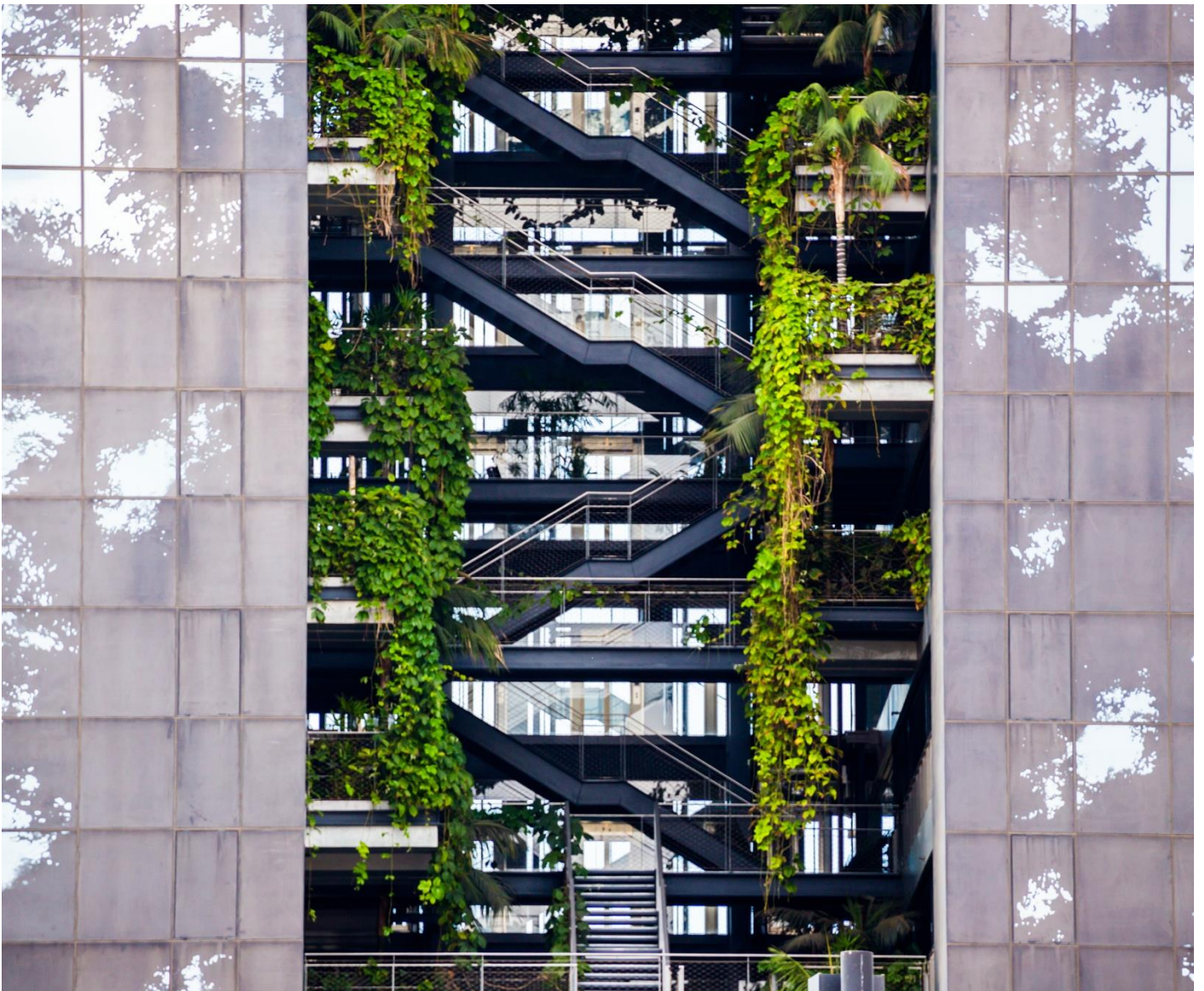


SUSTAINABILITY PRINCIPLES AND COMMITMENTS

EVANTAGE



2024

MESSAGE OF THE MANAGEMENT

For eVantage Soft, 2024 was an important step in strengthening our responsibility to people, the environment and governance.

