Trusted to take you **further.**

EQS Sustainability Report 2025

25 years of building trust — our 2025 sustainability progress.

July 2026

Contents

Dear readers, dear friends of EQS Group,

Thank you for joining us on our sustainability journey. Your interest and feedback continue to shape how we develop as a company. I'm happy to present our Sustainability Report 2025.

At EQS Group, sustainability is closely connected to our purpose of creating trust in companies. Trust is built through transparency, integrity and responsible business conduct. These values have guided our company since its foundation and continue to shape the way we develop our products, work with our customers and manage our own business.

2025 has been a special year for us as we celebrated our 25th anniversary. Over the past quarter century, we have grown from a Munich-based pioneer in digital investor relations into a global provider of governance, risk and compliance software (GRC). While our business grew significantly, our conviction has remained unchanged: technology should help organizations operate more transparently, responsibly and sustainably.

During the year, we continued to strengthen our integrated GRC platform by further expanding our solutions across all four business segments. At the same time, artificial intelligence has started to become an increasingly important part of our product portfolio. We see AI as a powerful opportunity to make GRC more efficient while ensuring that its use remains transparent, secure and aligned with emerging requirements.

We also made important progress within our own sustainability journey. We achieved our commitment to climate-neutral operations in 2025 through emissions reductions and the compensation of remaining operational emissions. Our next step will be to align our climate ambitions and reporting with the Science Based Targets initiative (SBTi), providing an even stronger foundation for our future climate strategy.

Beyond environmental progress, we continued to strengthen the governance structures, compliance culture and responsible technology practices that form the foundation of our business. As regulations continue to evolve globally, we believe our own standards should evolve alongside them. We are committed to holding ourselves to the same high standards that we help our customers achieve every day.

This report provides a transparent overview of our progress during 2025, the challenges we continue to face and the priorities that will guide us in the years ahead. Sustainability is not a destination but a continuous process of improvement, and we remain committed to learning, adapting and creating long-term value for all our stakeholders.

Thank you for your continued trust and interest in EQS Group. I hope you find this report both informative and inspiring.

Yours sincerely,

Achim Weick
Founder & CEO

Trusted to take you **further.**

EQS in Numbers

Revenue:
EUR 110.1 million

Employees:
584

GHG emissions by scope (t CO_2e)

Scope 1:	Scope 2 (market-based):	Scope 3
1.81	12.9	893.27

Global locations:
15

Share of renewable energy:
62.37%

Number of nationalities:
49+

Who We Are

EQS Group develops digital solutions that help organizations operate transparently, responsibly, and in compliance with regulatory requirements. In 2025, EQS Group celebrated its 25th anniversary. Founded in 2000 and headquartered in Munich, Germany, EQS Group has grown into a global cloud software provider in the field of governance, risk and compliance (GRC).

Today, around 580 employees across 15 international locations work to support companies in building trust with their stakeholders.

Our technology hubs in Munich and Kochi (India) develop scalable digital platforms that help organizations manage complex compliance processes, strengthen governance and report transparently on their performance and sustainability impact.

Our customers rely on EQS Group solutions to strengthen governance, minimize risks, and enable transparent reporting.
In 2025, EQS Group generated consolidated revenues of EUR 110.1 million (2024: EUR 81.1 million), reflecting the continued growth of demand for digital governance, compliance, and sustainability solutions.

The environment in which our customers operate is shaped by three major trends: digitalization, increasing regulatory requirements, and the growing importance of sustainability. These developments are continuously increasing the demand for digital governance and compliance solutions and support the long-term growth of EQS Group's business. With our integrated cloud platform and further evolving product portfolio, EQS Group supports organizations in navigating this complexity and building trust in an increasingly regulated and transparent business environment.

Our Product & Innovation

Technology is the foundation of EQS Group's contribution to transparency, responsible corporate governance and sustainable business practices. Our cloud-based software solutions help organizations manage complex regulatory requirements, strengthen compliance structures, and communicate transparently with their stakeholders.

Our integrated platform combines several solution areas, helping companies navigate an increasingly complex regulatory environment.

Compliance & Ethics

Our compliance solutions help organizations build effective compliance programs and strengthen ethical business conduct. Digital whistleblowing, policy and approval management, third-party risk management, and compliance analytics enable companies to identify risks early, meet regulatory requirements, and continuously improve the effectiveness of their compliance programs.

Investor Relations

Our investor relations solutions enable transparent and efficient communication with capital markets. They support companies in distributing corporate information, managing investor relationships, fulfilling disclosure obligations, and delivering professional digital investor communications through integrated reporting and communication services.

Data Privacy

Our data privacy and AI governance solutions enable organizations to manage privacy compliance and AI governance through a single, centralized platform. They support regulatory requirements across multiple jurisdictions, streamline compliance processes, and provide governance, reporting, and oversight capabilities that help organizations demonstrate accountability and responsible use of data and AI.

Sustainability Management

Our sustainability management solutions help organizations collect, manage, and report ESG data efficiently while meeting evolving regulatory requirements. The platform supports CSRD/ESRS reporting, EU Taxonomy assessments, double materiality analysis, carbon accounting across Scopes 1, 2 and 3, product-level emissions, and decarbonization planning aligned with Science Based Targets initiative (SBTi) standards. It also provides structured ESG reporting for SMEs based on the EFRAG Voluntary Standard for SMEs (VSME).

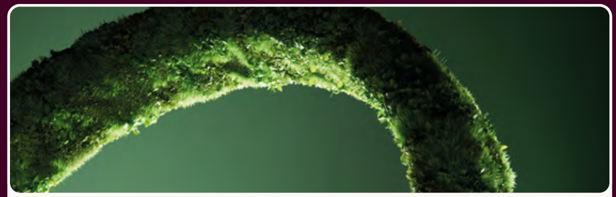
Four domains. One partner.

Through continuous innovation and the ongoing expansion of our platform, EQS Group enables organizations to build trust through transparent, compliant, and responsible business practices. Our scalable cloud platform allows us to consistently expand our solutions and support the sustainable growth of our business and our customers.

Compliance & Ethics

Built for Compliance, Audit, Legal and HR teams.

- Bribery & Corruption Protection
- Speak-up Program Management
- Third-party Due Diligence
- Employee Compliance Engagement



Sustainability Management

Built for Sustainability, Finance and Procurement teams.

- CSRD & ESRS Reporting
- VSME / ESRS
- Double Materiality Assessment

Data Privacy & AI Governance

Built for experts in Privacy, Compliance, AI, risks, and IT Security teams.

- Centralized data privacy, AI governance & risk management
- Global compliance: GDPR, EU AI Act & more
- Dynamic ROPA & Privacy by Design
- Automatization & AI support

Investor Relations

Built for Investor Relations and Finance Teams

- Disclosure Management
- Investor Communications
- Insider Management

AI Transformation

Artificial intelligence is increasingly transforming how organizations manage information, risks and regulatory obligations. For EQS Group, AI provides new opportunities to improve transparency, efficiency and insight in governance and compliance processes.

We are integrating AI capabilities into our software solutions to support organizations in managing complex regulatory environments. AI helps analyze large volumes of information, automate routine tasks and identify potential risks earlier.

In our whistleblowing solution IntegrityLine, AI supports the processing of incoming reports by generating summaries and transcriptions, converting voice recordings into searchable text and providing insights that help categorize and prioritize cases more efficiently.

AI capabilities are also integrated into our data privacy solutions to support organizations in implementing regulatory requirements such as the GDPR and emerging AI-related legislation.

At the same time, EQS Group recognizes that the use of AI requires strong governance and clear safeguards. We closely monitor and adapt to evolving regulatory requirements such as the EU Artificial Intelligence Act and are evaluating a future ISO/IEC 42001 certification to further strengthen our framework for responsible AI governance.

These requirements are integrated into our product development processes to ensure that AI is deployed responsibly, transparently and securely.

Our Sustainability Strategy

Sustainability is closely linked to EQS Group's corporate purpose. Our mission – Creating trusted companies – reflects our conviction that transparency, responsible business conduct and long-term thinking are essential for sustainable economic success and stakeholder trust.

Stakeholder Engagement

Regular dialogue with employees, customers, investors, regulators, business partners and other stakeholder groups helps us understand evolving expectations, identify emerging sustainability topics and align our activities accordingly.

