

2021

COMMUNICATION ON PROGRESS



UN GLOBAL COMPACT

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EPICO's COP Report 2021

As a proud member of United Nations Global Compact, we submit this report that constitutes our Communication on Progress for the year 2021, which covers the period spanning from 01.01. 2021 - 07.05. 2022.

During this report we will be referring to our full-time employees (FTE) as well as consultants on a full-time contract, equal to all FTE's, as employees. Freelance consultants not covered by the regular FTE terms and conditions will be referred to as consultants or freelance consultants interchangeably. This report covers our actions and operations in Denmark, Sweden and Poland, where we have FTE's and offices.



HUMAN RIGHTS



LABOR



ENVIRONMENT



ANTI-CORRUPTION



CEO STATEMENT

EPICO has been a proud member of the United Nations Global Compact since 2018, and I am proud to reaffirm our commitment to uphold the 10 principles within human rights, labor, environment, and anticorruption.

2021 has been a year filled with milestones, growth, and newly adjusted ways of working. COVID-19 has yet to loosen its grip on the world, but the world has also experienced immense innovation and breakthroughs that have helped us through the pandemic.

At EPICO, we have always embraced the hybrid working model where online meetings and a flexible working model has been a standard business practice.

However, like many others, we also came to learn how a balance between working from home and going to the office has not only improved productivity, but also the well-being of our employees even more so during the pandemic.

For that reason, our hybrid working model has been embraced and communicated more explicitly during 2021, leading to a continued balance between upholding a great company culture as well as having a flexible working model.

2021 has also been the year, where we reached a turnover of 500 million DKK, and we also reached a milestone of having 500 IT-consultants on contract on the Danish market and more than 600 IT consultants globally.

I am therefore immensely proud of our organization and the goals that we have been able to reach - which is all thanks to our dedicated and talented employees, consultants, and partners.

In EPICO, we take our responsibility seriously and we strive to not only live up to the 10 principles, but to uphold the initiatives that we have implemented previously, while continuously improving our practices and implementing new initiatives.

That is why, we yet again share our Communication on Progress, where we describe our practical actions and outline our measurements on outcomes, as well as present future goals and strategies that the organization are working towards.



Jan Hansen
CEO



EPICO

One of Denmark's largest IT consultancies

EPICO-IT A/S is an IT consultancy founded in 2009. EPICO identifies, qualifies, and delivers IT freelance consultants as well as candidates for permanent employment for both larger- and smaller companies in the Nordics and parts of Europe.

We are one of the largest IT consultancies on the Danish market with more than 500 consultants on contract, +6000 resumes in our database, and +100 employees in EPICO Group, with offices in Denmark, Sweden, and Poland.

Our core business consists of delivering freelance IT consultants to clients in the Nordics, Europe, and parts of Asia. With our specialized business units, we deliver consultants to fit every need. We can deliver the broad generalist, the specialist as well as the young and newly educated IT talents.

Our vision is to become the preferred and trusted advisor within IT on a global scale. We are experts in finding the experts, and our mission is to help organizations in reaching their strategic goals within IT, by delivering the right person fast at the right time within budget.

Our partnerships are based on integrity, trust and a personal connection to our clients and consultants.

In EPICO, our consultants are more than just a resumé, and we take pride in getting to know our consultants and treating them as an equal in EPICO. We believe that it is the key to finding the right match between our clients and consultants.

THE 10 UN GLOBAL COMPACT PRINCIPLES

Principal 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principal 2: Make sure that they are not compliant in human rights abuses

Principal 3: Businesses should uphold the freedom of association and the effective recognition of the right to collaborative bargaining

Principal 4: The elimination of all forms of forced and compulsory labor

Principal 5: The effective abolition of child labor

Principal 6: The elimination of discrimination in respect of employment and occupation

Principal 7: Businesses should support a precautionary to environmental challenges;

Principal 8: Undertake initiatives to promote greater environmental responsibility; and

Principal 9: Encourage the development and diffusion of environmentally friendly technologies

Princip 10: Businesses should work against corruption in all forms, including extortion and bribery

HUMAN RIGHTS

In EPICO we are committed to upholding basic human rights for all our employees, and we strive to ensure that we do not go into business with any client, partner or supplier that does not uphold these basic human rights.

As our headquarter is situated in Denmark, this report will cover the human rights issues that the Danish Institute for Human Rights has found to be the most relevant and challenging for businesses, globally.