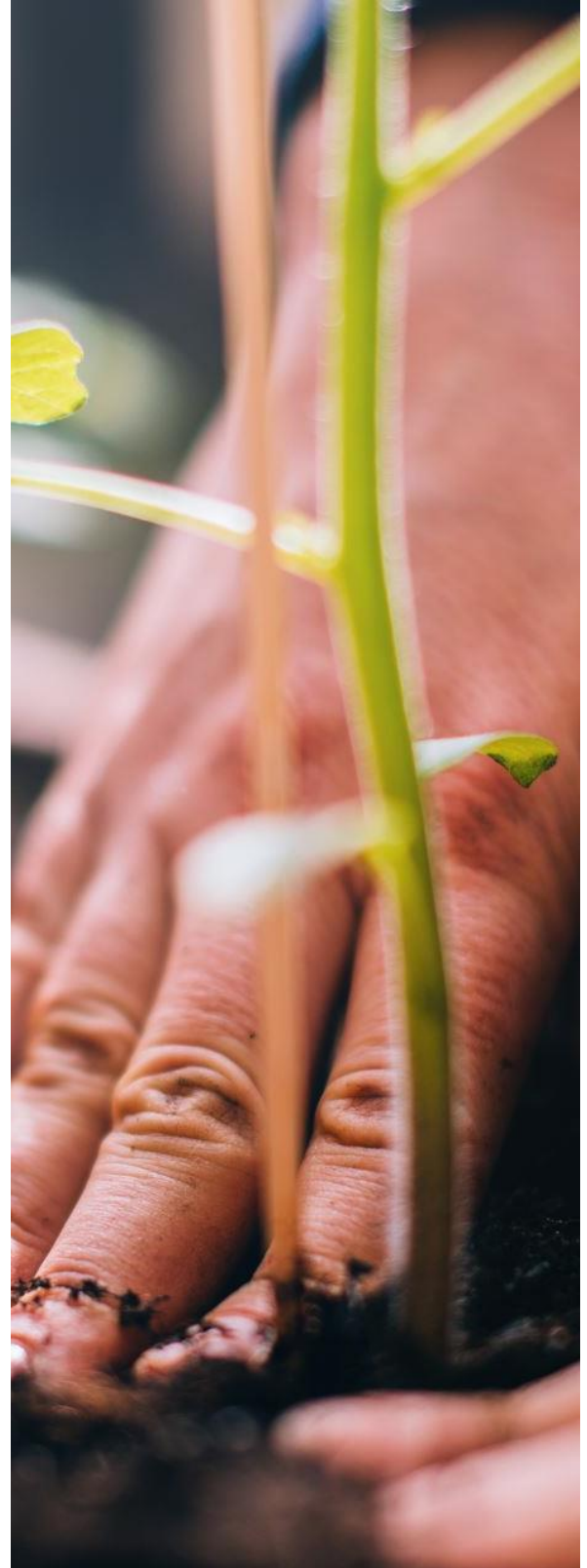
In a dynamic industry, marked by innovation and rapid change, we strongly believe that success cannot be separated from integrity, transparency and care for the communities in which we operate.

We have invested in our team, through training programs, health and safety policies, and diversity and inclusion initiatives.

We have maintained ISO 9001 and ISO/IEC 27001 certifications, and have demonstrated to our partners our commitment to quality and information security.

Looking ahead to 2025, we want to strengthen the organizational culture based on integrity, promote equity and diversity, and strengthen responsible partnerships with suppliers and local communities. We will continue to reduce our environmental footprint and invest in people, so that eVantage Soft remains an example of an innovative and responsible company.

Sustainable success is built through integrity, innovation and care for people and communities.