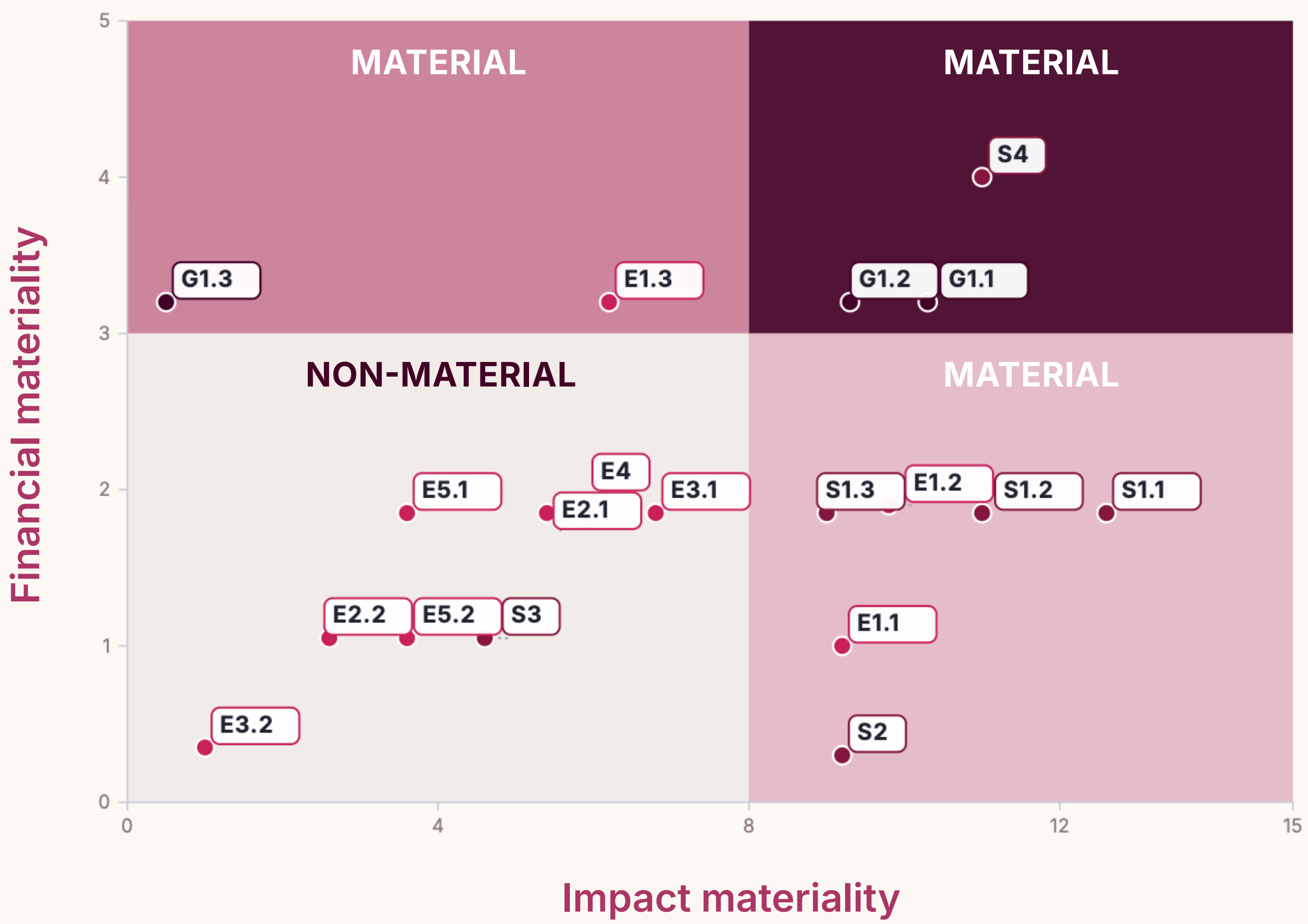
We listen to our stakeholders, and their feedback shapes our strategic planning, product development, sustainability management and risk assessment.

Key Stakeholders	Main Expectation
Customers	Secure, reliable and innovative digital solutions
Employees	Inclusive culture, flexibility and development opportunities
Investors & Owners	Sustainable growth, transparency and resilience
Regulators	Compliance with evolving regulatory requirements
Suppliers & Partners	Responsible and transparent business relationships
Society & Communities	Ethical conduct and environmental responsibility

Double Materiality Assessment

EQS conducted a double materiality assessment to understand both the impacts of its activities on people and the environment and the potential financial implications of sustainability matters for the company. The assessment considered stakeholder input, internal expertise, regulatory developments, and business-specific impacts, risks and opportunities, in line with the ESRS framework.

The assessment confirmed governance, information security, workforce-related topics, customer trust and climate-related aspects as the most relevant sustainability topics for EQS Group.



Material Topics		Non-material topics	
Topic	**Sub-topic**	**Topic**	**Sub-topic**
E1	E1.1 Energy	E2	E2.1 Pollution of air, water and soil
	E1.2 Climate change mitigation		E2.2 Substances of concern
	E1.3 Climate change adaptation	E3	E3.1 Water
S1	S1.1 Working conditions		E3.2 Marine resources
	S1.2 Diversity and equal treatment	E4	Biodiversity and Ecosystems
	S1.3 Other labour-related human rights	E5	E5.1 Resource Management
S2	Workers in the Value Chain		E5.2 Circular Economy
S4	Consumers and End-users	S3	Affected Communities
G1	G1.1 Corporate culture		
	G1.2 Corruption and bribery		
	G1.3 Political influence		

The identified material topics form the foundation of EQS Group's sustainability strategy and guide the focus areas and targets described throughout this report.

From Material Topics to Strategic Priorities

Based on the outcomes of the materiality assessment, EQS Group has defined strategic sustainability priorities that reflect both our business model and the areas where we can create the greatest positive impact.

Goals

E	S	G
We are working towards climate neutral operations by 2025. We acknowledge the environmental impact of our company travel and we continuously work to minimize it. We aim to reduce CO_2 emissions from our office buildings and their technical infrastructure.	We want to offer all employees an attractive working environment, including a good work-life balance, and specifically promote women. We want to increase the proportion of women at all levels of the company to strengthen diversity across EQS. We also want to get involved outside of EQS.	We want to continue to set ourselves high standards in data protection and information security and exceed them in the future. We have high standards of ethics and integrity within EQS and in collaboration with our business partners.

Targets and Measures

Target	Measures	Status
General		
We conduct sustainability ratings.	Annual submission to external reporting frameworks.	**Fulfilled**
We will boost stakeholder involvement.	Expanding our targeted dialogues with investors, customers and service providers.	**In progress**

Target	Measures	Status
Ethics and integrity		
We are always up to date on compliance and integrity issues and incorporate legal framework conditions into our internal regulations in a timely manner.	Training of all employees on the topics of compliance and Code of Conduct.	**Fulfilled | recurring**
	Introduction of risk management for human rights.	**Fulfilled**
Customers and product responsibility		
We maintain our Net Promoter Score at a consistently high level.	Improving service quality through process optimization and automation.	**In progress**
Our products comply with the current legal framework.	Ongoing implementation and review of legal and regulatory developments.	**Fulfilled | recurring**
We consistently increase product quality and create long-term added value for our customers.	Expansion of quality assurance measures.	**Fulfilled | recurring**
Product safety is our highest priority.	Ensuring product safety through external certifications.	**Fulfilled | recurring**
	Carrying out external penetration tests.	**Fulfilled | recurring**
	Expansion of the range of training courses on the topics of data protection and information security.	**Fulfilled | recurring**

Corporate culture and employees		
We want to establish equal pay at all levels.	Introduction of Job architecture.	**In progress**
We are significantly increasing the proportion of women.	Ensure a balanced number of female and male applicants.	**Fulfilled | recurring**
	Support women at our locations through various models such as mentoring, internal networking or dedicated development plans.	**Fulfilled**
We are expanding our engagement in corporate volunteering.	Carry out at least one action per site with more than 10 employees, and at least 3 actions for sites with more than 50 employees.	**In progress**
Environment		
We are anchoring the topic of resource conservation even more firmly in our corporate culture.	Conducting a risk analysis on the impact of climate change on EQS Group and our business model.	**Fulfilled**
	Training all employees on the topics of environmental protection and resource conservation.	**Fulfilled | recurring**
We want to keep our CO_2 footprint as small as possible. By 2025, we want to be climate-neutral in our operational emissions by reduction, and by climate contributions if necessary.	Analysis of the environmental impact of the data centres used by EQS.	**Fulfilled | recurring**
	Revision of the calculation methodology of the corporate carbon footprint.	**Fulfilled**
	Climate-neutral business travel by 2023 through reduction, digital solutions or compensation.	**Fulfilled | recurring**

Environment		
We want to keep our CO_2 footprint as small as possible. By 2025, we want to be climate-neutral in our operational emissions by reduction, and by climate contributions if necessary.	No company cars.	**Fulfilled | recurring**
	No domestic flights in Europe.	**Fulfilled**
	Analysis and adaptation of existing agreements at our locations.	**In progress**
	Use of 50 percent renewable electricity at EQS sites.	**Fulfilled**
	When renting new offices, we pay attention to the climate neutrality of the buildings and sustainability in our day-to-day operations.	**Fulfilled**
Supply chain		
We are expanding our supplier management processes.	Review of all new relevant suppliers in Germany in relation to sustainability criteria.	**Fulfilled | recurring**
	Introduction of human rights risk management for suppliers and business partners.	**Fulfilled**
	Training our business partners in combating corruption.	**In preparation**

Framework Alignment

EQS Group aligns its sustainability activities with recognized international frameworks and external assessments, such as the United Nations Global Compact and EcoVadis. These frameworks support transparency, comparability and the continuous development of our sustainability management approach.

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress.**

Our Integrity

Integrity, transparency and trusted collaboration drive long-term business success and guide how our employees and management work every day — internally and in our relationships with customers, business partners, suppliers and investors. They take form in a strong framework of policies and mechanisms.

This work ethic also inspires our portfolio of products. For more than two decades, EQS Group has been a trusted provider of digital compliance solutions for companies across Europe and beyond, enabling organizations to meet evolving regulatory requirements and foster transparency in corporate governance.

Governance & Leadership

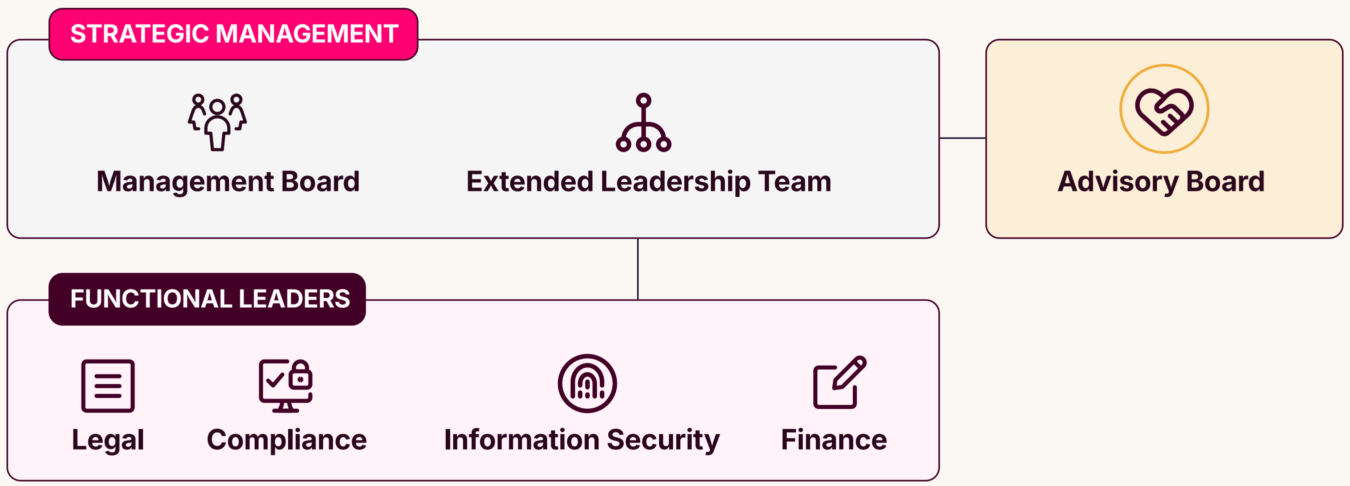
Responsible corporate governance is the foundation of how we operate at EQS Group. Clear structures, defined responsibilities and accountable leadership ensure that integrity is embedded in everyday decisions and long-term strategy alike.

