarking

o   SWOT analysis

The identified risks are classified into four categories:

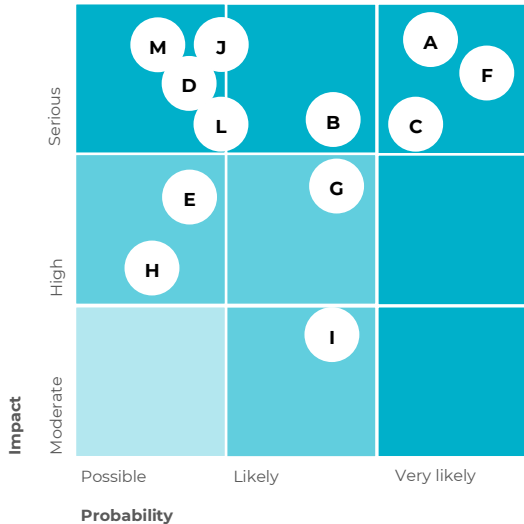**Environemtal**       **Operational and reputational**       **Financial**       **Human**

They were also analyzed taking into account the **likelihood** and **impact** they may have, as well as the opportunities they may bring to the group's companies.

Considering the analysis carried out, the **mitigation** plan is defined, where the actions that must occur are defined and which will then be described throughout this report in the different areas (environment, social and governance).

| THEME | RISKS | IMPACT | OPPORTUNITY AND MITIGATION |
|---|---|---|---|
| **ENVIRONMENTAL** | **A** Greater demands on reporting and regulation | o Increased reporting and regulatory requirements<br>o Investment in monitoring and auditing<br>o Increased operational costs to ensure compliance<br>o Possible financial penalty | o Transparency in communication: publishing reports, completing surveys and disclosing information<br>o Greater concern when choosing suppliers<br>o Support platform for creating reports |
| | **B** Inability to define decarbonization plans | o Loss of competitiveness<br>o Deterioration of the company's reputation<br>o Difficulty in attracting investors focused on sustainability | o Implementation of GHG emissions control and registration systems<br>o Creation of sustainable partnerships |
| | **C** Replacing existing products and services with lower carbon intensity solutions | o Reduction in the relevance of traditional company solutions<br>o Pressure to innovate quickly<br>o Possibility of technological obsolescence | o Installing solar panels to reduce non-renewable energy consumption<br>o Offsetting unavoidable carbon emissions<br>o Deploying electric vehicles and charging stations |
| **OPERATIONAL AND REPUTATIONAL** | **D** Data Privacy Violation | o Significant fines<br>o Reputational damage<br>o Legal and operational costs | o Existence of a Privacy and Data Protection Policy<br>o Existence of an Information Security Policy<br>o Existence of a Regulation for Reporting Irregularities |
| | **E** Quality and safety of services | o Decreased customer confidence<br>o Possible loss of contracts | o Free training activities<br>o Free certification activities |
| | **F** Increased stakeholder concern and negative perception | o Reduced employee retention<br>o Loss of business opportunities | o Obtain recognized certifications |
| **FINANCIAL** | **H** Costs of adopting processes to reduce GHG emissions | o Pressure for investments in green technology<br>o Impact on service prices<br>o Need to redirect resources from other areas | o Development of innovative products<br>o Diversification of the product portfolio |
| | **I** Uncertainty in market signals | o Difficulty in making long-term investments<br>o Resources in initiatives that may become obsolete<br>o Greater unpredictability in financial performance | o Training and qualification of employees in the environmental area |
| | **J** Stigmatization of the sector | o Difficulty in attracting new talent<br>o Difficulty in creating strategic partnerships<br>o Negative public perception | o Open dialogue with stakeholders |
| **HUMAN** | **L** Overwork | o Increased risk of physical and mental health problems<br>o Decreased efficiency and quality of work<br>o Employee dissatisfaction<br>o Difficulty attracting new talent<br>o Negative perception of the company | o Smartworking and flexibility policy<br>o Organizing sports activities/events<br>o Holding workshops on healthy living<br>o Sending newsletters/announcements on well-being<br>o Holding lectures on health and well-being<br>o Holding exhibitions on health and well-being<br>o Evaluating contracts and working conditions<br>o Defining a clear career plan |
| | **M** Inadequate wages and benefits | o Reduced employee engagement<br>o Difficulty competing with other companies<br>o Poor organizational climate<br>o Negative impact on performance | o Health insurance for all employees<br>o General medicine consultations<br>o Nutrition consultations<br>o Consultations with a psychologist<br>o Internal survey to understand needs<br>o Offer of daycare voucher<br>o Offer of student voucher |
| | **N** Discrimination | o Negative perception of the company<br>o Creation of a toxic work environment<br>o Loss of opportunities for innovation and creativity<br>o Difficulty in attracting different talents<br>o Lower productivity | o Creation of a gender equality index<br>o Awareness-raising actions on DEI<br>o Conducting onboarding sessions<br>o Reviewing questionnaires regarding gender identification<br>o Recruitment review: inclusive and non-discriminatory process |