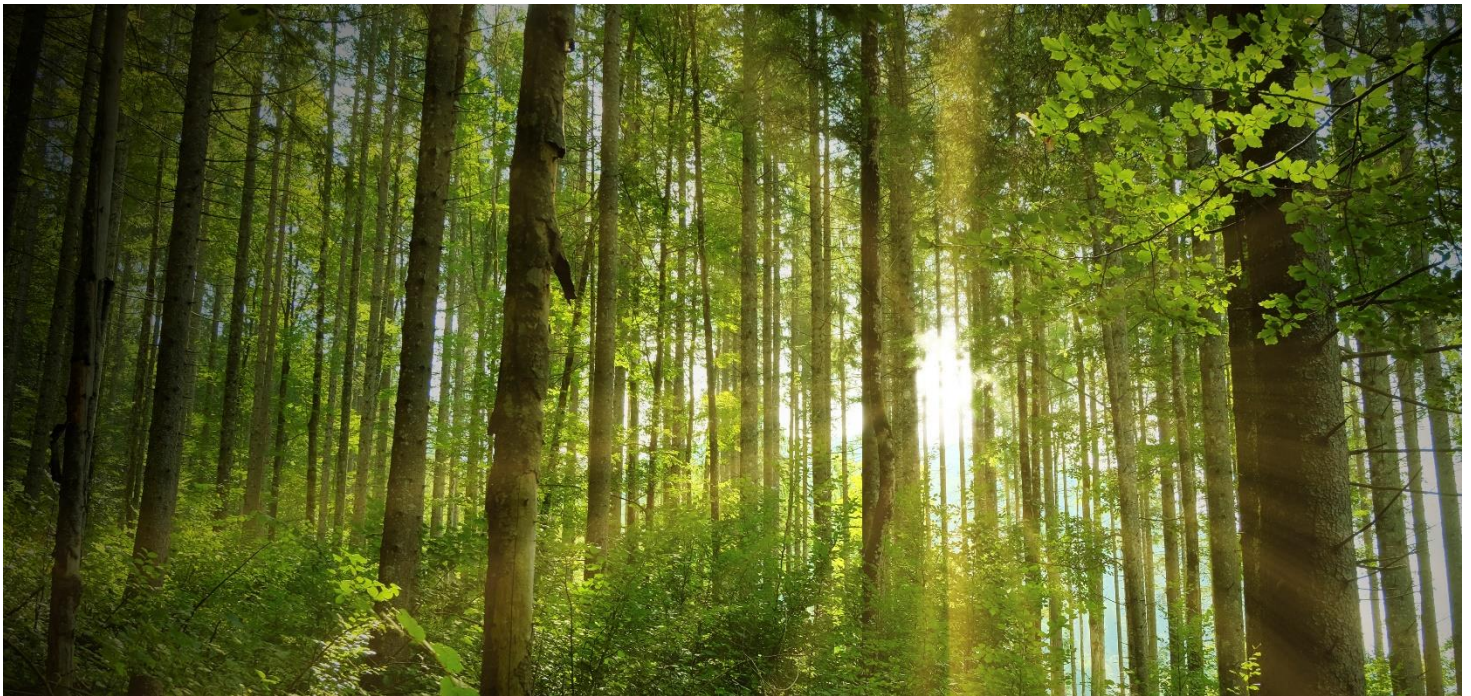
ABOUT EVANTAGE SOFT

eVantage Soft is a company with European DNA and an international presence, founded in 2018, dedicated to accelerating digital transformation through technological excellence and strategic business understanding.

We have developed as an integrated ecosystem that brings together IT engineering, functional consulting, and scalable delivery models. Through this approach, we support sustainable development, operational resilience and measurable business impact.

With offices in Romania (Bucharest and Galati) and a subsidiary in the Republic of Moldova (Chisinau), our extensive team of up to 200 specialists serves international clients in industries such as automotive, energy, retail, fashion, pharmaceuticals and logistics.

*We are a technology and consulting ecosystem,
built on trust and sustainable impact.*



IMPACT



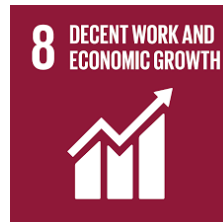
SDG 3 – Good health and well-being – through medical checks, workplace safety, wellbeing initiatives and community involvement;



SDG 4 – Quality education – through partnerships with universities, internships and sponsorship of educational programs;



SDG 5 – Gender equality – through diversity and inclusion policies and increasing the representation of women in leadership positions;



SDG 8 – Decent work and economic growth – by respecting the rights of employees and contractors, fair working conditions and opportunities for professional development;



SDG 10 – Reduced inequalities – through non-discrimination, inclusion and equal access to opportunities;



SDG 12 – Responsible consumption and production – by reducing e-waste, recycling and sustainable procurement;



SDG 13 – Climate action – by reducing energy consumption, choosing providers with sustainability commitments.