In relation to this, we strive to continue to live up to principle 1 and 2 of the UN Global Compact initiative.

All employees in EPICO, as well as all freelance consultants, are offered contracts that ensure basic human rights, and on top of that, EPICO also provides many other offers and services that go beyond human rights but are considered as standard Danish practices.



HEALTH & SAFETY

Health insurance

We ensure that all our employees have access to basic healthcare, and in addition, we offer an extra private health insurance for all our employees in Denmark.

This private insurance is voluntary and can be added as part of the employee's pension plan.

In Poland all employees are offered Medcover, which is also voluntary to be a part of. Moreover, in Poland we also offer our consultants on contract Medcover.

Pension Plan

In EPICO, we also offer all employees in Denmark, Sweden and Poland a favorable pension plan.

As our freelance consultants are more than just a resumé in our database, we have made sure to inform all our consultants that our pension partner also offers them a lucrative pension plan.

The pension plan is voluntary, and although some freelance consultants choose not to be part of this plan, most of our freelance consultants take advantage of this offer. It is the consultant's own responsibility to draw a pension plan with the pension company, and it is not handled through EPICO.

Work environment

Our office buildings and the office spaces provided for our employees comply with all work environment standards as described in the Danish Working Environment Act and equivalent laws or guidelines in Sweden and Poland. All employees are provided a suitable desk, chair, electronic equipment as well as other office supplies deemed necessary to uphold a healthy and safe work environment.

Moreover, EPICO has two employees selected as safety representatives - one from management and one not from management. Both representatives are required to partake in workshops as part of a certification course to ensure health and safety measures at our offices and to ensure that we fully live up to all health and safety regulations.

Supporting human rights advocate organizations

Each year, we pick an organization to support for our annual Christmas donation. In 2021, we donated to FANT - a Danish organization working on bettering the living conditions for children and teenagers in Sierra Leone through sports. FANT uses sports to build a sense of community, where they can engage with the children, play, and educate them.

In EPICO, we are also deeply saddened by the war crimes committed in Ukraine. The Ukrainians are fighting bravely to defend their country and freedom, and they need all the help they can get.

In collaboration with the NGO Danish Red Cross, we started a fund to raise money for humanitarian aid in Ukraine. EPICO matched the donated amount made by all our employees 1:1, and we are proud to say that we raised a total of 22.200 DKK to help the people in Ukraine.

Donations and charity

Moreover, EPICO implemented a 'help day', where an employee can use a full paid day on charity or social charity of their own choosing. Therefore, EPICO employees will carry out initiatives in relation to 'help days' throughout 2022.

Fair Treatment

We do not tolerate harassment, or any unfair treatment of our employees and we make sure to protect all employees against such acts.

This is also stated in our internal Employee Handbook, which every employee is encouraged to read at the beginning of employment, and the document is also available on our Intranet page.

COVID-19 Health & Safety Measures

Throughout 2021 we continued to focus on hygiene and limiting the spread of COVID-19 at our offices. Throughout the year we had periods where our offices were closed and employees worked from home, as recommended by state governments.

EPICO has taken and continue to take the COVID-19 situation seriously, and we continue to make sure that we live up to health and safety recommendations at our offices.

MEASUREMENTS ON PROGRESS

NO HUMAN RIGHTS ABUSES

No human rights abuses have been reported or detected in 2021 in our organization nor from partners, suppliers, or clients.

UPDATED OUR EMPLOYEE HANDBOOK

As stated in our strategic goals in our 2020 COP report, we set a goal to update our Employee Handbook to make sure it was up to date with the newest information, guidelines, and procedures.

These updates and changes were implemented and explicitly communicated to the organization both digitally (e-mail and Intranet), and verbally at our quarterly meetings in 2021.

CONTINUOUS FOCUS ON PHYSICAL AND MENTAL HEALTH

During 2020 we managed to focus a great deal on physical health and exercise, and we continued down this path in 2021. In collaboration with the organization, Company Health, we offered all employees in Denmark a health check and fitness test.

According to Company Health, they have rarely seen such high commitment, support, and participation rates as they experienced here in EPICO. During 2022, we continue to work with Company Health and employees can book consultations, body measurements, personal fitness, and/or get other fitness advice through Company Health.

