



Sustainability Report 2025

Powering a Better Future with Data

C1 - Public

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Purpose

This Sustainability Report 2025 provides a comprehensive overview of Ataccama's environmental, social, and governance performance for 2025. The purpose of this report is to transparently communicate progress toward our mission to power a better future with data by demonstrating how sustainability is integrated into everything Ataccama does.

2025 marks Year 1 of Ataccama's long-term ESG strategy – a year focused on ESG ownership, baseline setting, and goal definition. This Report encompasses several key objectives:

- **To measure and report on Ataccama's environmental footprint:** including progress on the 2025 carbon footprint calculation, EcoVadis assessment, cloud provider sustainability review, and asset management improvements.
- **To demonstrate our commitment to people and community:** showcasing how Ataccama fosters meaningful employee engagement, professional development, inclusion and belonging, and community impact.
- **To validate adherence to information security, privacy, and data protection commitments:** demonstrating compliance with applicable laws, regulations, and industry standards. This includes reporting on security certifications, governance framework improvements, policy updates, and proactive risk mitigation.

This Report is prepared in alignment with European Sustainability Reporting Standards and serves as a tool for data-driven decision-making and transparent stakeholder communication.

Scope

This Report covers all entities and branch offices: Ataccama Corporation (Canada), Ataccama Software s.r.o. (Czech Republic), Ataccama Bulgaria EOOD, Ataccama UK Ltd., Ataccama Data Platform Pty Ltd. (Australia), Ataccama Corp. U.S., Ataccama SK s.r.o. (Slovakia), Ataccama Data Platform GmbH (Germany) (collectively, “**Ataccama**”).

Reporting Period: January 1, 2025 – December 31, 2025



Reporting Boundaries: This Report includes data and performance metrics from all employees, contractors, and operations across all Ataccama entities during the reporting period.

Reporting Standards: This Report follows the European Sustainability Reporting Standards and incorporates relevant frameworks, including the GHG Protocol for emissions reporting, applicable data protection regulations, and internationally recognized governance standards.

Data Collection: Performance data has been systematically collected across all three ESG pillars using standardized methodologies to ensure consistency, accuracy, and comparability year-over-year.

Stakeholder Engagement

Ataccama's mission to power a better future with data requires close collaboration with the stakeholders who influence our strategy and are affected by our operations. Engagement with stakeholders is embedded in our ESG Policy and informs both our double materiality assessment and the development of our long-term ESG strategy. Ataccama works with a broad group of stakeholders, including employees, customers, investors, suppliers, and the communities in which we operate, ensuring that their expectations are reflected in our sustainability priorities.

Our Stakeholder Groups

Ataccama identifies several key stakeholder groups as part of our ESG governance framework:

- **Ataccamers:** Ataccama staff, including full-time employees, contractors, temporary workers, and third-party collaborators.
- **Customers:** engaged through security and compliance communication channels, assessments, and ongoing collaboration.
- **Investors and Leadership:** engaged through transparent reporting structures that support informed, data-driven oversight of ESG activities.
- **Suppliers & Critical Vendors:** evaluated for compliance with security, data protection, and ethical standards.



Engagement Approach

Ataccama engages stakeholders through a range of formal and informal mechanisms. Employee engagement is maintained through regular all-hands meetings, quarterly pulse surveys (eNPS), strategy communication sessions, and the forum with the CEO. Customer engagement is conducted through security questionnaires, Trust Center updates, and proactive compliance communication. Investor and leadership engagement is supported by regular ESG reporting and Board-level oversight.

In 2025, Ataccama continued to mature its stakeholder engagement infrastructure, including the expansion of the ESG working group, assignment of ESG topic owners to each pillar, and the successful completion of the inaugural EcoVadis assessment.

Integrating Stakeholder Input Into Strategy

Stakeholder inputs, gathered through the double materiality assessment conducted in 2024, continue to shape Ataccama's ESG priorities in 2025. The assessment identified Climate Change (E1), Own Workforce (S1), Customers and End-Users (S4), Business Conduct (G1), and Data Protection & Security (G) as the most material topics. These remain the foundation of Ataccama's three strategic ESG pillars: Planet Protection, People & Community, and Security & Governance.

Commitment to Continuous Improvement

Ataccama maintains a strong commitment to transparency, regular evaluation, and continuous improvement across all ESG activities. The company prepares for annual reporting in line with ESRS requirements and regularly reviews its policies, governance frameworks, and risk management practices to ensure ongoing alignment with stakeholder expectations and global standards.

