

Every quantified indicator disclosed for 2025, organised by Sirma's material topics and mapped to the UN Sustainable Development Goals each contributes to

REPORTING BASIS	MATERIAL TOPICS	FRAMEWORK	FOOTPRINT	UN SDGS ADDRESSED
Consolidated, unaudited	7 of 10 assessed	CSRD / ESRS, voluntary	14 offices, 3 countries	11 of 17

ECONOMIC SUSTAINABILITY

Consolidated results, in euro



Total revenue	EBITDA	Net profit	Recurring revenue	Share price	Carbon intensity
66.47 M EUR	5.37 M EUR +80.68%	2.05 M EUR +269.66%	38 %	+49 %	10.64 -25% y/y
Carbon intensity in tCO ₂ e per EUR 1m of revenue. Dividend EUR 0.0102 per share.					
BGN 130.0m as reported					

WHO WE ARE

Annual average headcount and movement



Average employees and managers	Full-time	External	Part-time	Managers	Nationalities
826	755	62	9	19	9
826 average across 14 offices in 3 countries					
Men / women		64% / 36%		New employees – men	
Average age		34 yrs		New employees – women	
Average tenure		7 yrs		Employees who left	
Employees with disabilities		2%		Leavers as a share of headcount	
				106 (66 men, 40 women)	
				12.8%	

LIFELONG LEARNING

Value and growth on the prior year
material topic, score 45.00 of 50



Training spend, EUR	Employees trained	External trainees	External students
+25% 177,500	+30% 1,322	+185% 3,500+	+51% 512
Sirma Academy expenditure		EUR 85,000	Sirma Academy YouTube views
Internal training participations		500+	Sirma Academy YouTube watch hours
			3,517
			17,400

PREFERRED EMPLOYER

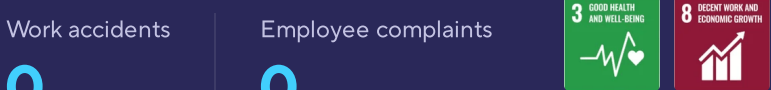
Pay, conditions and engagement
material topic, score 32.42 of 50



Men		Women		Employee survey at year end, share responding positively	
3,619 EUR		3,000 EUR			
Difference in average monthly salary	≈19%	Engagement events and initiatives	35+	Team works well together to achieve common goals	87%
Pay level relative to the IT sector	+33%	Days of remote work	9,982	Direct supervisor values their work	81%
Increase in average monthly salary	+27.9%	Family and maternity leaves	154	Satisfied with working conditions	77%
Employee-engagement expenditure	EUR 245.000	Employees with a right to remote work	92%	Motivated and satisfied with their work	75%
				Sirma offers career-development opportunities	72%
				Good or excellent work-life balance	64%

FAIR EMPLOYER

Health, safety and contractual standards
material topic, score 27.50 of 50



Sick leaves	233	Employees appraised at least once a year	100%	Employees with job descriptions	100%
Employees with an annual health check-up	89%	Employees with supplementary health insurance	76%	Employees with social-security contracts	100%
Satisfaction with working conditions	77%	Electronic employment and management contracts	100%	Employees with health assurance	100%

CLIENTS AND END USERS

Commercial outcome
material topic, score 18.56 of 50

Growth of consolidated sales	Recurring revenue in the year
31 %	38 %



ENERGY AND CLIMATE CHANGE

Scope 1 and 2, energy and resources
material topic, score 20.28 of 50



Scope 1 and 2 emissions

710.51

t CO₂e

decrease of 17 t

Purchased electricity is 88% of the footprint. Scope 3 is not yet reported.

Scope 1, own fleet

29.23

Scope 2, purchased energy

680.54

Per employee

0.86

Renewable generated

87 ^{MWh}

By source, tCO₂e

Electricity consumption 621.97

Heat consumption 58.57

Diesel 16.96

Petrol 12.27

Scope 2

Volume

tCO₂e

Change y/y

Electricity consumption

1,835 MWh

621.97

-24.72

Heat consumption

326 MWh

58.57

+7.26

Total energy

2,163 MWh

680.54

-17.53

Per employee

2.61 MWh

0.86

-0.12

Renewable electricity generated

87 MWh

29.46

+4.74

Water consumption

5,601 m³

Building stock renovated for efficiency

35%

Average hardware usage time

6.92 yrs

Fleet renewed, hybrid or electric

35%

Recycled hardware

3,374 kg

Electric-vehicle charging stations

2

Year-on-year energy reduction

25 MWh

Substation investment

EUR 107,883

ISO 14001:2015 environmental management

Renewed

Own photovoltaic generation as a share of headquarters electricity

23% renewable

100% of HQ demand

CORPORATE GOVERNANCE, VALUES AND DIALOGUE

Conduct, documentation and certification
material topic, score 20.00 of 50



0 Cybersecurity incidents	0 Corruption cases	0 Whistleblowing reports	0 Reports of irregularities	0 Regulatory fines
Code of Ethical Conduct in place and updated		Yes	Independent members of the Board	
Employees with access to internal documents		100%	Board mandate expires	
Internal documents updated in the year		90%	External auditor	
ISO certificates held		7	Grant Thornton Bulgaria	
Awards recognised to date		30+		

CARE FOR SHAREHOLDERS

Return, disclosure and dialogue
material topic, score 42.78 of 50



Change in share price	+49%
Dividend per share	EUR 0.0102
Capital participating in the General Meeting	75%+
Shareholder information events	7
Disclosures and shareholder reports	29
Late publications of reports	0%
Complaints or penalties on investor communication	0
Regulator fines for non-compliance	No
Formalised Investor Relations policy	Yes
Markets listed	BSE and FSE (Xetra, Feb 2026)

SUSTAINABLE DEVELOPMENT GOALS

The eleven Goals Sirma reports a contribution to

1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
1 No poverty	3 Good health and well-being	4 Quality education	5 Gender equality	7 Affordable and clean energy	8 Decent work and economic growth	9 Industry, innovation and infrastructure	10 Reduced inequalities	12 Responsible consumption and production	13 Climate action	16 Peace, justice and strong institutions