MEASUREMENTS ON PROGRESS

Furthermore, online fitness classes from a personal trainer is available on EPICO's Intranet, meaning all employees in Denmark have access to online fitness classes on demand. For that reason, we continue to increase the focus on employees' mental and physical health through several initiatives.

SICKNESS ABSENCE

We are continuously working on reducing sickness absence at EPICO by providing and implementing health promoting initiatives.

Year	2018	2019	2020	2021
Total number of sick days	51	43	81*	36

*The increased number of sick days for 2020 was due to a few employees having longer periods of sick leave consequently due to more serious health conditions and the COVID-19 situation.

Number of sick days in total has overall declined since 2018. The increased number of sick days in 2020 is directly related to COVID-19, as a larger number of employees got COVID-19.

Aside from COVID-19 related sick-days, we have seen a general decline in sick days.

LABOR

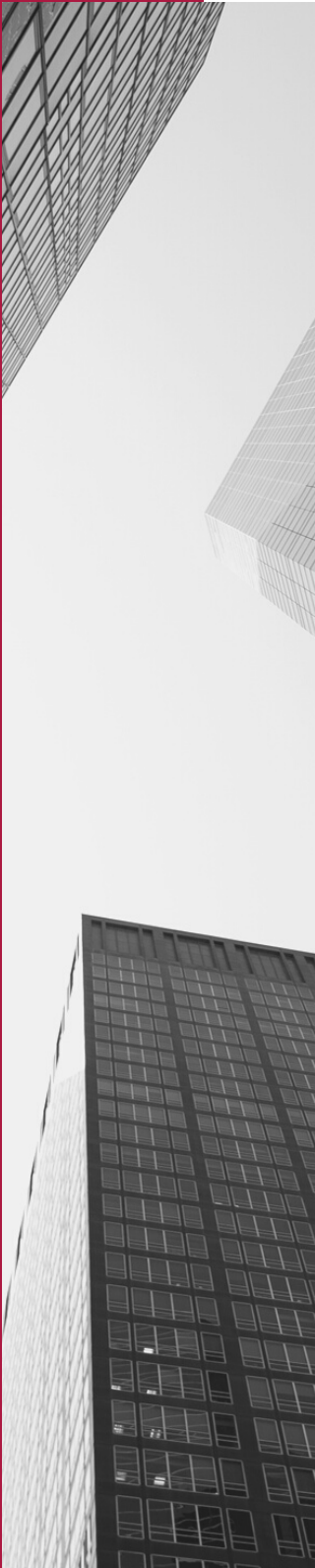
At EPICO, we are committed to supporting and complying with principles 3, 4, 5, and 6 of the UN Global Compact initiative. We believe in an ethical work environment, and we are therefore committed to maintaining and incorporating the four principles to ensure this.

At EPICO, we are committed to upholding the freedom of association and the effective recognition of the right to collective bargaining. We ensure that all employees at EPICO, as well as freelance consultants, are employed on orderly terms, and we always follow national laws and regulations in terms of labor and human rights. As such, we are committed to practice a transparent and ethical culture towards employees, consultants, clients, and partners. We follow laws and regulations in each country of which EPICO operate.

We fully support the elimination of all forms of forced or compulsory labor and the elimination of discrimination in respect to employment and occupation, as well as the effective abolition of child labor.

At EPICO, we do not discriminate under any circumstances, and we do not support any direct or indirect discrimination towards our employees, consultants, or potential employees and consultants. We advocate and strive for a diverse and inclusive labor force as we believe diversity fosters innovation, development, and progress.

We encourage all employees to immediately report to their manager if they detect any type of violation against the four principles or any other problem in relation to the workplace, and we uphold and support the rights of the four principles throughout any process, culture, country, or business in which EPICO operates.



NON-DISCRIMINATION

We always strive to have a healthy and diverse work environment at EPICO as we do not discriminate based on age, gender, identity, race, language, national or social origin, property, health status, economic or social situation, material and family status, religion, ethnicity, sexual orientation, mental or physical ability, political beliefs nor any other opinions or orientations, and we continuously uphold the elimination of discrimination in respect to employment and occupation.

We strive to accept every individual's differences to enable all employees and consultant's full potential.

Unbiased criteria

In EPICO we strive to make sure that all employment related decisions are based on relevant and objective criteria, this includes decisions concerning hiring, wages, promotion, training, retirement, and termination.

We believe diversity and inclusion is a strength for the organization and for the work environment.