Report

Our 2025 ESG Performance

2025 represents Year 1 of Ataccama's ESG strategy — a foundational year centered on establishing ESG ownership, setting measurable baselines, and embedding sustainability governance into the organization. Building on the groundwork laid in 2024, Ataccama



advanced concrete progress across all three ESG pillars, from completing its first EcoVadis assessment to expanding inclusion and belonging programming, and maintaining its full suite of security certifications.

Identified Material ESG Topics

Based on the results of the 2024 double materiality assessment, the following material ESG topics remain the focus of Ataccama's 2025 reporting and strategic priorities:

- **Climate Change** (E1): Greenhouse gas emissions, energy use, travel-related impacts, and climate-related transition risks.
- **Own Workforce** (S1): Employee well-being, engagement, personal and professional growth, inclusion, and retention.
- **Customers and End-Users** (S4): Ataccama's responsibility to deliver secure, reliable, and trustworthy data management solutions.
- **Business Conduct** (G1): Ethical business practices, integrity, supply chain management, and anti-corruption measures.
- **Data Protection & Security** (G): Information security, privacy, regulatory compliance, and protection of customer and company data.

These material topics form the foundation of Ataccama's ESG Strategy pillars - Planet Protection, People & Community, and Security & Governance - and guide the structure and content of this ESG Report 2025.

Environment: Planet Protection

Ataccama is committed to minimizing its environmental footprint and integrating responsible environmental stewardship into its operations. As a global data management software company, our primary environmental impacts are associated with greenhouse gas emissions, energy use, business travel, cloud services, and office operations.

Our environmental approach is guided by the ESG Strategy, Environmental Policy, and the results of our double materiality assessment, which identified climate change as a material topic for Ataccama. In 2025, we built on the 2024 carbon footprint baseline with further data collection, completed our inaugural EcoVadis assessment, advanced our asset management capabilities, and initiated a commuting survey to support Scope 3 calculation improvements.



Our Environmental Commitments

Ataccama's Environmental and ESG Policies affirm our commitment to:

- Carbon neutrality by 2050, in alignment with EU Climate Neutrality goals and international climate frameworks.
- Conducting regular GHG assessments in accordance with the GHG Protocol and transparently reporting progress over time.

Carbon Footprint

Building on the 2024 GHG inventory – Ataccama's first comprehensive carbon footprint calculation – the 2025 reporting cycle continues to develop data quality and coverage across all scopes. The 2024 baseline established total emissions of 1,678.97 tCO₂e, of which the majority originated from Scope 3 value chain activities.

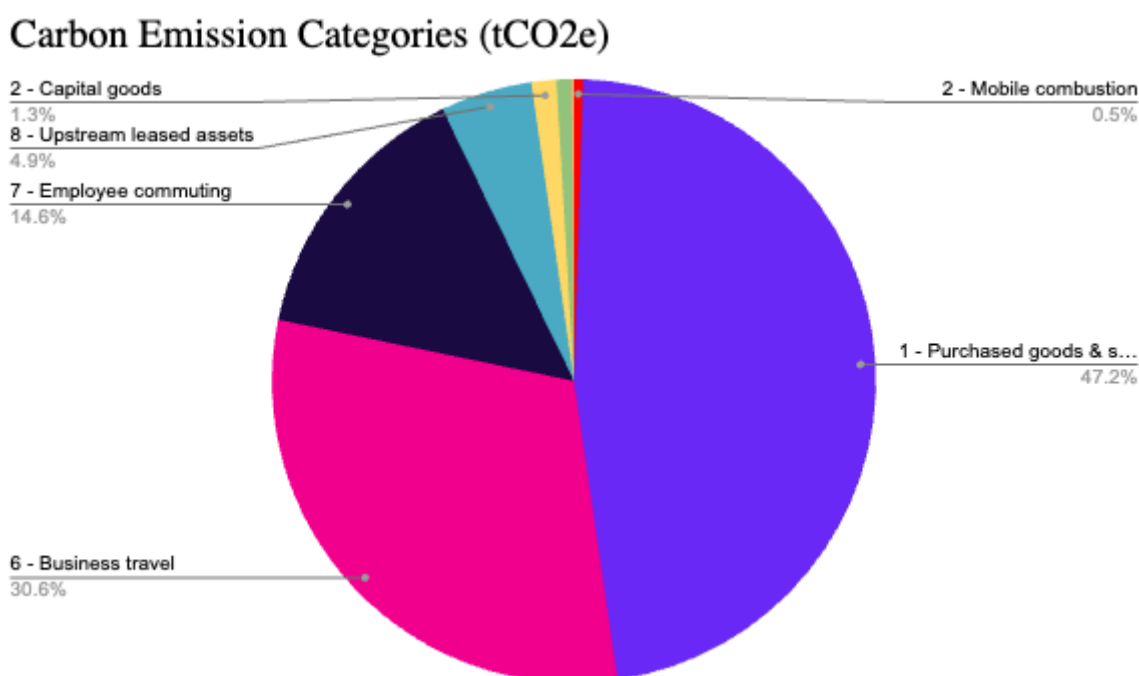
For 2025, Ataccama conducted its GHG inventory in accordance with the GHG Protocol, using a combination of supplier-reported data, activity-based, and spend-based estimation methods. The methodology is consistent with the approach established in 2024, enabling year-on-year comparability.