Strategic management of the company sits with the Management Board, supported by an Extended Leadership Team. Together they comprised seven members in 2025, including one female member (12.5% female representation).

An external Advisory Board complements this structure, contributing strategic guidance and outside expertise to the development of EQS Group's governance and business strategy.

Day-to-day governance is led by dedicated functional leaders across the entire organization. Each function owns its respective domain — legal compliance and corporate policies, the prevention and detection of misconduct, the protection of data and systems, and financial integrity — and reports into the Management Board. Risk, compliance and information security are managed through dedicated systems.

Governance Structure 2025



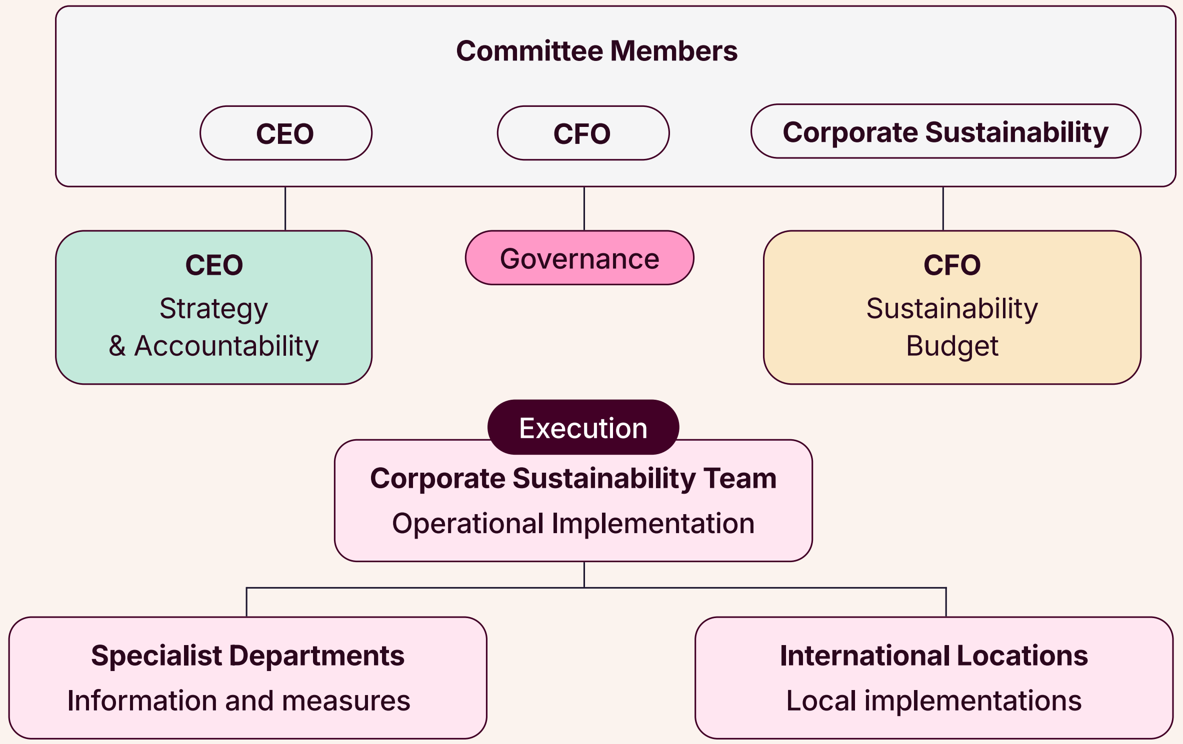
Sustainability Governance

Responsibility for sustainability at EQS Group sits with the Corporate Sustainability Steering Committee, established in 2021. It is made up of the Chief Executive Officer, the Chief Financial Officer and representatives of the Corporate Sustainability team.

The Committee meets regularly throughout the year to advance the sustainability strategy, integrate it into the wider corporate strategy, monitor target achievement, and manage sustainability-related risks and opportunities. Strategic decisions and overall accountability rest with the CEO. The CFO manages the Sustainability budget and enables the implementation of ESG initiatives.

Operational implementation is led by the Corporate Sustainability team, which acts as the central point of contact for internal and external sustainability inquiries. Specialist departments and international locations are involved in providing information and implementing measures, ensuring that sustainability principles are reflected in management decisions across the organization.

Corporate Sustainability Steering Committee



Business Ethics & Compliance

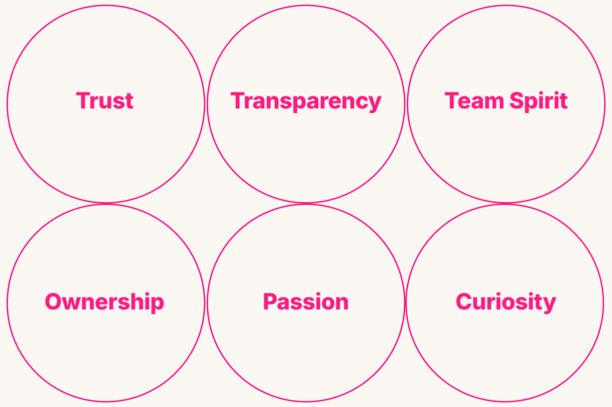
As a provider of compliance and ethics solutions, we hold ourselves to the same high standards we help our customers achieve. Acting with integrity is both a business imperative and a defining feature of our culture.

Our approach is anchored in the EQS Values and Working Principles — ten Working Principles and six Core Values: Trust, Transparency, Team Spirit, Ownership, Passion and Curiosity*. They shape how we work with each other and with our stakeholders, and provide the basis for our internal policies, processes, controls and responsibilities.

***Core Values:** Building on our core values of Trust, Ownership and Team Spirit, EQS Group introduced Curiosity as a sixth core value in 2026. Curiosity reflects our commitment to continuous learning, innovation and embracing change as we continue to grow and evolve*

These principles are codified in the EQS Group Code of Conduct,

which sets the ethical standards that guide our employees in their daily work and in their interactions with customers, partners and other stakeholders, and provides a shared framework for responsible decision-making across the organization. To put them into practice, we have established a governance structure and a Compliance Management System that translates our values into clear responsibilities, processes and controls.

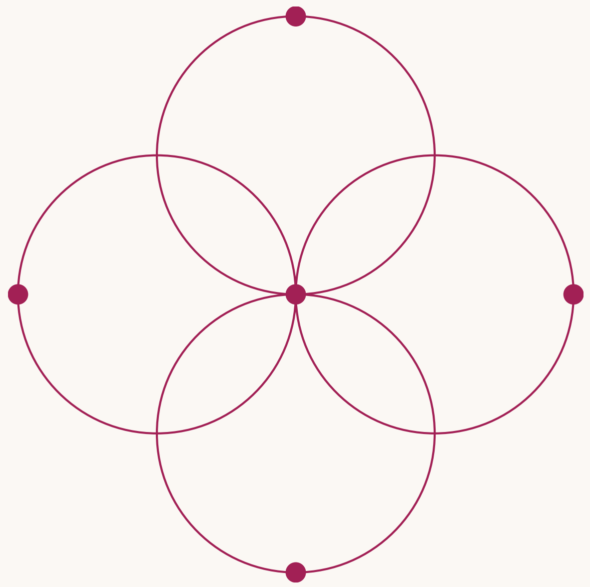


Compliance Governance

Overall responsibility for compliance sits with the Governance, Risk and Compliance Committee, mandated by the Executive Board and chaired by the Chief Legal Officer. Its other members are the Chief Financial Officer, the Chief Technology Officer, the Chief Revenue Officer and the Head of Culture & People.

The Committee oversees the Compliance Management System, which consolidates our policies, tools and processes for meeting legal, regulatory and internal requirements. The system is structured around three levels of action — **Prevent, Detect and Respond**:

- **Prevent** — the EQS Code of Conduct and underlying policies, risk assessments and regular training and awareness measures for employees.
- **Detect** — internal controls, monitoring processes and speak-up mechanisms that surface potential misconduct early.
- **Respond** — defined procedures for the investigation, assessment and resolution of reported cases, with corrective action where appropriate.



Risk Management

Responsible risk-taking is part of how we create long-term value. Our risk policy is integral to our corporate policy: pursuing sustainable growth means identifying potential risks early and managing them deliberately rather than avoiding them.

Our Enterprise Risk Management system covers the identification, evaluation, documentation and reporting of risks across the organization, keeping our overall risk position within acceptable limits and triggering countermeasures early where needed. Oversight sits with the Governance, Risk and Compliance Committee, alongside its compliance and audit responsible.

Anti-corruption

Preventing corruption and unethical business practices is a key focus of our compliance framework. We do not tolerate any form of bribery or improper payments and expect employees and business partners alike to adhere to these standards, set out in our Code of Conduct and the Business Partner Code of Conduct, with dedicated guidelines on gifts, hospitality and conflicts of interest.

We use our own Approvals module to embed these requirements into everyday business processes: employees document and obtain approvals for gifts and invitations and report potential conflicts of interest, creating transparency and consistency in day-to-day decisions. Regular risk assessments and risk-based checks — including sanctions screening and case-by-case review — embed these standards in everyday business conduct, supported by the training program.

As in the previous year, EQS Group GmbH is not aware of any violations of laws or regulations in 2025. No fines or non-monetary sanctions were imposed on the company. In the reporting period, there were also no legal proceedings within EQS Group due to anti-competitive behavior, cartel and monopoly formation.

Speak-Up Culture

We encourage an open and transparent corporate culture in which employees and external stakeholders can raise concerns about potential misconduct without fear of retaliation. Our speak-up mechanisms help identify and address potential violations of laws, internal policies or ethical standards at an early stage. Our reporting channels enable confidential or anonymous reporting and are handled in accordance with applicable whistleblower protection requirements. As our central platform, we use our own digital whistleblowing solution, the EQS Ethics Line, which enables structured case management and the secure, confidential handling of reports across the organization.