Inclusive work environment

When we communicate and brand employee activities, we always ensure to display our diverse workforce in our visual materials to promote diversity and inclusiveness.

We find it important to have an inclusive work environment at EPICO. The company has therefore taken reasonable steps to enable qualified persons with disabilities or health conditions to gain employment opportunities within the company.

EPICO has, and has had, employees hired under special conditions, where the needs of the employee were taken into account.

EPICO has hired employees with public subsidy conditions, as well as accommodated employees with stress, and made onboarding plans for employees returning to work after longer periods of serious illness.

In addition, we also offer more flexible working conditions for employees, who have kids with special needs, as we find work-life balance important.

We practice 'freedom with responsibility' for all our employees as we practice a work environment based on trust and transparency.

FORCED LABOR

At EPICO, we do not complicit in or benefit from forced labor of any kind. EPICO operates in countries where forced labor is illegal, and where strict laws prohibit and sanction any entities violating this. However, we fully support the elimination of all forms of forced or compulsory labor and the elimination of discrimination in respect to employment and occupation.

We are committed to upholding all human rights in relation to this matter. We are aware of countries, regions, sectors, and economic activities, where there is a greater likelihood of forced labor, and for that reason we always take this matter into account, when establishing new business areas or large-scale business operations.

All our employment contracts state the terms and conditions that are written in languages that employees can easily understand. All employees can give notice and leave the employment contract within a reasonable period.

We always clearly communicate this prior to the employment. EPICO offers all employees an annual salary negotiation, bonus plans and the freedom to work.

EPICO's employees have the right to renounce work assignments that go against their individual ethical principles, always. We meet our consultants with the same freedom of work. All employees of EPICO have the right to maternity leave, holiday, and pay during illness according to their contract. This contract can at any time be renegotiated, if desired.

All information is communicated clearly and explicitly in EPICO's Employee Handbook and employment contracts.

CHILD LABOR

We fully support the effective abolition of child labor. EPICO operates in countries where child labor is illegal, and where strict laws prohibit and sanction any entities violating this.

We are committed to upholding all human rights, this relates as well to labor. We are aware of countries, regions, sectors, and economic activities where there is a greater likelihood of child labor, and for that reason we always take this matter into account when establishing new business areas or large-scale business operations.

FREEDOM OF ASSOCIATION

At EPICO, we are committed to upholding the freedom of association and the effective recognition of the right to collective bargaining.

We respect the right for all employees and consultants to freely and voluntarily establish and join groups for occupational interests as well as trade unions of their choice without fear of intimidation or reprisal, in accordance with national law.

All employees and consultants have the right to freedom of expression and opinion.

GDPR - GENERAL DATA PROTECTION REGULATIONS

In EPICO, we have always been GDPR compliant and followed EU's data regulations.

In 2020, EPICO outsourced the handling of our GDPR data and information security to an external partner, to ensure that we continue to stay GDPR-compliant and follow new rules and regulations in relation to EU's data regulations.

We have thus outsourced our GDPR and cyber security processes and audits to an external partner that excels within this field, which is why we are collaborating with Comply Cloud, whom are experts in GDPR and information security.

We will continue to outsource in 2022 to ensure that we continue to stay GDPR-compliant and improve our processes even further.

MEASUREMENTS ON PROGRESS

NO DISCRIMINATION

No cases of discrimination were reported nor detected by any employees, consultants, partners, or clients. EPICO continues to have increased focus on eliminating discrimination and other inappropriate behavior within EPICO. Moreover, we also added a non-discrimination description in all job adds, which was a target from last year that we reached.

NO LABOR INSTANCES OR WORK-RELATED ACCIDENTS

No instances of forced and compulsory labor, or child labor were reported nor detected, and no instances of work injuries were reported or detected by any employees, consultants, partners, or clients. EPICO continues to strive for a healthy work environment henceforth.

EMPLOYEE SATISFACTION

At EPICO our employee satisfaction is of outmost importance. For that reason, all employees are invited for a yearly employee development interview to be held between the employee and that persons' manager. The purpose of this interview is to give all employees the opportunity to influence their professional and personal development at EPICO. We always conduct a yearly employee satisfaction survey, as we find it important for all employees to have the opportunity to express themselves, anonymously. However, during 2021, we unfortunately did not conduct any survey. In EPICO we always strive to do our best and acknowledge that sometimes we fail and need to improve. EPICO will therefore have an increased focus on conducting the employee satisfaction survey for 2022 and henceforth, as we find it highly important for the employees, the culture, and the organization's development.