We focus on what matters most to employees, partners and the environment.

PEOPLE - AT THE HEART OF OUR CONCERNS

At eVantage Soft, people are the source of energy and inspiration. We have built a culture in which respect, collaboration and continuous learning are core values.

We focus on professional development, through training and mentoring programs, but also on the personal well-being of our colleagues. We want everyone to find their place, to be sure that their voice matters and that they can grow together with the team.

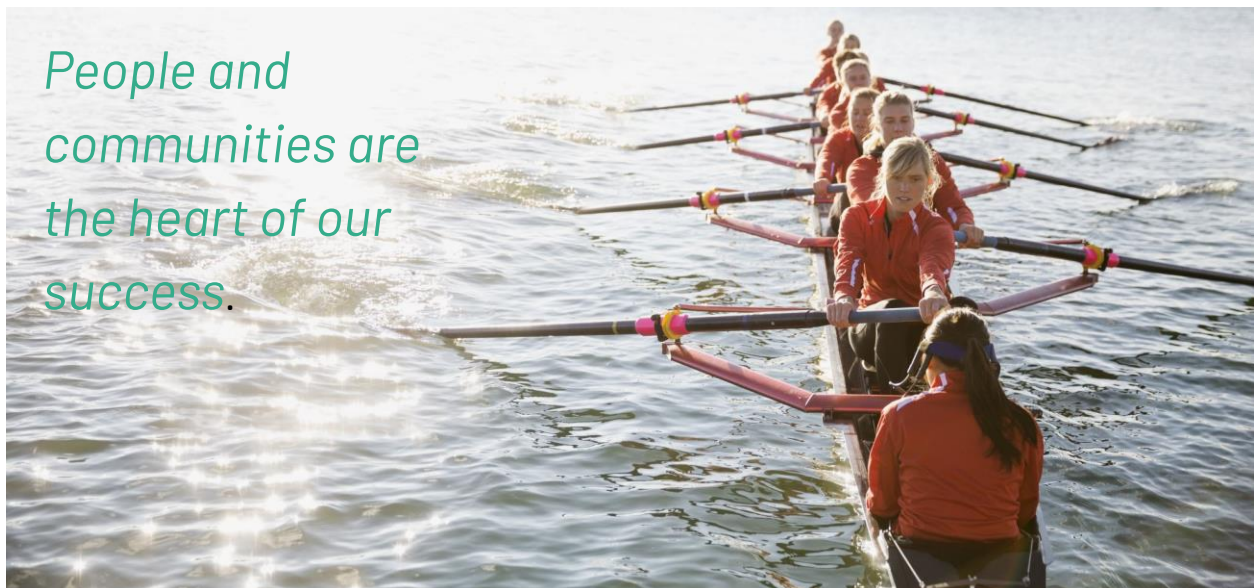
Diversity is a priority - we believe that good ideas come when different perspectives encounter. Our goal is to create an inclusive environment where every person feels valued and respected.

Safety at work remains a core principle. We take responsibility to provide healthy and balanced working conditions, both physically and psychologically.

We support projects that provide access to education for children and young people, in 2024 we encouraged sports performance and contributed to initiatives that support the vulnerable. We believe in the power of example and in our role in creating bridges between business and society.

We collaborate with universities and organize internship programs that are an important part of our involvement. We want to be close to young people, to support them to discover their passion for technology and to prepare them for successful careers.

People and communities are the heart of our success.



RESPONSIBILITY TOWARDS THE ENVIRONMENT

Although we are a technology company, we know that every activity leaves a mark.

That's why we've taken on the role of keeping this footprint as small as possible and contributing to a greener future.