In EQS Group, we maintain a strict non-retaliation principle:

individuals who report concerns in good faith are protected from any form of disadvantage or adverse consequence. In the reporting year 2025, eight relevant cases were reported through the EQS Ethics Line and processed in accordance with established procedures.

Training, Awareness & Integrity Culture

A strong compliance framework depends on the everyday actions and decisions of employees across the organization. Continuous training and awareness make integrity a shared daily practice rather than an abstract commitment. All employees complete regular training on the Code of Conduct, anti-corruption, data protection and other compliance topics relevant to their role.

New joiners are introduced to our standards during onboarding, and recurring formats — including BarCamp sessions and targeted refreshers — keep the conversation about ethical conduct active across teams. Together, these activities help build a shared understanding of expected behavior and reinforce the integrity culture that underpins our work.

Supply Chain & Human Rights Due Diligence

Respect for human rights and responsible supply chain management are integral to how we do business. As a SaaS company, our most significant human rights exposure lies not in our own operations but in our supplier and business partner network — which is where our due diligence focuses.

Our expectations of partners are set out in the EQS Business Partner Code of Conduct, which covers fair working conditions, non-discrimination, health and safety, freedom of association, the prohibition of child and forced labour, other fundamental human rights and environmental protection. We are continuing to strengthen supplier due diligence through risk-based processes, third-party screening and the integration of sustainability criteria into procurement and supplier management — building on the structures put in place in previous years.

Political Influence & Lobbying

Public policy engagement is selective and focused on legislation that relates directly to our business — particularly corporate compliance, governance and transparency. Our aim is to contribute practical expertise to regulatory developments and to support a workable framework for companies of every size.

We have been registered in the lobby register of the German Bundestag since 2023. We are not active in party politics and do not make donations to political parties. Oversight of these activities sits with our managing directors as registered authorized representatives, supported by colleagues from Legal, Sales, Corporate Functions and Public Relations.

Responsible Technology

As a provider of digital compliance and governance solutions, we hold technology to the highest standards. Protecting information and ensuring the reliability of our digital services is fundamental to maintaining our customers' trust — and our own.

Our Information Security Management System sets the requirements, responsibilities and processes for managing information security risks across the organization, with continuous monitoring and clear escalation paths when risks emerge.

All the information on our certifications can be found in the EQS Trust Center.

Information Security & Certifications

Our information security framework is aligned with internationally recognized standards, validated by independent certifications and external assessments. We are certified to ISO 27001, ISO 27017 and ISO 27018. Our products are also regularly assessed by independent auditors against SOC 2 and ISAE 3000. Together, these certifications and audits underpin the protection of customer data and the secure operation of our digital solutions.

Defined security governance, risk and incident management procedures allow us to identify, assess and respond to potential security incidents quickly when they occur.

ISO 27001 Internationally certified information security management	**SOC 2** Independently audited data security controls	**GDPR** Designed for European data protection requirements
EU AI Act AI Governance aligned with August 2026 requirements	**DORA** Digital operational resilience - financial sector ready	**NIS2** Network and information security compliance

Role-based access controls enforce strict data firewalls between HR, Legal, and Audit. Jurisdictional data residency is configurable per entity. Native SSO (SAML 2.0. OIDC) with pre-built connectors for major HRIS, ERP, and IAM platforms.

Data Privacy

Protecting personal data is a non-negotiable for a company that handles compliance information for others. Our data processing is governed by internal policies and procedures aligned with the General Data Protection Regulation and other applicable data protection laws — ensuring lawful, transparent and secure handling at every step. A milestone in 2025: we were the first cloud service provider to achieve compliance with the EU Cloud Code of Conduct (EU Cloud CoC), through a dedicated framework developed with the Cloud Security Alliance (CSA).

Responsible AI

Artificial intelligence is increasingly part of how our products work — and how our customers expect us to handle their data. We aim to develop and apply AI transparently, securely and in line with our ethical standards. We closely monitor regulatory initiatives such as the EU AI Act and assess their implications for our products as obligations come into force. Building on this, we are evaluating a future ISO/IEC 42001 certification to further strengthen our framework for responsible AI governance.

Technology in Our Value Chain

Our security and data-handling expectations extend to the partners and suppliers that contribute to our products and services. The Business Partner Code of Conduct sets the baseline; due diligence processes verify that security, data protection and ethical standards are met across the value chain.

Our Customers

For 25 years, we have supported organizations of all sizes — from DAX 40 corporations to small and medium-sized enterprises, and from public authorities and NGOs to hospitals, clinics and universities to navigate complex regulation, strengthen governance and communicate transparently.

We help our customers build trusted organizations.

Our cloud-based solutions for investor relations, compliance, data privacy and sustainability management let companies detect and address misconduct early, protect employees and stakeholders through secure speak-up channels, manage ESG data and reporting obligations, and communicate transparently with their markets. Through this work, our impact reaches beyond our own operations — supporting fairer workplaces and stronger governance.

We work exclusively with business customers, with no direct relationship to consumers or end users. We define a customer as anyone who holds a contractual relationship with EQS — directly or through third parties — for the purchase of a product or service.

Products Built on Trust

Our products are designed to help customers meet a wide range of regulatory obligations while remaining intuitive and easy to use. Three principles set EQS apart for compliance programs.

- **They are designed around the user:** high adoption means teams spend less time chasing follow-ups and more time on oversight.
- They put **configuration in the hands of business users**, so setup is fast and day-to-day work no longer depends on IT.
- And they are **purpose-built for compliance** by people who understand the obligations, not adapted from generic GRC or IT tools — with key regulatory requirements wired into workflows so that, when an audit comes, the evidence is already structured.

Where we apply AI, we keep it **transparent and human-in-the-loop**: the kind you can explain to a regulator and is audit-ready.

Product Development

Product innovation is driven by three factors: emerging market requirements such as regulations, laws and trends; new technological possibilities; and new combinations of existing products, data and features. Translating these into solutions tailored to customer needs is the work of our product managers, UX designers and software developers, guided by current practice in usability and user experience. We also design our products to be as energy efficient as possible.

Through a continuous discovery process, our product managers work closely with customers — directly or via customer service and sales. This allows us to reflect their needs and emerging legal developments in our products, and to implement them quickly and practically. We apply the same discipline to AI: we continuously evaluate new models and tools and maintain a pipeline of AI-based product ideas, developed and refined in dialogue with existing and prospective customers.

Data Protection and Information Security

Our customers entrust us with their most sensitive data, so their trust sits at the heart of how we build and run our products. A defect or a security incident would not only erode that trust but could carry legal and financial consequences — which is why rigorous quality management and a strong security posture are non-negotiable for us.

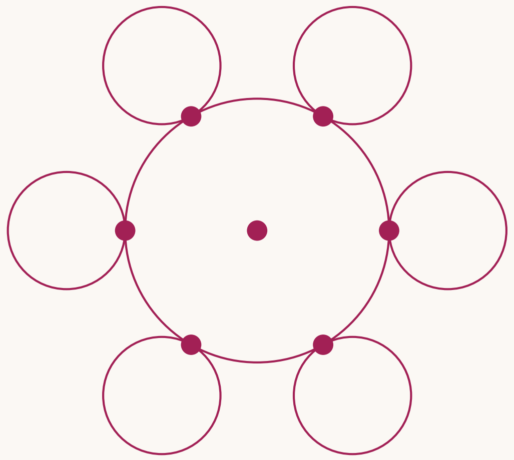
Quality assurance and security specialists are embedded in every development team,

working alongside our developers throughout a secure software development lifecycle in which code is tested, peer-reviewed and automatically scanned for vulnerabilities and licensing issues before it can reach production. Specialized external providers perform penetration tests for each application annually and for every major release.

We continue to align our product security framework with evolving regulations such as DORA and NIS2, so our customers can rely on it to meet their own compliance obligations. The wider framework that surrounds this work — our Information Security Management System and certifications, our GDPR-aligned data protection program and our ongoing security operations — is described in **4.3 Responsible Technology**.

Built Around Our Customers

Putting our customers first is the first of our Working Principles, and in 2025 we restructured our organization to reflect it more clearly. We created the role of Chief Customer Officer to further strengthen our relationships with customers worldwide. This helps ensure that we continue to deliver exceptional value as we scale our impact globally in compliance and governance.



Creating Customer Experience

Every customer has a named EQS contact during onboarding, responsible for guiding the implementation and gathering feedback once the software is live. Beyond go-live, we want our customers to know who to turn to whenever an issue arises — competent, named contacts are how we signal genuine partnership.

> Customer complaints are rare, but we treat each one as a chance to improve.

Every piece of customer feedback is logged centrally in our ticket system, systematically evaluated by the relevant teams and tracked through to resolution. The system also feeds the metrics we use to spot patterns and refine our products, processes and guidelines.

Our Customer Experience organization connects Sales, Support and Product Management to ensure a seamless customer journey. Close collaboration across these teams enables us to respond quickly to customer needs, further improve our services and deliver a consistent customer experience worldwide.

Understanding Our Customers

Their challenges and goals have shaped our products since day one. We gather customer feedback through annual customer surveys as well as feedback mechanisms following customer support interactions and implementation projects. The insights gained are used to identify improvement opportunities and continuously enhance customer experience, product quality and service delivery.

In 2025, we reviewed customer feedback and satisfaction measurement approach to further strengthen data quality and consistency. The company intends to continue refining its customer experience KPIs to support meaningful long-term performance tracking. Depending on what we hear, we follow up — a direct conversation, targeted training, additional resources, or a new product capability where the feedback points to it. For us, loyalty is a long-term, trust-based relationship, sustained by proactive product management and fast feedback cycles.

Reaching to Our Customers

We engage with customers through two complementary channels. Direct interaction happens through events, onboarding and day-to-day problem-solving. Indirect contact is carried by our marketing and content channels — whitepapers, blogs, training materials and our self-service portal — which bring practical value to customers and prospects alike.

The **Resource center** on our website is the focal point of that content: a curated library of guidelines, case studies, webinars and other compliance events. The team publishes regularly on current topics such as the Supply Chain Due Diligence Act, ESG reporting, human rights, third-party risk management and Code of Conduct issues.