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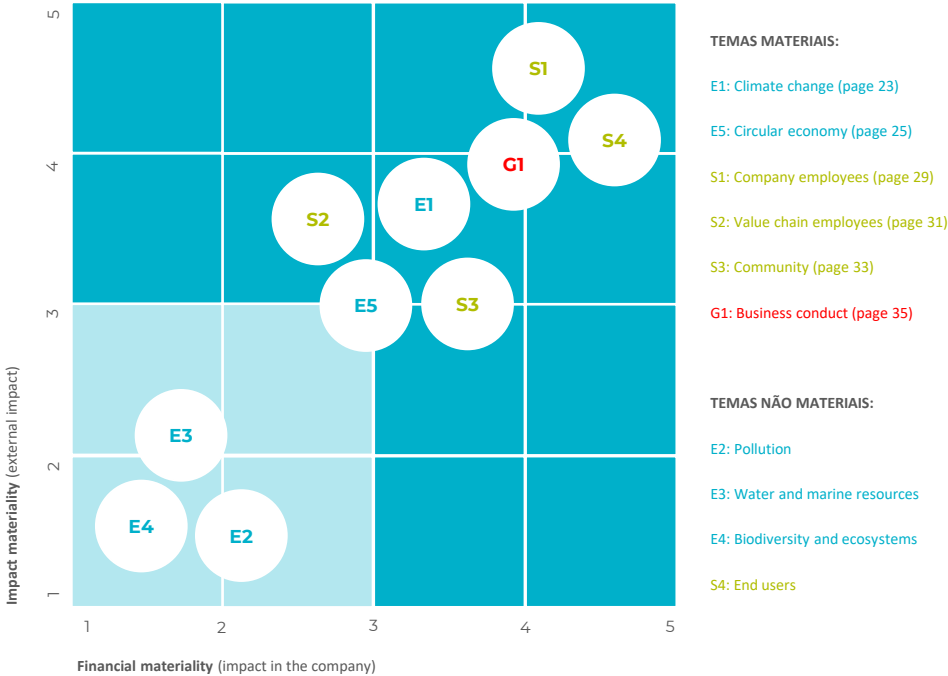
# General requirements

## Double materiality

Dual materiality is essential to guide strategic decisions that find a balance between financial results and impact on sustainability. **Material issues** are analyzed, considering **risks** and **opportunities** that may influence the company's business (financial materiality) and also the **effects** that the company's actions may have on the environment, society and stakeholders (impact materiality).

The cross-referencing between the two made it possible to identify which themes of the European Sustainability Reporting Standards (**ESRS**) are material, that is, which are relevant to the reality of the **moOngy** group.

This information is visible in the graph alongside, where we consider a scale from 1 to 5, with 3 being the midpoint.

**TEMAS MATERIAIS:**

E1: Climate change (page 23)

E5: Circular economy (page 25)

S1: Company employees (page 29)

S2: Value chain employees (page 31)

S3: Community (page 33)

G1: Business conduct (page 35)

**TEMAS NÃO MATERIAIS:**

E2: Pollution

E3: Water and marine resources

E4: Biodiversity and ecosystems

S4: End users

# General requirements

## Strategy

Since the beginning of its existence, social concerns have been part of the **moOngy** group's values. However, in 2022, **sustainability** gained greater importance and became its own area of work within the group, becoming part of its strategy. Plans, projects and goals were then defined in accordance with the **Sustainable Development Goals** (SDGs).