MEASUREMENTS ON PROGRESS

CONSULTANT SATISFACTION

At EPICO, our consultant satisfaction is also of outmost importance. For that reason, EPICO has hired a Contractor Retention & Event Manager in 2022, who focuses even more on retaining and attracting new consultants. All consultants are invited for social events several times a year, and a consultant starter pack is handed out during the onboarding process and we keep finding new ways of continuously strengthen our relationship with the freelance consultants and attracting newcomers.

Moreover, we drafted and implemented a Consultant Handbook to explicitly communicate procedures, processes, services, regulations, and all relevant information regarding consultants on contract at EPICO. This handbook is sent to all new and existing consultants to ensure that all consultants are informed explicitly and that every consultant receives the same information. We have therefore improved the information flow towards our consultants and ensured greater transparency.

INCREASED NUMBER OF PROFESSIONAL AND SOCIAL EVENTS

During 2021, it was again possible to host as well as participate in events with physical attendance. We therefore hosted several both social and professional events such as CV-Speed, our 500-party and much more.

We believe that knowledge and competences are dynamic, and that challenging yourself and learning new skills positively impacts you as an individual. It is therefore our ambition to continue to offer both professional and social events, workshops, and courses to our employees, and consultants.

MEASUREMENTS ON PROGRESS

IMPROVED MATERNITY LEAVE RIGHTS

In 2021, EPICO updated our maternity leave policy to improve the conditions for our employees.

For that reason, the terms were improved in both length of the maternity leave as well as the minimum salary for all employees on leave, and these changes have also been communicated clearly both digitally and verbally through e-mail, Intranet, and at our quarterly meetings.

GENDER EQUALITY

At EPICO, we are at the forefront when it comes to gender equality among representatives within our work force.

The measurements respectively to all the employees in EPICO, the Team Leads, and the Group Executive Management show positive results for gender equality. However, when it comes to IT consultants, and our Swedish offices, we do not see the same positive numbers.

Employees

The gender split between men and women in EPICO is in general positive. However, in 2021 we have expanded our measurements to include data from both Denmark, Sweden, and Poland, which means that some data will not be comparable to previous years.

MEASUREMENTS ON PROGRESS

In EPICO, group counting employees in Sweden, Denmark, and Poland, the gender split, female is 40,5% with a total of 106 employees where 43 are women.

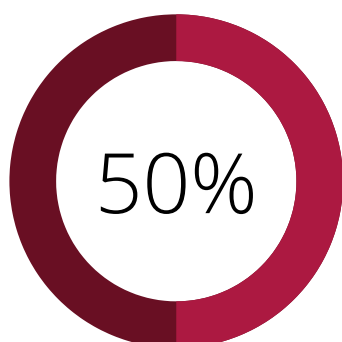
However, the overall gender split for each of our offices, differ compared to each other. In Denmark the gender split, female remains 50%, which is the same as in 2020. We consider this to be a positive result. In Poland the gender split, female is at 55%, and in Sweden it is at 4,7%.

We are thus aware that our Swedish offices differ greatly from our other offices in a negative direction.

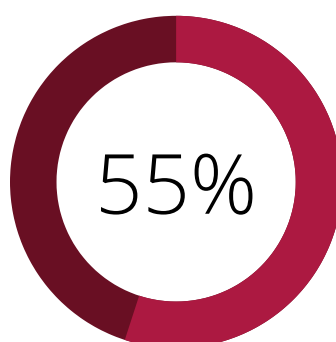
We are therefore committed to working on our biases and lessen the gender gap, and continue to focus our efforts on greater equality, diversity, and inclusion.

GENDER SPLIT, FEMALE

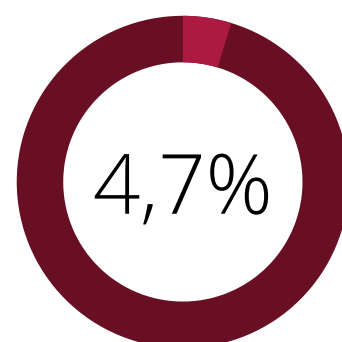
DENMARK



POLAND



SWEDEN



MEASUREMENTS ON PROGRESS

Middle Management

As our headquarter is situated in Denmark, this measurement will cover the Team Leads of HQ and all departments in Denmark, which is the only Middle Management Group established for EPICO Group, Globally.