Tailored webinars, articles and events deepen these relationships, and we actively connect customers with similar interests to support peer exchange and a sense of community.

In 2025, our flagship customer engagement events were **EQS Connect 2025** — our customer and prospect event series, bringing together compliance, data privacy and sustainability professionals around regulatory trends, best practice and digital transformation — and **Compliance Circles 2025**, an exclusive peer-to-peer roundtable series for compliance leaders, focused on practical benchmarking and confidential exchange.

Our Team

Our employees are the foundation of EQS Group's long-term success. Their expertise, engagement and collaboration shape our culture, drive innovation and directly influence the quality of our products and services.

As a global software provider operating in a dynamic and highly regulated environment, we depend on a skilled, diverse and motivated workforce. Attracting, developing and retaining talent is therefore essential to our sustainable growth.

Guided by our core values — Trust, Transparency, Team Spirit, Ownership, Passion and Curiosity —

we foster a working environment in which employees can grow professionally, contribute their perspectives and take ownership of their work.

Workforce Overview

EQS Group employs 584 employees across 15 locations worldwide in 2025, reflecting our position as a growing, internationally active software company.

Workforce Development and Dynamics

As a technology company operating in a competitive labour market, attracting and retaining qualified talent remains an important priority. Workforce dynamics are influenced by evolving skill requirements, changing employee expectations and the continuous development of our organization.

Employee turnover rate (2025): 23%

To address these challenges, EQS Group focuses on strengthening its employer attractiveness, supporting employee development and creating an engaging working environment that encourages long-term retention.

Inclusion, Equity and Equal Opportunity

Creating an inclusive workplace and ensuring equal opportunities for all employees are important elements of EQS Group's corporate culture and a key factor in building effective and innovative teams.

As an international company, we benefit from a diverse workforce that brings a wide range of perspectives, experiences and backgrounds. We aim to provide a working environment in which all employees are treated fairly, have equal opportunities, and can contribute their skills and ideas.

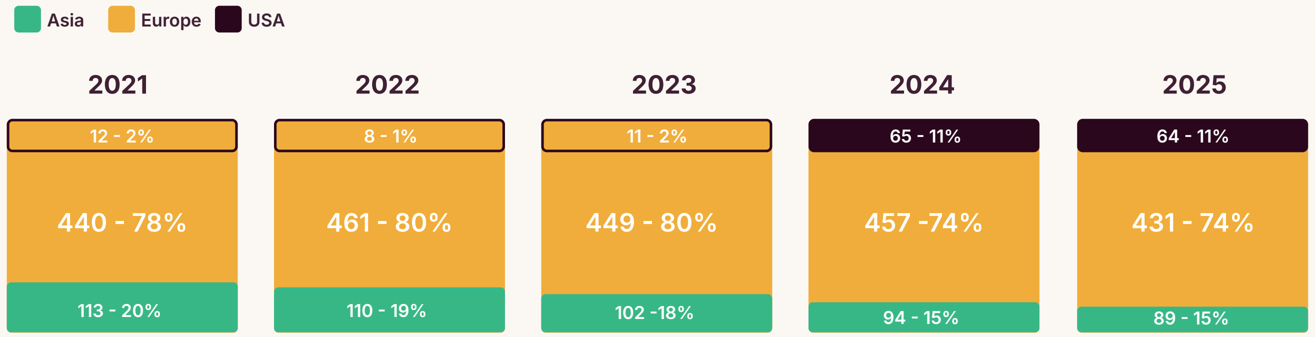
Our approach is guided by clear internal policies and principles that promote:

- equal opportunities and non-discrimination
- a respectful and inclusive working environment
- fair and transparent decision-making processes

Workforce Diversity

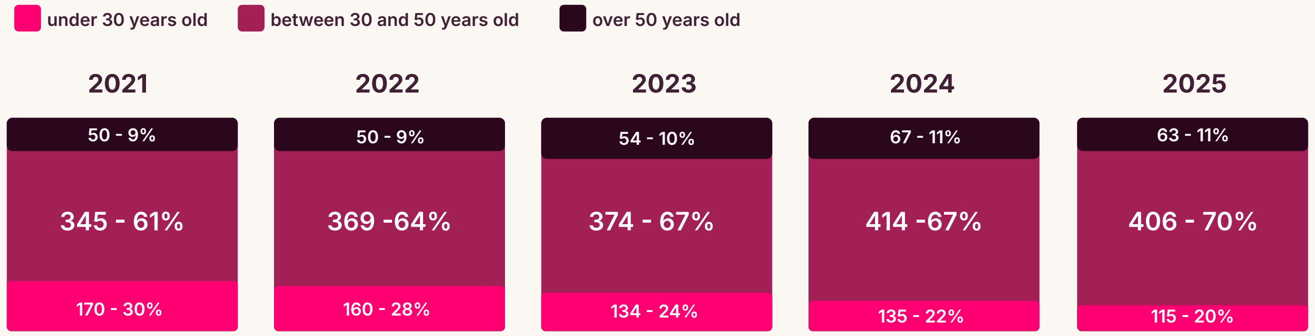
EQS Group's workforce reflects the international nature of our business. Our workforce is distributed across key regions, with a strong presence in Europe complemented by teams in Asia and North America. This international setup enables us to combine global reach with local expertise while fostering collaboration across markets and functions.

Regional distribution of employees worldwide



	2021		2022		2023		2024		2025	
	Employee	Share	Employee	Share	Employee	Share	Employee	Share	Employee	Share
Asia	113	20%	110	19%	102	18%	94	15%	89	15%
Europe	440	78%	461	80%	449	80%	457	74%	431	74%
USA	12	2%	8	1%	11	2%	65	11%	64	11%
Total	565		579		562		616		584	

Age structure of employees worldwide

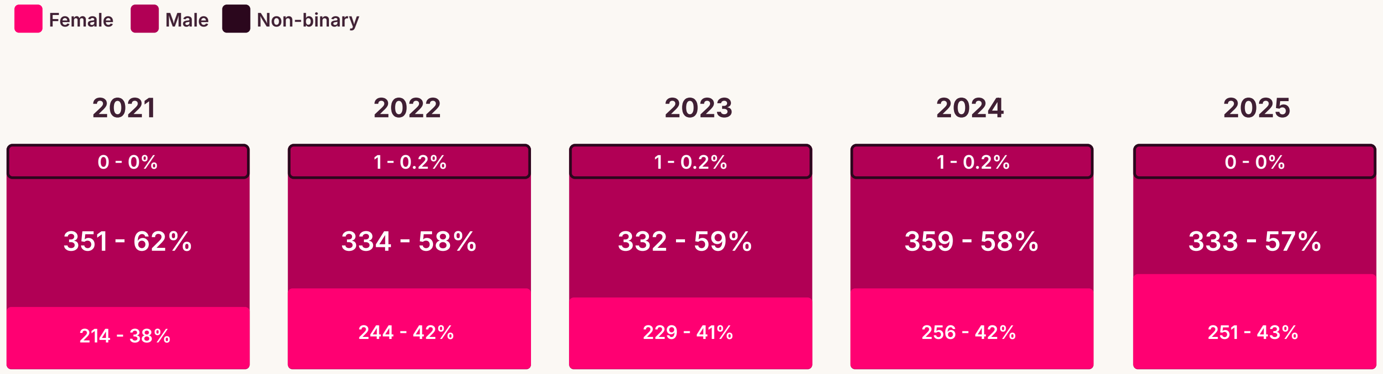


	2021		2022		2023		2024		2025	
	Employee	Share	Employee	Share	Employee	Share	Employee	Share	Employee	Share
Under 30 years old	170	30%	160	28%	134	24%	135	22%	115	20%
Between 30-50 years old	345	61%	369	64%	374	67%	414	67%	406	70%
Over 50 years old	50	9%	50	9%	54	10%	67	11%	63	11%
Total	565		579		562		616		584	

Employees from more than 49 nationalities

Increasing gender diversity remains an ongoing focus, particularly in the technology sector, where structural imbalances persist. We therefore seek to strengthen equal opportunities in recruitment and career development, increase the representation of women across the organization, and promote fair and transparent people processes.

Breakdown by gender worldwide



	2021		2022		2023		2024		2025	
	Employee	Share	Employee	Share	Employee	Share	Employee	Share	Employee	Share
Female	214	38%	244	42%	229	41%	256	42%	251	43%
Male	351	62%	334	58%	332	59%	359	58%	333	57%
Non-Binary	0	0%	1	0.2%	1	0.2%	1	0.2%	0	0%
Total	565		579		562		616		584	

DEI Numbers 2025

These objectives are supported through structured recruitment processes and fair access to development opportunities throughout employees' careers.

Age structure

- Under 30: 19.7%
- Between 30- 50: 69.5%
- Over 50: 10.8%

Gender breakdown

- Female: 43%
- Male: 57%
- Non-binary: 0%

Regional distribution

- Asia: 15.2%
- Europe: 73.8%
- USA: 11%

Nationalities

Employees from more than **49 nationalities** represented across the global workforce in 2025.

Working Conditions and Employee Experience

Work Environment and Flexibility

EQS Group promotes a flexible working environment that supports both business and individual needs.

Our approach is based on trust and personal responsibility, enabling employees to organize their work in line with their roles and local requirements. Depending on the position and location, this includes flexible working hours, hybrid and remote work models, and collaborative office environments.

This flexibility supports productivity while allowing employees to balance professional and personal responsibilities. Additional measures, such as sabbatical opportunities and family-related support policies in selected locations, further support employees throughout different stages of their personal and professional lives.

"I really value the flexible work environment at EQS Group. The possibility to work remotely and to organize my workday in a way that fits both customer needs and personal productivity makes a big difference for me."