In 2024, the strategy began to be based on **ESG** (environmental, social and governance) criteria to align with the European Union's **CSRD** (Corporate Social Responsibility Directive) and become an increasingly planned and regulated area. This identifies the material themes mentioned in the previous item of this report, each of them relating to specific SDGs.

Above all, we aim to create increasingly better conditions for **employees**, more value for **clients**, contribute to a **fairer society** and build a more **sustainable planet**.

**ENVIRONMENT | CLIMATE CHANGE**

Contribute to mitigating the impact of climate change

7 ENERGIAS RENOVÁVEIS E ACESSÍVEIS | 9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURAS | 13 AÇÃO CLIMÁTICA | 17 PARCERIAS PARA A IMPLEMENTAÇÃO DOS OBJETIVOS

**ENVIRONMENT | CIRCULAR ECONOMY**

Promote responsible consumption

9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURAS | 12 PRODUÇÃO E CONSUMO SUSTENTÁVEIS | 17 PARCERIAS PARA A IMPLEMENTAÇÃO DOS OBJETIVOS

**SOCIAL**

Promote a more just and balanced society

3 SAÚDE DE QUALIDADE | 4 EDUCAÇÃO DE QUALIDADE | 5 IGUALDADE DE GÉNERO | 10 REDUZIR AS DESIGUALDADES

**GOVERNANCE**

Ensure compliance with regulations and value chain requirements

3 SAÚDE DE QUALIDADE | 4 EDUCAÇÃO DE QUALIDADE | 8 TRABALHO DIGNO E CRESCIMENTO ECONÓMICO

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# General requirements

Disclosure requirements

| MOONGY TOPIC | ESRS REQUIREMENT | REQUIREMENT | WHERE IT IS IN THE REPORT |
|---|---|---|---|
| No material topic | ESRS2: General requirements | BP-1 | About the report |
| | | BP-2 | About the report |
| | | GOV-3 | About the report |
| | | GOV-4 | About the report |
| | | GOV-5 | Risks management |
| | | SBM–1 | Value chain |
| | | SBM-2 | Stakeholders |
| | | SBM-3 | Double materiality |
| | | IRO-1 | Double materiality |
| | | IRO-2 | About the report |

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| TEMA MOONGY | TEMA ESRS | REQUISITO | LOCALIZAÇÃO |
|---|---|---|---|
| Planet protection | ESRS E1: Climate change | E1-2 | Environment – Climate change \| Policies, actions and targets |
| | | E1-3 | Environment – Climate change \| Policies, actions and targets |
| | | E1-6 | Environment – Climate change \| Policies, actions and targets |
| | | E1-8 | Risks management |
| Non-material | ESRS E2: Pollution | | |
| Non-material | ESRS E3: Water and marine resources | | |
| Non-material | ESRS E4: Biodiversity and ecosystems | | |
| Sustainable consumption | ESRS E5: Circular economy | E5-1 | Environment – Circular economy \| Policies, actions and targets |
| | | E5-2 | Environment – Circular economy \| Policies, actions and targets |

**03**
**General**
**requirements**
Disclosure requirements

| TEMA MOONGY | TEMA ESRS | REQUISITO | LOCALIZAÇÃO |
|---|---|---|---|
| Employee health, well-being, diversity and inclusion | ESRS S1: Company employees | S1-1 | Social – Employees \| Working conditions |
| | | S1-2 | Social – Employees \| Working conditions; Social – Employees \| Opportunities and treatment equality |
| | | S1-4 | Social – Employees \| Working conditions |
| | | S1-5 | Social – Employees \| Opportunities and treatment equality |
| | | S1-6 | Social – Employees \| Working conditions |
| | | S1-7 | Social – Employees \| Working conditions |
| | | S1-10 | Social – Employees \| Characterization |
| Employee health, well-being, diversity and inclusion | ESRS S2: Value chain employees | S2-1 | Social – Employees in the value chain |
| | | S2-2 | Social – Employees in the value chain |
| | | S2-5 | Risks management |