The 2025 carbon footprint calculation has been completed, with data owners assigned across all major emission categories including company cars (Scope 1), cloud services (Scope 3 – AWS and Microsoft Azure), office operations and rentals, IT assets, SaaS licenses, employee commuting, and e-waste. Total 2025 emissions are estimated at **1,979.96 tCO₂e**, representing a year-on-year increase of 17.9% compared to the 2024 baseline. A data quality review conducted prior to publication identified and corrected an overstatement in employee commuting figures, improving the accuracy of the final inventory.

The year-on-year increase is primarily attributable to three categories. First, AWS cloud computing emissions increased significantly based on vendor-provided data; the underlying drivers are under review and will be further investigated for the 2026 reporting cycle. Second, software license emissions increased, reflecting growth in SaaS expenditure. Third, office catering and company events emissions increased substantially, driven by a significant increase in company events and catering expenditure in 2025. Business travel, the single largest source of emissions in 2024, decreased by 11.2%, reflecting the continued impact of Ataccama's hybrid work model and remote delivery capabilities.

In 2025, Ataccama held a company-wide event in Barcelona. Emissions associated with this event, comprising flights and accommodation, totaled 449.1 tCO₂e and have been calculated separately. These are excluded from the 2025 total above to preserve year-on-year comparability, as this was a non-recurring item. Including the Barcelona event, total 2025 emissions would be 2,429.06 tCO₂e.

Reference: 2024 baseline total emissions: 1,678.97 tCO₂e (Scope 1: 10.15 tCO₂e; Scope 3: 1,668.82 tCO₂e). 2025 total emissions: 1,979.96 tCO₂e (Scope 1: 9.56 tCO₂e; Scope 3: 1,970.40 tCO₂e), excluding Barcelona event (449.1 tCO₂e). Including the Barcelona event, total 2025 emissions are 2,429.06 tCO₂e.



Scope 1 – Direct Emissions

Scope 1 emissions represent direct greenhouse gas emissions from Ataccama's operations. As in 2024, Scope 1 sources consist exclusively of fuel combustion from company-owned vehicles used for business purposes. Fuel consumption data is converted to CO₂e using DEFRA emission factors for relevant fuel types (petrol and diesel). Total Scope 1 emissions decreased slightly from 10.15 tCO₂e in 2024 to 9.56 tCO₂e in 2025. Ataccama does not operate facilities or equipment that produce Scope 1 stationary combustion or process emissions.



Scope 2 – Indirect Energy Emissions

Ataccama does not directly purchase electricity, heating, or cooling for its offices. All premises are leased, and utilities are managed by building owners and included in lease agreements. As a result, Scope 2 emissions are not reported separately, and related energy consumption is accounted for under Scope 3 – Category 8 (Upstream Leased Assets), in accordance with the GHG Protocol and ESRS guidance. Total energy consumption across leased offices was 292.27 MWh in 2024, decreasing to 250.34 MWh in 2025, a reduction of 14.3%, despite the addition of a new office location during the year.

Scope 3 – Value Chain Emissions

Scope 3 emissions represent the largest share of Ataccama's carbon footprint, reflecting the nature of our cloud-based, globally distributed business model. In 2025, Ataccama continued to assess all relevant Scope 3 categories in line with the GHG Protocol Scope 3 Standard.