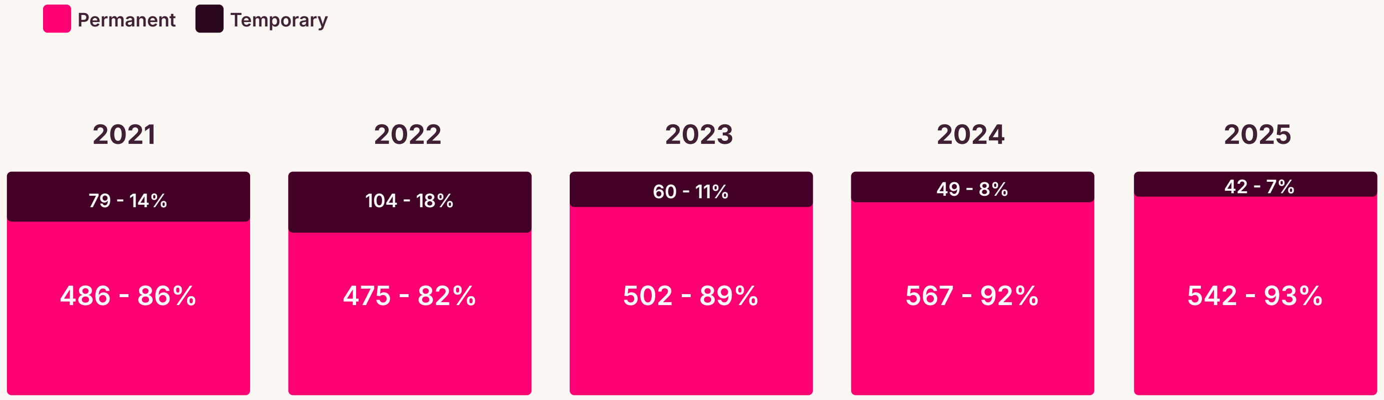
— **Employee feedback**

Employment type

92.8%
Permanent

7.2%
Temporary

Breakdown by employment type worldwide



	2021		2022		2023		2024		2025	
	Employee	Share	Employee	Share	Employee	Share	Employee	Share	Employee	Share
Permanent	486	86%	475	82%	502	89%	567	92%	542	93%
Temporary	79	14%	104	18%	60	11%	49	8%	42	7%
Total	565		579		562		616		584	

Employee Engagement and Feedback

Open dialogue with employees is a key element of our corporate culture.

We use a range of formats to gather feedback, share information and foster exchange across the organization, including employee surveys, performance discussions, all-hands meetings, BarCamps, and other company-wide forums for communication and collaboration.

These formats help us identify areas for improvement, respond to changing expectations, and strengthen transparency and trust within the organization.

Employee engagement rate (2025): 65%
Employee satisfaction score (2025): 3.8 / 5

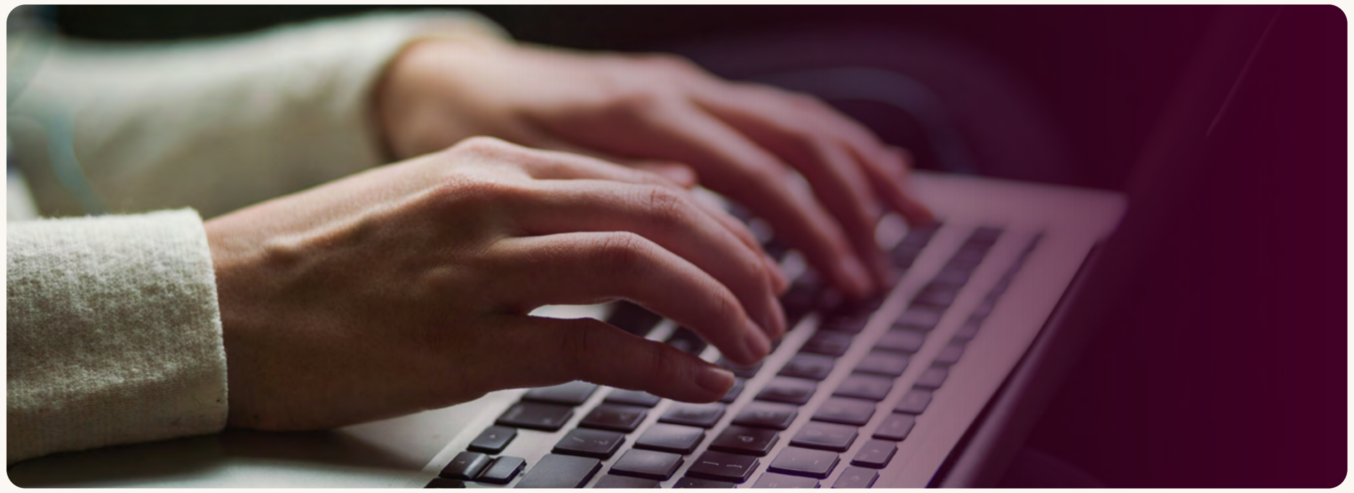
In 2025, EQS Group further strengthened its employee listening approach through a communication-focused Pulse Survey designed to better understand how employees access and use internal information. The results highlighted opportunities to improve the visibility and accessibility of internal communication channels. In response, targeted measures and training sessions were introduced to help employees navigate available information resources more effectively and ensure that relevant information can be accessed more easily across the organization.

New employees benefit from peer-based buddy arrangements that help them connect with colleagues and facilitate integration into the organization.

Bringing Global Teams Together.

Celebrating 25 Years of EQS

To mark its 25th anniversary, EQS Group brought together around 300 employees from locations across Europe, Asia and North America for a global company event. As a highly international and increasingly hybrid organization, opportunities for personal exchange play an important role in strengthening collaboration and fostering a shared culture. The anniversary celebration provided employees with the opportunity to connect across teams and locations, reflect on shared achievements, and celebrate the people behind EQS Group’s success.



Compensation and Benefits

EQS Group is committed to compensation practices that support both internal fairness and external competitiveness.

We provide transparent compensation frameworks, fair pay practices and location-specific benefits. Examples include private health insurance for employees and their families in selected locations, pension schemes, meal allowances, family-friendly policies, and sustainable mobility offerings such as bicycle leasing programs. This contributes to employee satisfaction and supports long-term retention.

Employees covered by collective agreements (2025): 18%

Coverage rate	Employees EEA	Employees Non-EEA countries	Workplace representation (EEA only)
0–19%	-	-	-
20–39%	-	-	-
40–59%	-	-	-
60–79%	-	-	-
80–100%	France, Spain, Italy, Austria		France

Learning and Development

In 2025, EQS Group introduced a global Job Architecture framework to strengthen career development, transparency and internal mobility across the organization. The framework establishes a consistent structure for roles, career paths and job levels, providing employees with greater clarity regarding development opportunities, career progression and role expectations.

Total training hours (2025): 2318

Average training hours per employee: 3.46

Recognizing that career growth can take different forms, the framework offers dedicated paths for professional development, specialist expertise and people leadership. By making career opportunities and progression criteria more transparent and comparable across teams and regions, it supports employee development, equal opportunities and fair, consistent people processes throughout the organization.

Further employee development is supported through a combination of structured and flexible learning formats, including digital training programs, role-specific training, external development programs and leadership initiatives.

Development is further supported by regular performance discussions, goal-setting processes and feedback formats, including multi-directional feedback for leadership roles.

Together, these measures enable employees to continuously expand their professional and personal skills while supporting the long-term development of the organization.

Wellbeing and Health

Health and Safety

As a software company, EQS Group's operational activities involve limited physical risk. Nevertheless, we are committed to providing a safe and healthy working environment for all employees and complying with applicable local regulations.

Number of work-related accidents (2025): 5

Average sick days per employee (2025): 4.38

Employee Wellbeing

As a software company, EQS Group's operational activities involve limited physical risk. Employee wellbeing is an important factor for long-term performance and engagement.

EQS Group supports employee wellbeing through a working environment that supports work-life balance, flexible working models, and access to health-related support depending on location. This may include private health insurance, mental health and resilience resources, wellbeing-related learning formats, and access to professional coaching and support services where available.

We also encourage employees to engage with their local communities through corporate volunteering initiatives that support social and environmental causes while strengthening connections with colleagues and communities.

In addition, EQS Group promotes healthy and sustainable lifestyles through initiatives such as sports-related benefits, bicycle leasing programs and ergonomic workplace solutions where appropriate.

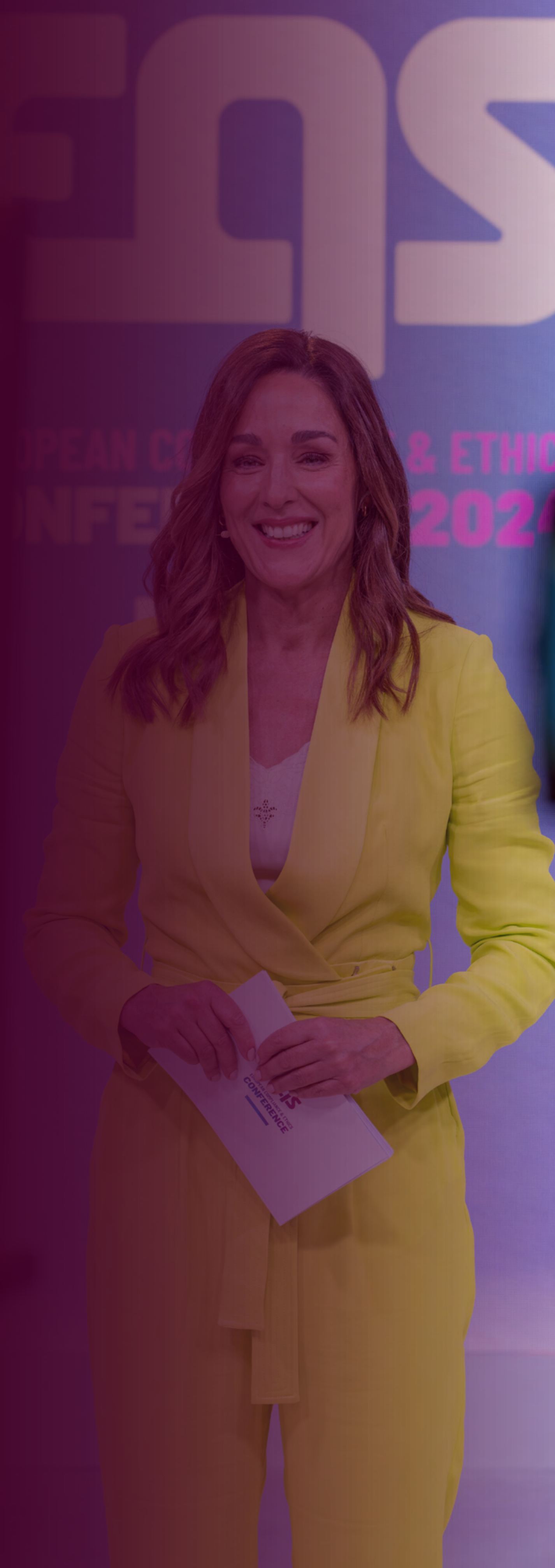
Together, these measures help employees maintain their health, wellbeing and motivation while supporting sustainable long-term performance.