**03**
**General requirements**
Disclosure requirements

| TEMA MOONGY | TEMA ESRS | REQUISITO | LOCALIZAÇÃO |
|---|---|---|---|
| Social support | ESRS S3: Affected communities | S3-1 | Social – Affected communities |
| | | S3-2 | Social – Affected communities |
| | | S3-4 | Social – Affected communities |
| | | S3-5 | Social – Affected communities |
| Non-material | ESRS S4: End users | | |
| Ethics and corporate culture | ESRS G1: Business conduct | G1-1 | Governance – Corporate culture and Whistleblowing and Irregularities |
| | | G1-2 | Governance – Corporate culture and Whistleblowing and Irregularities |
| | | G1-3 | Governance – Corporate culture and Whistleblowing and Irregularities; Governance – Supplier management, Corruption and Bribery |
| | | G1-5 | Governance – Supplier management, Corruption and Bribery |
| | | G1-6 | Governance – Corporate culture and Whistleblowing and Irregularities |

**03**
**General requirements**
Disclosure requirements

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# 04
## Environment
ESRS E

# Environment

## Climate change
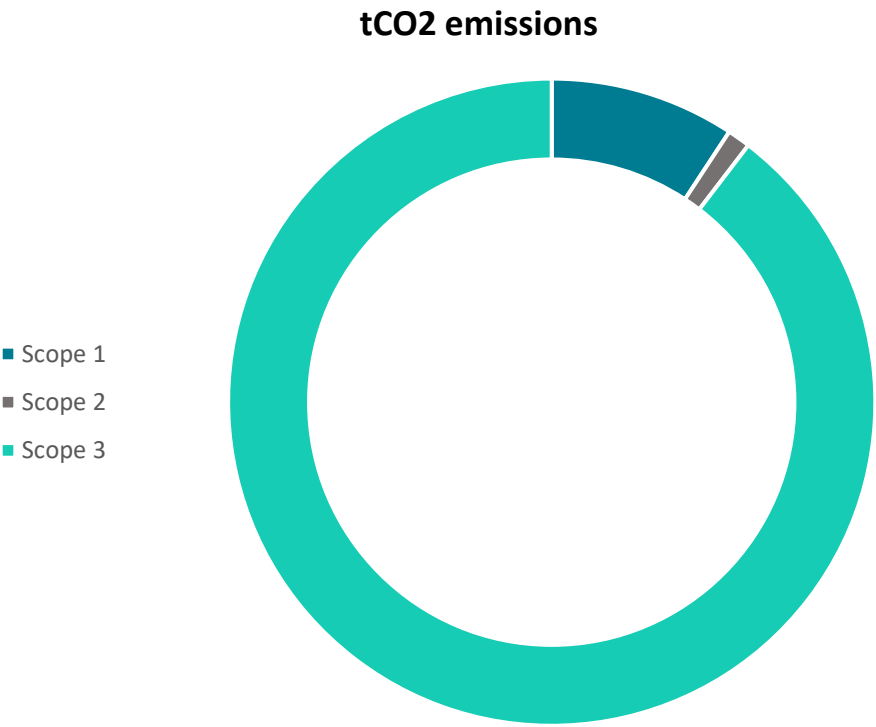
**POLICIES, ACTIONS AND TARGET**

- **Transparency in communication**
  - Publication of the CSR Report 2023
  - Publication of the CSR policy
  - Publication of the joint policy, which addresses environmental issues
  - Publication of sustainable purchasing policy

- **Establishment of partnerships in the area of environmental sustainability**
  - Membership of BCSD Portugal

- **Implementation of awareness-raising actions for employees**
  - "Awareness of the environment" discussion group
  - "The importance of sustainability" workshop

- **Internal communications on the subject**
  - Communications on Water, Energy, Environment Day and Sustainability Day

- **Creation of an open dialogue with stakeholders**
  - Response to customer surveys

- **Greater concern when choosing suppliers**
  - Making addendums to contracts with environmental obligations
  - Conducting surveys with suppliers to assess their environmental, social and ethical stance

- **Installation of solar panels to reduce the use of non-renewable energy**

- **Replacement of lighting with LED lights**

- **Implementation of electric vehicles, with the gradual replacement of the fleet translating into 75% electric/hybrid cars at present**

- **Implementation of charging stations in the garage at the Lisbon headquarters**

- **Offsetting carbon emissions on the company's website, with a total of 15,5tCO2 captured**

# Environment

Climate change

## POLICIES, ACTIONS AND TARGET

- **Implementation of carbon footprint recording systems**
- o    Scope 1 – 28,3 tCO2
- o    Scope 2 – 4 tCO2
- o    Scope 3 – 71,1 tCO2

**tCO2 emissions**

- ■ Scope 1
- ■ Scope 2
- ■ Scope 3

# Environment

## Circular economy

**POLICIES, ACTIONS AND TARGET**

- **Creation of a platform for exchanging and selling products**

- **Recycling in the office**
  o Implemented: paper, plastic and glass
  o 2025: extend to caps, batteries, light bulbs and cards

- **Recycling computers**
  o In 2024, 66.20% of computers were sent for recycling to the original brand. The rest are still in use by employees.