Key 2025 targets:

Metric	Target	2025 Result
Conduct an EcoVadis Assessment	Assessment completed	Completed (58/100, 49th percentile)
Carbon Footprint calculated across all scopes	Calculation completed	1,979.96 tCO ₂ e
Climate transition plan developed and approved	Plan approved	In progress - carried to 2026
Total GHG emissions (tCO ₂ e)	Achieve carbon neutrality (net zero) by 2050.	On track - monitored annually

The development of a formal climate transition plan has been initiated and is carried forward as a priority deliverable for 2026. Progress toward Ataccama's long-term commitment to carbon neutrality by 2050 continues to be monitored through the annual GHG inventory process, with total 2025 emissions recorded at 1,979.96 tCO₂e.

EcoVadis Assessment

In March 2025, Ataccama completed its inaugural EcoVadis sustainability assessment, achieving an overall score of **58/100** and placing in the **49th** percentile globally. This result places Ataccama in the "Committed" tier and represents a significant milestone in the



company's external ESG credibility. The EcoVadis scorecard is available to customers and prospects on request via the EcoVadis platform.

The assessment covered four dimensions: Environment (72/100), Labor & Human Rights (58/100), Ethics (59/100), and Sustainable Procurement (29/100). The strongest performance was recorded in the Environment dimension, reflecting Ataccama's progress on carbon footprint measurement and environmental management. The 2025 carbon footprint calculation was finalized as part of the EcoVadis submission process. Sustainable Procurement was identified as the area with the greatest opportunity for improvement, and will be a focus area going forward.

Energy Management

Ataccama does not directly procure energy for its offices; all office space is leased with utilities managed by building operators. The company is committed to implementing energy monitoring systems across office locations by 2026 and to progressively increasing the share of renewable energy in its operations.

In 2025, Ataccama continued outreach to office facility managers to gather data on electricity, heating, cooling, and water consumption at leased premises. Total energy consumption across leased offices decreased to 250.34 MWh in 2025 from 292.27 MWh in 2024, a reduction of 14.3%, achieved despite the addition of a new office location during the year. A cloud provider sustainability review was also completed for AWS and Microsoft Azure (see Business Ethics & Supply Chain Management section).

Key 2025 targets:

Metric	Target	2025 Result
Energy monitoring systems implemented across offices	100% of offices by 2026	78% — continuing in 2026
Monitor the company's Scope 1 and 2 energy consumption from renewable sources	100% renewable energy by 2040	On track — data collection in progress
Conduct a sustainability review of key cloud service providers (AWS, MS Azure)	Review completed	100 %



Energy data was successfully collected from 5 of 9 office locations via facility operators, with estimated figures used for the remaining 4 locations. As Ataccama does not own any office premises, renewable energy data depends on landlord reporting, and full data collection is carried over to 2026. The sustainability review of key cloud service providers, AWS and Microsoft Azure, was completed in full.

Travel & Mobility

Business travel remains a significant source of Ataccama's Scope 3 emissions, decreasing from 681.58 tCO₂e in 2024 to 605.10 tCO₂e in 2025, a 11.2% reduction. Ataccama's hybrid work model and remote implementation capabilities significantly reduce the need for customer-site travel. The company encourages employees to prioritize lower-impact travel options and is working toward reducing car use in business travel to 50% or less by 2030.

In 2025, Ataccama conducted its annual company-wide commuting survey to collect employee commuting data for Scope 3 Category 7 calculations. Total Category 7 emissions are estimated at 288.67 tCO₂e, comprising commuting by office-based employees (59.33 tCO₂e), homeworking by office-based employees (167.39 tCO₂e), and homeworking by fully remote employees (61.95 tCO₂e).

In 2025, Ataccama held an event in Barcelona, generating 449.1 tCO₂e from flights and accommodation. This has been reported separately as a non-recurring item and excluded from the comparable 2025 total to preserve year-on-year comparability.

Key 2025 targets:

Metric	Target	2025 Result
Business travel carbon footprint calculated for 2025	Calculation completed	605.10 tCO ₂ e (↓11.2% vs 2024) ✔
Encourage employees to prioritize shared or public transportation for business travel, with a goal of reducing car usage to 50% or less by 2030.	Car use ≤50% of business travel and commuting by 2030	On track - business trip car emissions ↓5.50% in 2025, and in commuting, the share dropped from 17.53% to 15% ●



Assets, Waste & E-waste

In 2025, Ataccama progressed the implementation of a robust asset management system, with the goal of ensuring 100% of company assets are tracked within the platform. This initiative supports more accurate reporting of capital goods under Scope 3 and strengthens operational oversight of IT equipment across all entities.