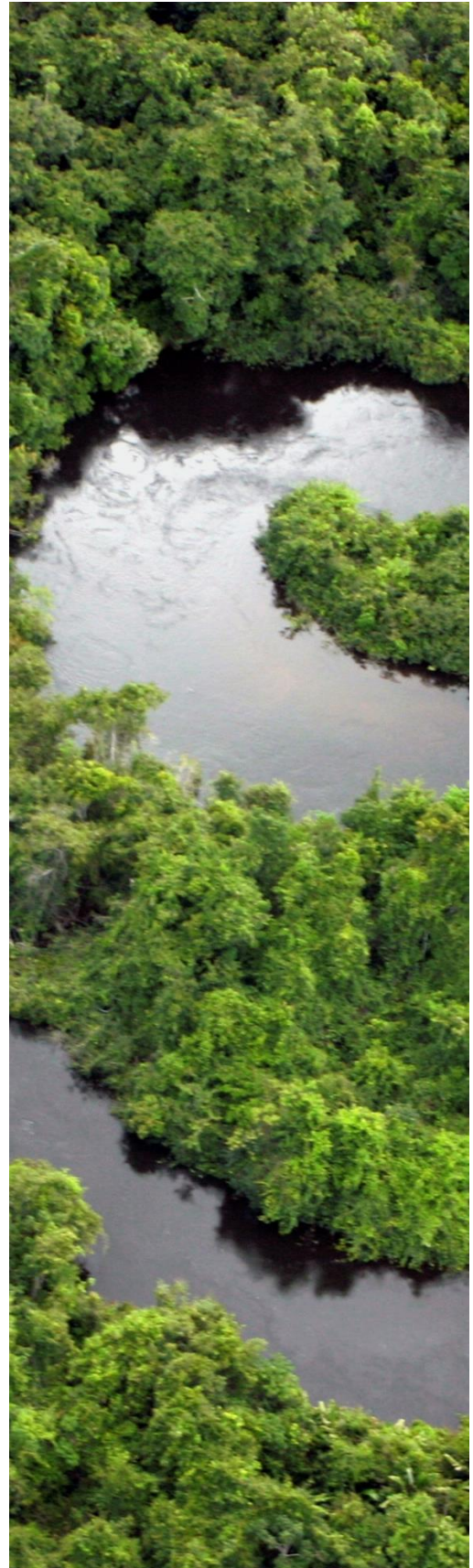
We promote remote work and digitization of processes, thus reducing resource consumption and the need for travel.

Our equipment is carefully chosen for energy efficiency, and e-waste is managed exclusively by authorized recyclers.

We want to be an example of a "low impact company" and to demonstrate that technology and sustainability can go hand in hand.

In the coming years, our goal is to expand impact monitoring and identify innovative solutions to further reduce emissions.

*Real progress implies responsibility
towards people and the
environment.*



GOVERNANCE - ETHICS AND TRANSPARENCY

The basis of our work is trust. We are guided by the principles of ethics, integrity and responsibility, and these values are reflected in the way we run our business.



We are ISO 9001 and ISO/IEC 27001 certified – international standards that confirm our commitment to information quality and security. Data protection and cybersecurity are not just legal obligations, but part of our organizational DNA.

We have clear anti-corruption policies and promote transparency in all relationships with our partners and clients. We are looking ahead and working on new governance mechanisms, including the implementation of an anonymous reporting channel, which will further strengthen the culture of accountability.

*Building sustainable partnerships based
on trust and shared values*



OUR COMMITMENT

At eVantage Soft, sustainability is reflected in the way we support ourselves

We are taking clear and constant steps to show that we can do things better.

We recognize that there are challenges, but we know that progress comes through consistency, continuous learning and collaboration.

We look to the future with the confidence that we can remain a stable partner, which grows through innovation and responsibility.

For the coming years, our priorities are:

People – maintaining a safe and equitable work environment, expanding training programs and increasing diversity in leadership positions.

Environment – maintaining the "low carbon" profile, monitoring emissions and directing 100% of e-waste to authorized recyclers.

Communities – supporting education, sports and health through local projects and partnerships with the university environment.

Governance – strengthening ethics mechanisms, including the implementation of an anonymous reporting channel and the extension of ESG criteria in the supply chain.

We look to the future with confidence, convinced that progress is built through consistency and through the balance between innovation, responsibility and collaboration.