- **Cell phone recycling**
  o In 2024, 59.60% of cell phones were sent for recycling to the original brand. The rest are still in use by employees.

- **Awareness-raising activities for employees**
  o Exhibition on waste
  o Launch of a newsletter on waste
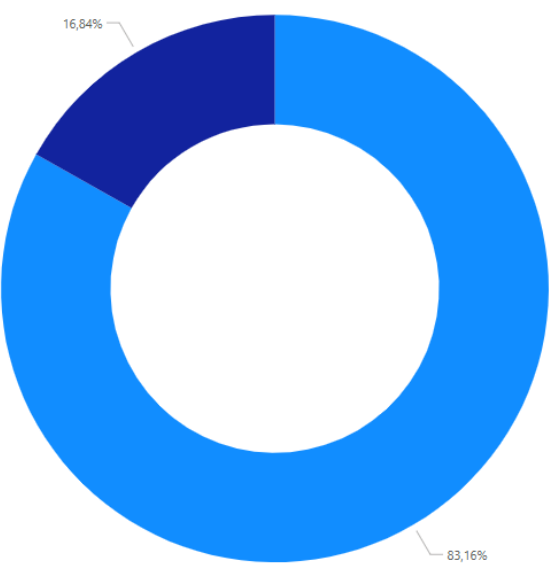  o Awareness campaign
  o Six contents shared on social media
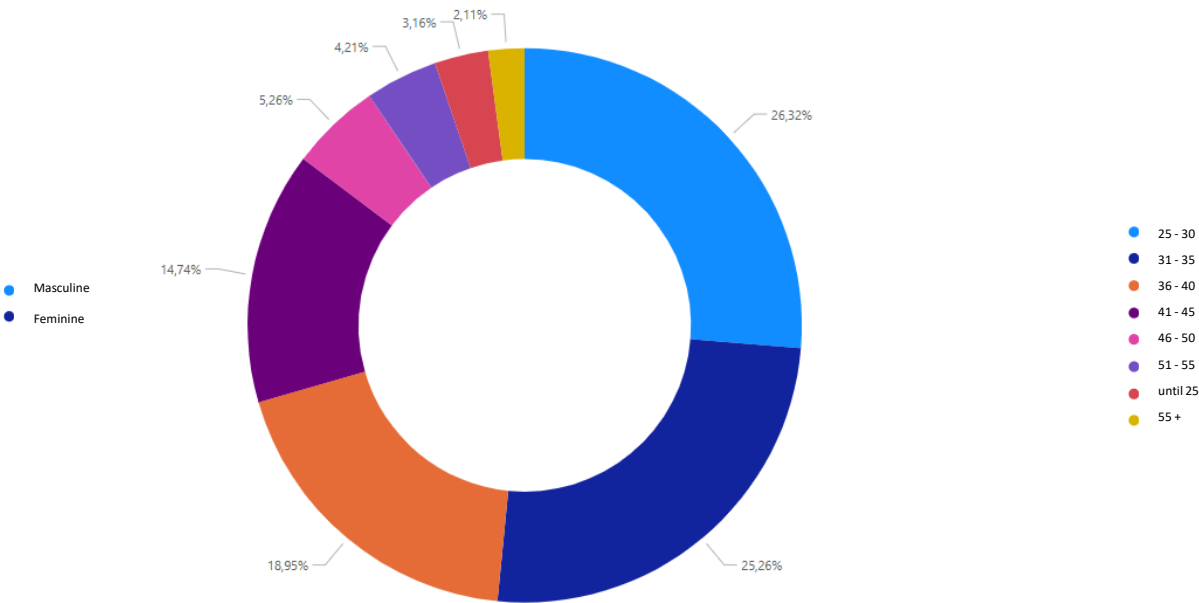
**05**
**Social**
ESRS S