Purchased IT asset emissions decreased from 59.65 tCO₂e in 2024 to 15.57 tCO₂e in 2025, reflecting a reduction in hardware procurement expenditure during the year. Waste generated in offices increased from 9.48 to 15.77 tCO₂e. No e-waste was collected or disposed of during 2025, resulting in zero reported emissions for this category.

Key 2025 targets:

Metric	Target	2025 Result
All company assets tracked within asset management system	100% of assets tracked	100 %
E-waste circularity rate	≥90% by 2028	On track – no e-waste generated in 2025

Social: People & Community

Ataccama's people are central to its mission to power a better future with data. The People & Community pillar reflects Ataccama's commitment to creating a supportive, inclusive, and engaging workplace, while contributing positively to the communities in which it operates. This commitment is grounded in Ataccama's values, which are being further formalized and embedded across the organization. Ataccama actively nurtures a culture of ONE Team – fostering collaboration across teams, functions, and geographies – while promoting a candid and caring environment where employees feel respected, supported, and empowered to contribute authentically. Through this people-first approach, Ataccama aims to create a workplace where individuals can thrive both personally and professionally.

The double materiality assessment identified Own Workforce (S1) and Customers and End-Users (S4) as material social topics. In response, Ataccama focuses on employee



well-being, engagement, development, inclusion, and responsible business practices that support long-term value creation for both its people and its customers.

Inspiring Workplace & Employee Well-being and Engagement

Ataccama conducts regular employee engagement surveys, all-hands meetings, and strategy communication sessions to encourage open dialogue and promptly address employee feedback. The company supports a healthy workplace and work-life balance through flexible work arrangements and employee benefits, while ensuring compliance with applicable health and safety standards across all global locations.

In 2025, employee engagement activities included ongoing quarterly eNPS pulse surveys, all-hands and open sessions with the CEO, Culture Ambassador programs, and continued focus on flexible time-off policies.

In response to feedback gathered through pulse surveys, Ataccama took a number of actions during 2025, including extending GPS (performance review) conversations, improving internal communication around job postings, refreshing the onboarding experience, and enhancing employee benefits. Following a benefits survey conducted in August 2025, enhancements were introduced across locations. Wellbeing days and flexible time-off policies continued to support employee work-life balance throughout the year. Ataccama is committed to ensuring equitable pay across all roles globally, with compensation structures reviewed regularly to reflect market conditions and internal fairness principles.

Key 2025 targets:

Metric	Target	2025 Result
eNPS Score (quarterly average)	>30	32.25
Pulse Survey Average Score	> 4,2	4,1
Mental health support access	100% of employees	100 %
Overall attrition/turnover rate	< 20 %	21,5%

Personal & Professional Growth

Ataccama is committed to fostering continuous learning and career growth opportunities for all employees through structured programs and resources. In 2025, the company focused on implementing career maps across departments, providing leadership



development opportunities, and achieving a high GPS (performance and career development review) completion rate.

Key 2025 targets:

Metric	Target	2025 Result
Completion of performance and career development reviews (GPS)	> 90 %	97,75%
Average training satisfaction	≥8.0 / 10	8.352
Implement Career Maps for all / 90% of the departments within the organization by the end of the year 2025	> 90 %	100%

Inclusion & Belonging

Ataccama is dedicated to fostering an inclusive, equitable, and supportive company culture where all employees feel a genuine sense of belonging. The company promotes equal opportunities for career growth and leadership representation, fair and competitive compensation and benefits, and tailored support systems to meet diverse employee needs.