Our Footprint

In Our Locations

At EQS Group, we operate across three continents and combine a global mindset with local action in our offices and communities.

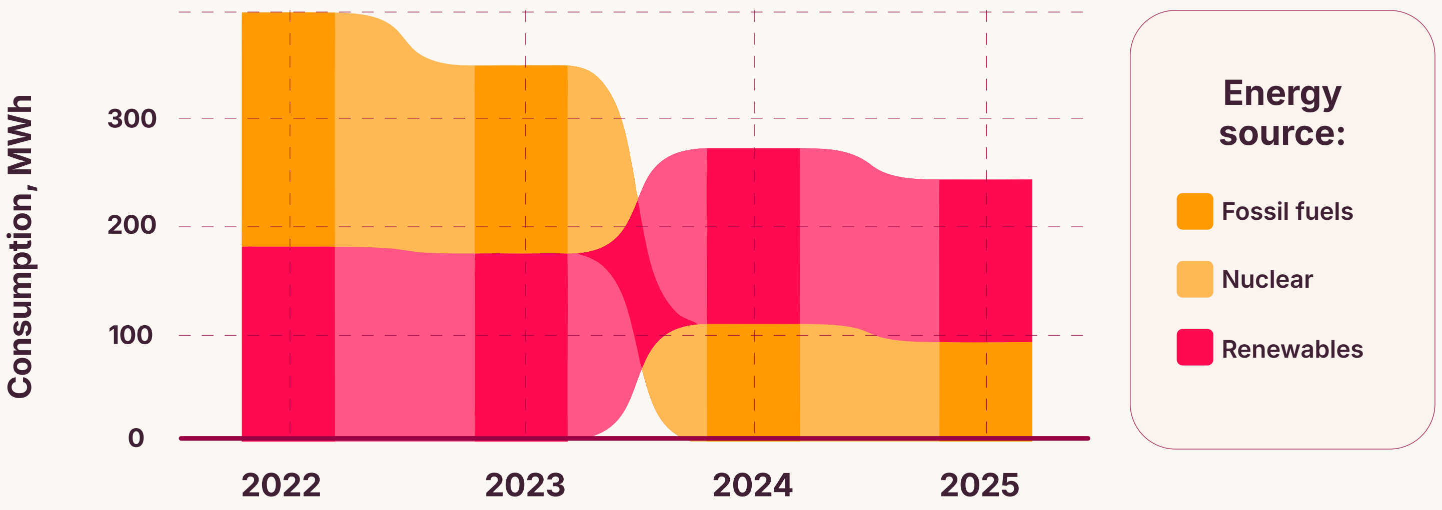
We carefully select our office locations. Sites are centrally located to encourage commuting by public transport and bike, and the buildings — whether leased directly or operated by third parties — are selected for their energy efficiency and day-to-day sustainability performance. We review annually the environmental commitments of each office. The BREEAM-certified Barcelona office and the LEED-certified Denver office are two examples of this approach in practice.



Energy Consumption and Renewable Energy

We continue to improve transparency on energy consumption and purchased electricity across our global operations.

Since 2023, all operated office locations have been supplied with electricity from renewable energy sources. At our Munich headquarters, the building's indirect electricity supply was also converted to 100% renewable electricity through our initiative. Where available, German offices use district heating, improving energy efficiency and drawing on cleaner heat sources. In 2025, the share of renewable energy sources increased to 62.37%, with 100% of the electricity coming from renewable sources.



Resource Management

As a software company, our direct use of materials is limited. Nevertheless, we manage resources carefully and work with our providers to improve resource efficiency across our value chain.

Circularity and Waste

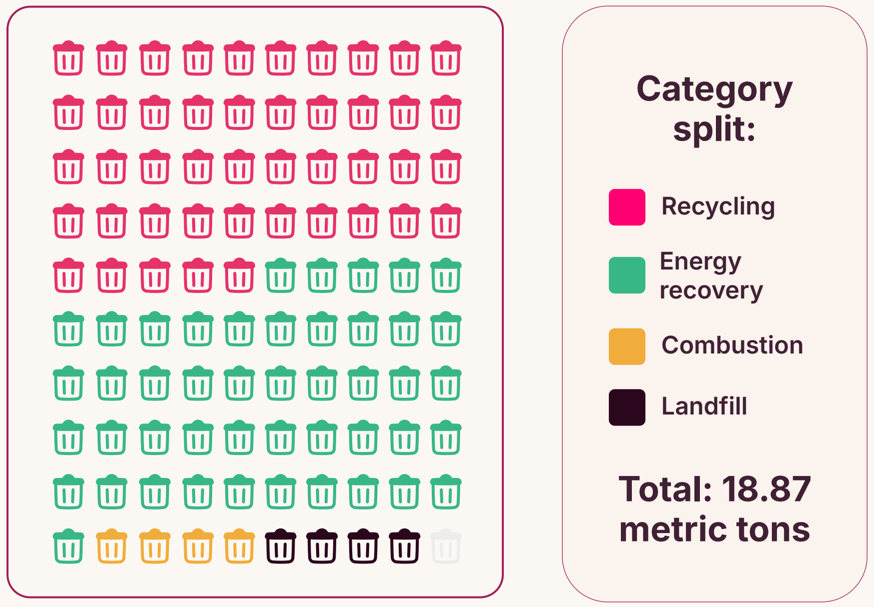
We are committed to sustainable procurement of goods and services. This is reflected in our Purchasing Policy, where the criteria for selecting suppliers and products include the lowest possible environmental impact and the highest social standards. Examples include centralized printers with reusable toner cartridge systems and reusable food and beverage containers at selected office locations.

IT equipment is one of our main assets. To use resources responsibly, we keep IT equipment in service for as long as possible. In 2024, our Kochi team launched TechCare, refurbishing retired company laptops and donating them to the local community. In 2025, the program equipped the Cyber Police Station in Kakkanad with laptops to help tackle cybercrime and strengthen community safety. By extending the life of our devices, TechCare turns end-of-use IT into local impact — and we plan to roll it out in Germany next.

We monitor office waste streams across our operations and prioritize recycling and recovery solutions wherever possible. Waste separation is implemented at all our office locations in accordance with local regulations. Across our operations, we estimate that less than 5% of office waste goes to landfill.

1 icon = 1% of annual waste

The final pale icon indicates the 1% rounding difference in the source percentages.

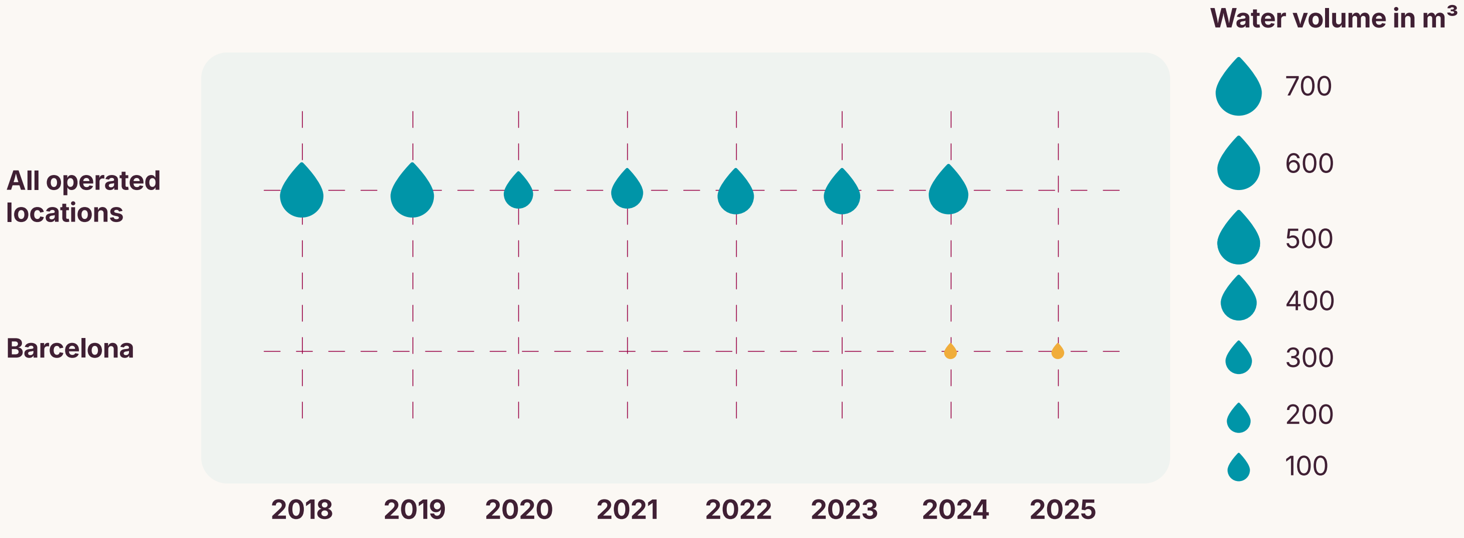


Water Consumption

Given our business model, water consumption is primarily associated with office operations and indirectly with service-infrastructure-related usage — particularly hosting and IT services.

Direct water consumption at our office locations remains moderate and is regularly monitored as part of our operational environmental management. Our Barcelona office, located in a water-stress area, is especially efficient in its water use. At our software development site in India, rainwater is partially reused for operational purposes such as cleaning and irrigation.

Water withdrawal of operated offices



Limited data availability in 2025

On the Climate

We continuously work to reduce operational emissions, improve resource efficiency and strengthen environmental transparency across our global operations. As a SaaS-based company, our environmental footprint is primarily linked to office operations and indirect activities such as employee mobility, business travel and product hosting. Compared with industrial businesses, our overall direct resource consumption remains comparatively limited, while operational emissions and energy sourcing represent our most relevant environmental leverage areas.