# Social

Our employees

## EMPLOYEE CHARACTERIZATION

**Employees by gender**

16,84%

83,16%

- Masculine
- Feminine

*Graphic 1: Employees by gender*

**Employees by age group**

3,16%   2,11%

4,21%

5,26%

14,74%

26,32%

18,95%

25,26%

- 25 - 30
- 31 - 35
- 36 - 40
- 41 - 45
- 46 - 50
- 51 - 55
- until 25
- 55 +

*Graphic 2: Employees by age group*

**05**
**Social**
Our employees

# Social

Our employees

## EMPLOYEE CHARACTERIZATION

**Employees by length of service**



- 1 – 3 years
- less than 1 year
- 3 – 5 years
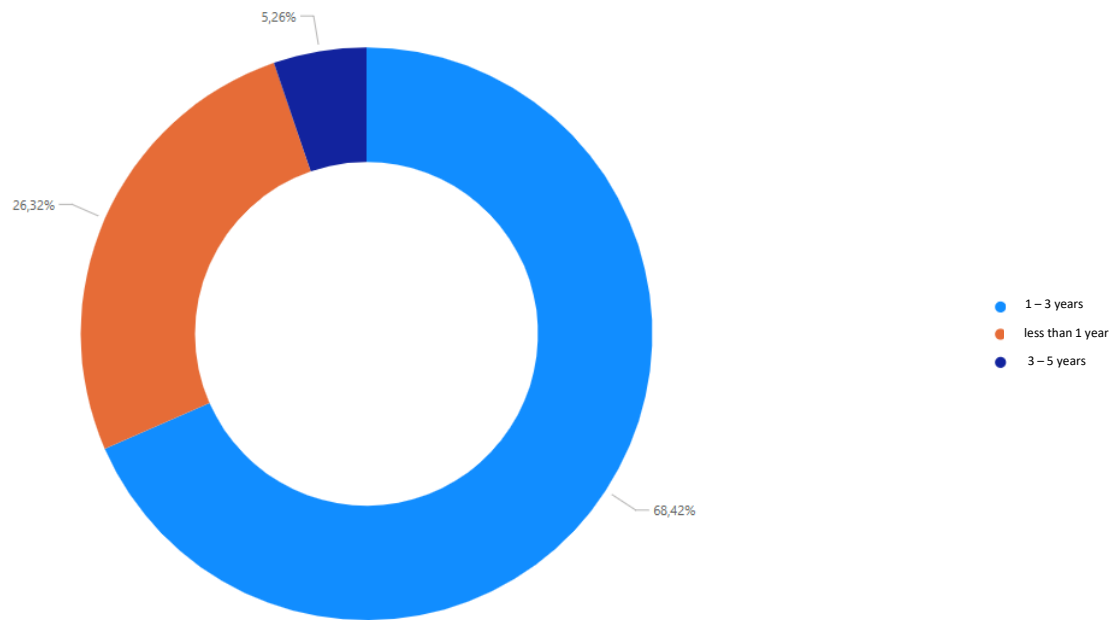
*Graphic 3: Employees by length of service*

# Social

## Our employees

### WORKING CONDITIONS

**Related policies and certifications**

- **Wellbeing & Best Practices Certification Seal**
- **Happy Company Seal**

**Processes**

- **Definition of a clear and transparent career plan**

**Measures and actions**

- **Sending newsletters and announcements on health and well-being**
  - Importance of empathy in the workplace and mental health
  - Discussion groups on mental health and well-being

- **Health insurance for employees | 48% of employees have insurance**

- **Free consultations for employees**
  - Nutrition: 10 consultations
  - Psychologist: 92 consultations

- **Free training and certification actions**
  - Total training hours | 1557
  - Total certifications given | 9

- **Events open to family members**

- **Workshops and events on healthy living**
  - Five were held: Impostor Syndrome; Techniques for Developing Emotional Intelligence; Stress Management Strategies and Burnout Prevention; Positive and Assertive Parenting; Healthy and Sustainable Eating; Healthy Snacks, Happy Kids Workshop

- **Awareness-raising actions on health and well-being**
  - One publication on social media
  - A talk on the importance of empathy in mental health
  - Two exhibitions | What is empathy? ; Empathy in mental health