In 2025, Ataccama delivered a range of inclusion and belonging initiatives, including:

- International Women's Day Panel Discussion (March 2025)
- Weekly Mindfulness & Yoga series – 4 sessions (May 2025)
- Mental Health Awareness Panel (May 2025)
- Celebrating Pride Month (June 2025)
- Hedepy Webinar: Mindful Reset – Ease Back into Your Rhythm (October 2025)
- Panel: Productivity through Inclusion & Cultural Diversity (November 2025)
- Neurodiversity Webinar – Building More Inclusive Teams (November 2025)

Key 2025 targets:

Metric	Target	2025 Result
0 discrimination incident culture	0 incident	0
DEI strategy formalized (policies, training	Comprehensive DEI program	In progress – on track for 2026



agenda, inclusive hiring, measurement framework)		
Set baseline data and clear goals for diversity and inclusion improvements.	Baseline and targets defined	In progress – on track for 2026
Organize annual events to promote the inclusive workplace	≥4 events per year	9 events, 515 participants

Ataccama maintained a discrimination-free workplace throughout 2025, reflecting the strength of its values-driven culture and the Code of Conduct embedded across the organization. Work on formalizing a comprehensive DEI strategy – covering policies, training, inclusive hiring, and measurement – is actively underway, alongside the development of baseline diversity data and clear inclusion goals. On the engagement side, Ataccama significantly exceeded its events target, delivering 9 inclusive workplace events with a combined 515 participants, spanning panel discussions, mindfulness sessions, and learning programs.

Community & Impact

Ataccama actively engages with local communities across its office locations, supporting impactful initiatives in education, social welfare, and charitable causes aligned with company values. The company inspires employee involvement through volunteering time off and structured charitable activities.

In 2025, community engagement activities included:

- Individual and office-based volunteering days: In 2025, we organized 24 volunteering days and volunteered 524 hours.
- Charitable activities linked to the company holiday season: In 2025, we organized Ataccama charitable holiday markets and donated towards 2 local non-profit organizations in Prague (Diakonie - Wrapped with love project focused on building a new community home, Motýlek - supporting children and youth with social and health disadvantages). Our Bratislava team supported the Christmas from a Box project and a local center for seniors by providing boxed Christmas gifts.



- Ataccama Ambassador events foster connections with the broader tech community. In 2025, we organized, supported, or hosted 15 events with over 40 Ataccama experts speaking and sharing community know-how.

Key 2025 targets:

Metric	Target	2025 Result
Identify potential partnerships with NGOs, communities, and universities.	≥2 partnerships	4 ✓
Launch the Volunteering Time Off (VTO) policy and monitor initial engagement.	1 VTO day available per employee	100 % rollout ✓
Implement the framework for the Employee Donation Matching Scheme.	Scheme implemented	100 % ✓
Establish Ataccama Ambassadors Program to promote employee expertise.	≥10 active ambassadors	15 ambassadors ✓

Ataccama doubled its partnership goal, forming four collaborations with universities, local schools, a tech meetup community, and local NGOs. The Volunteering Time Off policy was successfully rolled out to all employees, and the Employee Donation Matching Scheme was implemented. The Ataccama Ambassadors Program also surpassed its target, growing to 15 active participants who represent Ataccama's expertise across professional events, content, and community platforms.

Governance: Security & Governance

The Security & Governance pillar reflects Ataccama's commitment to protecting customer and company data, upholding ethical standards, and managing risks across its operations and value chain.

The double materiality assessment identified Data Protection & Security and Business Conduct as material governance topics. These areas are critical to maintaining trust with



customers, partners, employees, and regulators, particularly given Ataccama's role as a global provider of enterprise data management solutions.

Customers and End-Users

Ataccama's responsibility to its customers – delivering secure, reliable, and trustworthy data management solutions – is a material social topic identified in the double materiality assessment.

In 2025, Ataccama continued to invest in the security and resilience of its platform, including the development of its cloud-native Agentic Data Trust Platform architecture, which is designed to meet the data protection and security expectations of enterprise customers operating in highly regulated environments.

Data Protection & Security

Data protection and information security are fundamental to Ataccama's governance framework and to maintaining trust with customers, partners, and employees. As a provider of enterprise data management solutions, Ataccama places strong emphasis on safeguarding information assets, ensuring regulatory compliance, and promoting security awareness across the organization.

In 2025, Ataccama continued to strengthen its governance maturity through secure-by-design product development, organizational resilience, and enhanced security oversight processes. A key focus area was the development and external validation of Ataccama's cloud-native Agentic Data Trust Platform, including a dedicated SOC 2 Type II engagement specifically for the Agentic platform.