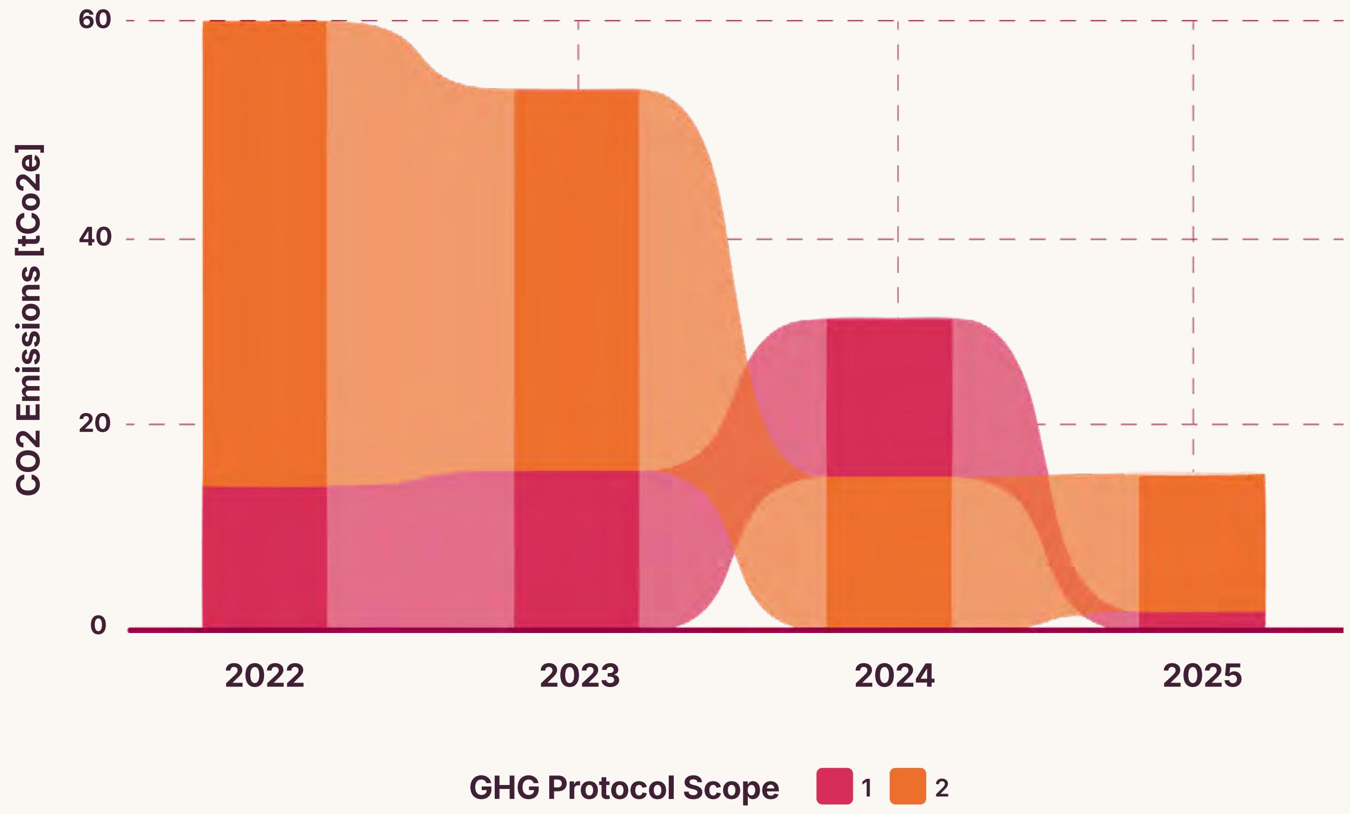
Our climate-related activities focus on:

- Reducing operational emissions
- Increasing the share of renewable energy sources
- Enforcing a strict business travel policy that prioritizes digital collaboration and rail over air travel, and monitoring mobility-related emissions
- Engaging and training employees on environmental issues
- Applying environmental criteria to supplier selection and engagement
- Strengthening environmental data governance and reporting processes

Emissions

Transparency is the starting point for credible climate action. We measure our greenhouse gas emissions across Scope 1, Scope 2 and the material Scope 3 categories, and our 2025 Corporate Carbon Footprint has been independently verified by TÜV Süd.

Our climate progress since 2022 tells a consistent story. Combined market-based Scope 1 and Scope 2 emissions have decreased from 47.98 t CO_2e in our 2022 baseline to 14.71 t CO_2e in 2025 — a reduction of approximately 69%. Two choices drove the result: moving office operations to renewable electricity, and consolidating into a smaller, more efficient office portfolio. Most of those smaller offices are reported under Upstream Leased Assets in Scope 3, but we monitor them closely as part of our operational footprint; on that combined view, operational emissions are down 31.7% (79 t CO_2e).



		2022	2023	2024	2025
		t CO_2e	t CO_2e	t CO_2e	t CO_2e
SCOPE 1	Sum Scope 1	13.96	15.39	14.93	1.81
SCOPE 2	Sum Scope 2 (Market-based)	34.02	35.16	13.84	12.9
	Sum Scope 2 (Location-based)	96.41	77.16	49.59	48.3
SCOPE 3	Business travel	62.42	156.97	327.86	391.90
	Employee commuting	85.82	139.45	135.83	112.98
	Purchased goods and services	9.16	16.5	11.33	71.15
	Capital goods	105.66	107.45	84.42	85.07
	Energy-related activities (not included in scope 1 or scope 2)	22.94	21.29	14.94	16.48
	Waste generated in operations	1.4	1.62	0.96	0.62
	Upstream leased assets	194.27	188.89	140.08	155.36
	Sum Scope 3	564.25	700.36	772.59	893.27

As a globally operating SaaS company, the majority of our greenhouse gas emissions come from Scope 3 — the indirect emissions across our value chain. In 2025, the largest contributors were business travel, employee mobility and upstream leased assets, where we are concentrating our reduction efforts.

Data Centers

We rely on external hosting providers because shared data centers are generally more resource-efficient than operating our own infrastructure.

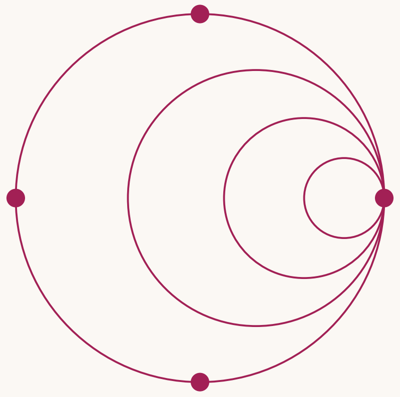
As our business grows, so do the emissions linked to data hosting (Scope 3, Purchased goods and services) — and with them our responsibility to choose providers carefully.

In 2025, all our providers reported sourcing 100% renewable energy across their operations, directly or through market-based instruments, and our provider portfolio delivered a weighted-average PUE of 1.18 (spend-based).

We will continue to engage with providers and weight their sustainability commitments in our selection process.

Emission Intensity

In 2025, emissions per employee rose compared with the stable trend of prior years, reflecting a smaller workforce rather than higher emissions. At the same time, emissions per million euros of revenue fell, showing that our footprint is growing more slowly than our business.



GHG emissions intensity (Market-based)

	2022	2023	2024	2025
	t CO_2e	t CO_2e	t CO_2e	t CO_2e
Per employee	1.18	1.21	1.21	1.45
Per million revenue	11.32	9.84	9.17	7.70

In the current GHG report, we present the inventory of greenhouse gases and the associated emissions for the reporting year 2025.

Key Policies

EQS Global Travel Guideline	Criteria for Sustainable EQS Offices
To reduce travel-related emissions, we promote virtual collaboration and hybrid meeting formats whenever feasible. Where business travel is required, we encourage employees to choose lower-emission transportation options, with rail travel preferred over air travel whenever possible.	We apply environmental criteria when selecting and operating our office locations. Key considerations include the use of renewable electricity where available, energy-efficient building operations, good access to public transportation, and the procurement of sustainable office equipment and furniture.

No Company Cars Policy	Sustainability on the Supply Chain
We do not operate a company car fleet and instead promote the use of public transportation and other low-impact mobility options. Vehicles acquired through acquisitions are phased out whenever practicable.	We integrate environmental considerations into our supplier selection and management processes. Through our Purchasing Policy and Business Partner Code of Conduct, we encourage suppliers and business partners to support responsible environmental practices, including resource efficiency and emissions reduction.

Emission Reduction Targets

Our sustainability strategy set a clear target: “[...]. By 2025, we want to be climate-neutral in our operational emissions through reduction and, where necessary, through climate protection contributions.” In 2025 we met that commitment. Remaining unabated operational emissions — the equivalent of 170 t CO_2e — were offset using Gold Standard credits, and we went a step further with Beyond Value Chain Mitigation funding additional climate action equivalent to our business travel emissions.

Meeting our 2025 target marks an important milestone, not the end of our journey. To continue playing our part in the global push toward net zero, we are raising the bar: by 2026, EQS Group will align its climate and emissions reporting and ambitions with the Science Based Targets initiative (SBTi), the framework that anchors corporate emissions reduction targets in the goals of the Paris Agreement.

Climate Risks

We take a structured, forward-looking approach to climate-related risks. Building on the location-based climate risk analysis we commissioned for our largest sites in Munich, Barcelona, Kochi and Neuilly-sur-Seine (Paris) site and re-validated all locations against the World Resources Institute Aqueduct Water Risk Atlas.

In 2024, we complemented this with a resilience analysis, drawing on site assessments, desktop research and dialogue with key stakeholders to evaluate climate-related risks across our business model and value chain. The findings confirm that Munich and Neuilly-sur-Seine show no high or highest risks, while Barcelona and Kochi face elevated water-scarcity exposure. Kochi additionally shows high risks linked to rising air temperatures, temperature fluctuations and heat stress.

At portfolio level, the combination of energy costs, regulatory developments and transition investments represents our most material climate-related challenge. We treat this analysis as a first step and will continue to review and refine the underlying factors, scenarios and mitigation measures in the years ahead.

Trusted to take
you **further.**