- **Organizing sporting events**
  - Lisbon solidarity football tournament
  - Oporto solidarity football tournament
  - Lisbon paddle tennis tournament
  - Tournament | Foosball in the office
  - Padel games
  - Football games
  - Sports challenge

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# Social

## Our employees

### OPPORTUNITIES AND TREATMENT EQUALITY

Related policies and certifications

- **Equality policy**
- **Declaration of respect for human rights**
- **Adherence to the Diversity Charter**
- **Signing of the BCSD Portugal Charter of Principles**

Processes

- **Evaluation of contracts and working conditions**
- The following criteria were taken into account: number of female and male employees, salary by gender, increase rate by gender, progression rate by gender and cases of discrimination.
- The index gives a score from 0 to 100, with 100 being the ideal value.
- At Codewin, the index resulted in a score of 91,7.

- **Review of questionnaires regarding gender identification**
- **Review of recruitment: inclusive and non-discriminatory process**
- **Carrying out an internal survey to understand employee needs**

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# Social

## Our employees

### OPPORTUNITIES AND TREATMENT EQUALITY

**Measures and actions**

- **Three lectures on diversity, equity and inclusion**
  o Integration of people with disabilities
  o Women between generations
  o Minorities and personal experiences

- **Support for the education of employees' children**
  o Delivery of 2 childcare vouchers

- **Awareness-raising activities on diversity and inclusion**
  o Publication of 10 pieces of content on social networks
  o Discussion group | Diversity: recruitment and culture
  o Exhibition on minorities and equal skills

- **Onboarding for new employees and for people who have been absent for more than six months**

- **Possibility of internal mobility within the group in order to respond to employees' goals and wishes**

- **Publication of opinion articles written by women to highlight the female presence in the IT area**

- **Sending newsletters/communications on diversity, equity and inclusion**
  o May | diversity month

# Social

## Employees in the value chain

**Related policies and certifications**

- **Code of conduct**
- **Declaration of respect for human rights**

**Processes**

- **Creation of a survey for suppliers**
- **Preparation of an addendum to contracts with obligations on the subject**

**Measures and actions**

- **Presence at Job Fairs at colleges**
- A total of five presences

- **Open days**
- One event

- **Technical workshops to share knowledge**
- One event

# Social

## Affected communities

**Related policies and certifications**

- **Code of conduct**
- **Declaration of respect for human rights**

**Processes**

- **Creation of a survey for suppliers**
- **Preparation of an addendum to contracts with obligations on the subject**

**Measures and actions**

- **Blood donations**
- o 1 action | 28 participants

- **Solidarity events where all participants bring goods for the association to be supported**
- o Solidarity soccer tournament Lisbon | Sociedade Protetora dos Animais
- o Solidarity soccer tournament Porto | MIDAS
- o Paddle tennis tournament Lisbon | SOS Children's Villages

- **Creation of the inclusive employability program in which partnerships were made with associations that support the hiring of people with disabilities to help recruit them**
- o Partnerships: IEFP, Associação Salvador and Just work

- **Promoting our skills to support associations**
- o Ajudaris

- **Collection of goods for associations**
- o Comunidade vida e paz | over 150 goods
- o Hospital Santa Maria | over 100 toys collected
- o CPR | 50kg of food; more than 100 school supplies
- o Bombeiros Voluntários | more than 100kgs of goods

# 06

## Governance

ESRS G

# Governance

## Corporate Culture and Whistleblowing and Irregularities

**Related policies and certifications**

- **Code of conduct**
- **Internal policy**
- **Declaration of respect for human rights**
- **Regulation on reporting irregularities**
- **Information security and data protection policy**

**Processes**

- **Onboarding for new employees**
  - 17 actions carried out
- **Follow-up meetings**
  - 305 moments included

**Measures and actions**

- **Carry out regular communications about company news**
  - 3 Newsletters

- **Publish sections on career paths and careers within the company**
  - Social media | Sharing of 9 moments

- **Development of an internal information document to provide useful and practical information to employees**

- **Producing two internal announcements about the company**

- **Holding events that promote interaction between employees**
  - 15 events | Jantar de reis Lisbon and Oporto, Sports events (3), Anniversary, Code Talks (2), Candlelight, CodeConeDay and Consultants meetings (5)