Key 2025 targets:

Metric	Target	2025 Result
Maintain 100 % of our current certifications, including ISO 9001, ISO 27001, SOC 1, and SOC 2 Type II.	100% maintained	100 %
Achieve a SOC 2 Type II report for the Agentic Data Trust Platform	Report completed	Completed
Staff signed Acceptable Use Policy and Privacy documentation	100% of staff	100 %
Staff completed onboarding security training and annual retraining	100% of staff	100 %



Security reviews conducted for critical vendors	100% of critical vendors	100 % ✓
Information security and data privacy documentation reviewed	Comprehensive review completed	100 % ✓

Business Ethics & Supply Chain Management

Ataccama is committed to conducting business with integrity, transparency, and accountability across its operations and value chain. The company maintains policies and processes designed to prevent unethical behavior, including corruption and bribery, and to ensure appropriate handling of ethical concerns.

Key 2025 targets:

Metric	Target	2025 Result
Corruption and bribery incidents at 0 rate	0	0 ✓
Ethical Hotline reports answered and resolved	100 %	100 % ✓
Security reviews conducted for critical vendors	100% of critical vendors	100 % ✓
ESG review of key cloud providers (AWS, MS Azure) conducted	Review completed	100 % ✓

In 2025, vendor management and supply chain oversight continued to be strengthened through ongoing security reviews conducted for suppliers as part of Ataccama's supply chain risk management processes. Looking ahead, Ataccama will further enhance its sustainability procurement and vendor management processes in cooperation with IT, security, and legal teams.

These activities support Ataccama's commitment to ethical business practices, responsible supply chain management, and proactive identification and mitigation of governance-related risks.

Internal Governance & Regulatory Compliance

Ataccama maintains an internal governance framework designed to ensure compliance with applicable laws, regulations, and industry standards across all jurisdictions in which it



operates. This framework supports proactive risk management, regulatory alignment, and consistent application of governance requirements throughout the organization.

Ataccama regularly reviews its internal policies, procedures, and controls to reflect evolving legal requirements, industry standards, and emerging risks. Oversight and implementation are supported by the internal legal and compliance functions, in cooperation with external legal and regulatory advisors where required.

Key 2025 targets:

Metric	Target	2025 Result
Review and update internal policies and standards annually to reflect changes in laws, industry standards, and emerging risks.	100% reviewed annually	100 %
Ensure compliance with all applicable global regulations, including CSRD (Corporate Sustainability Reporting Directive).	Full compliance	On track - CSRD timeline officially postponed by the EU
Perform robust risk assessment to proactively address emerging risks and regulatory changes.	Robust process in place	Foundational work completed, full rollout in 2026

All internal policies and standards were successfully reviewed and updated during 2025, ensuring alignment with current regulatory requirements and industry best practices.

Regarding CSRD, Ataccama continued active preparation throughout 2025. Following the EU's official postponement of the directive, full compliance is not yet required. Ataccama will continue to monitor developments and maintain readiness accordingly.

The risk assessment framework was initiated in 2025, with foundational work completed during the reporting period. A full rollout of the enhanced risk assessment process is planned for 2026, ensuring a more robust and systematic approach to identifying and addressing emerging risks across the organization.



Conclusion & Looking Ahead

The 2025 ESG Report marks the completion of Year 1 of Ataccama's long-term ESG Strategy - a year defined by establishing ESG ownership, building governance structures, setting baselines, and embedding sustainability into day-to-day operations.

Key achievements in 2025 included completing Ataccama's inaugural EcoVadis assessment (scoring 58/100), finalizing the 2025 GHG inventory in accordance with the GHG Protocol with total emissions recorded at 1,979.96 tCO₂e, full implementation of the asset management system, maintenance of all existing security certifications including a new SOC 2 Type II report for the Agentic Data Trust Platform, and a strong program of inclusion and belonging activities reaching 515 participants across 9 events.

Building on these foundations, 2026 — Year 2 of Ataccama's ESG Strategy - will focus on translating the groundwork of 2025 into measurable progress and concrete action. Planned priorities include:

- **Environment:** Completing the climate transition plan, expanding energy monitoring across all office locations, advancing renewable energy data collection, and continuing to improve GHG inventory data quality.
- **Social:** Sustaining and improving employee engagement scores, embedding the DEI strategy with measurable outcomes, and growing community impact programs.
- **Governance:** Automation of policy governance, rolling out an internally developed security awareness training platform and GRC platform, strengthening CSRD readiness.

Ataccama remains committed to integrating ESG considerations into its operations, risk management, and decision-making processes, with a continued focus on transparency, data quality, and meaningful progress across all three pillars.