- **Creation of a channel for reporting irregularities**

- **Conducting internal surveys**
  - 3 surveys | Health and well-being; Diversity, Equity and Inclusion; Social and Corporate Responsibility suggestions

# Governance

## Supplier management, Corruption and bribery

**Related policies and certifications**

- **Code of conduct**
- **Declaration of respect for human rights**
- **Publication of sustainable purchasing policy**

**Processes**

- **Creating a survey for suppliers**
- **Preparing an addendum to contracts with obligations on the subject**

**Measures and actions**

- Application of a supplier survey
- The suppliers to be assessed were defined on the basis of a risk analysis carried out by the moOngy group in 2025. Environmental, social and ethical risks were considered. Those who scored highest and were considered to represent a moderate risk, a high risk or a very high risk are the ones to be assessed.

- A scale of 0 to 20 was defined, where we considered the following:
  - 0 to 10 points: Supplier not very sustainable, should be reassessed
  - 11 to 15 points: Supplier committed to sustainability, but still needs to improve
  - More than 15 points: Sustainable supplier

- The moOngy group's suppliers were assessed and **84% are suppliers committed to sustainability** and in line with the values and principles defended by Adentis. Only 16% are failing in some areas and, in this respect, an improvement plan has been identified which will be reassessed next year.

**07**

**Goals**

# Goals

Environment

**ENVIRONMENT**

- **Reducing CO2 emissions**
  - Implementing carbon footprint recording systems
  - Increasing the electrification of the company's vehicle fleet
  - Optimizing processes to reduce energy consumption
  - Installing solar panels to reduce the use of non-renewable energy

- **Establishing partnerships in the area of sustainability**
  - Involving different stakeholders in the issue
  - Creating an open dialogue with stakeholders through transparent communication and internal communications on the subject
  - Defining sustainability criteria in contracts with suppliers
  - Promoting low-carbon supply chains

- **Efficient waste and materials management**
  - Replacing critical materials with sustainable alternatives
  - Separating and recovering waste
  - Internal awareness programs
  - Zero waste campaigns in offices

**07**
**Goals**
Environment

# Goals

Social

## SOCIAL

- **Promoting Diversity and Inclusion**
  - Sending out newsletters/announcements on DEI
  - Holding lectures and exhibitions on DEI
  - Holding discussion groups on equality, equity and inclusion
  - Launching a support grant for employees - awarded to 5 employees

- **Guarantee of Equal Pay**
  - Creation of a gender equality index
  - Annual salary audit by gender and function
  - Salary transparency

- **Improving Well-being and Mental Health**
  - Creating mental health programs
  - Organizing at least four sports activities/events
  - Holding workshops/events on healthy living
  - Sending newsletters/communications on well-being
  - Holding at least three talks and exhibitions on health and well-being

07

**Goals**

Social

# Goals

Social

## SOCIAL

- **Assessment of Labor Conditions in the Supply Chain**

  o   Creation of a survey for suppliers

  o   Preparation of an addendum to contracts with obligations on the subject

  o   moOngy solidarity Christmas market

  o   Preparation of criteria for suppliers without a contract

- **Involvement with local communities and investment in local development**

  o   Projects in education, professional training, health and the environment

  o   Corporate volunteering program with a local impact

  o   Holding solidarity events

  o   Collecting goods for associations

  o   Promoting our skills to support associations

## 07
## Goals
Social

# Goals

Governance

## GOVERNANCE

- **Promoting an organizational culture based on integrity, through codes of conduct, training and ethical leadership**
  - o Holding a workshop on empathy in leadership
  - o Creating a leadership academy

- **Ensuring that all employees understand the company's values**
  - o Holding onboarding sessions for new employees
  - o Holding onboarding sessions for people who have been absent for more than six months
  - o Holding internal announcements about the company
  - o Implementing the Share IT action

- **Develop internal surveys to gauge employee perceptions of the organizational culture, health and well-being practices and diversity, equity and inclusion actions**
  - o Launch an annual organizational climate survey
  - o Conduct an internal survey on health and well-being and one on diversity, equity and inclusion in the company

- **Creating formal and informal spaces for employees to express concerns and participate in improving the culture**
  - o Holding follow-up meetings

Obrigado.