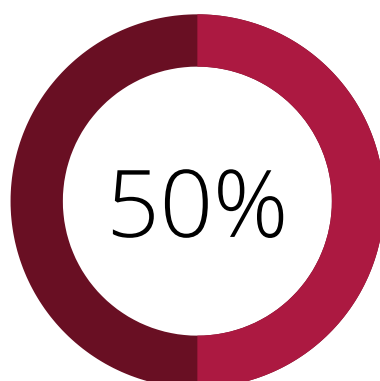
The Middle Management Group accounts for 10 employees, which is two people less than in 2021, as the teams and the Middle Management Group have been restructured during 2021.

The gender split, female now accounts for 60% women with 6 women and 4 men, which is a positive gender split according to national measurements.

As the Middle Management Group is different from previous years, it is not possible to compare these measurements.

However, we are proud to be in the forefront in terms of gender equality among management compared to national measurements.

GENDER SPLIT, FEMALE



MEASUREMENTS ON PROGRESS

Group Executive Management

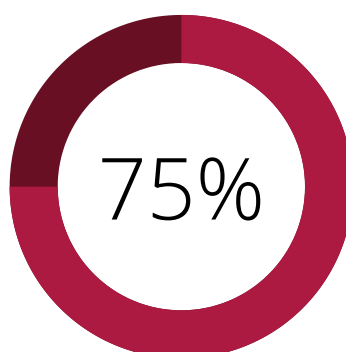
The diversity of the Group Executive Management (GEM) in terms of gender split between men and women shows 75% are women. The GEM has changed since 2019, and now accounts for 3 women and 1 man, whereas the group consisted of 1 man and two women in 2020 and in 2019 the GEM accounted for five women and four men.

This makes it difficult to compare this year's measurements with previous years' measurements. However, the percentage of this year's female gender split points towards a higher percentage of women in decision-making-positions.

We are proud of being an organization in the forefront of gender equality at all levels within the organization, among employees and management. We believe gender equality and a diverse workforce enhances productivity, development, quality, and EPICO's culture.

Gender equality within different industries is still an issue, and the IT-industry is no exception. For that reason, we are proud to have further reduced the imbalance between the number of women and men working within the IT sector, by having a dispensation of a minimum of 50% women at all levels in EPICO, except for Sweden.

GENDER SPLIT, FEMALE



MEASUREMENTS ON PROGRESS

Consultant gender split

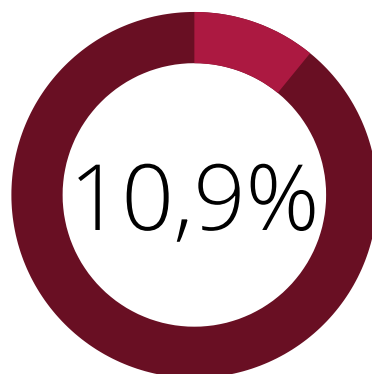
Even though EPICO Group can overall present positive results in terms of gender equality, the IT industry, still struggles when it comes to the number of women holding IT positions. Unfortunately, this also holds true for our consultants on contract.

In 2021 10,9% of our consultants on contract are women, which is even lower than the overall number for the IT-industry, counting 26,5%.

We are therefore committed to also working on our biases externally when interviewing, screening, and evaluating candidates, and thus working towards closing the gender gap further.

However, if we, as a society, wish to close this gap and further increase diversity and equality, we need actions on macro-, meso-, and micro levels.

CONSULTANT GENDER SPLIT, FEMALE



ENVIRONMENT

Sustainability and environmental actions are getting increasingly more important in today's society. Social responsibility and sustainability are an increasing demand when organizations operate across countries.

An IPCC report from the UN shows that humans have a large environmental footprint on our earth due to an increased consumption of resources, and in 2018 the resources of our planet were used 3,6 times and this number continues to develop in the wrong direction. By EPICO's commitment to the UN Global Compact, we support and uphold a precautionary approach to environmental challenges, and we are proud to be taking several actions within different areas to promote greater environmental responsibility at EPICO.

We support and encourage the development and diffusion of environmentally friendly technologies. We fully support all three principles 7, 8, and 9 to mitigate environmental challenges in today's society, and we consider all three principles as a part of our policy and daily workflow.

In EPICO we stand by our responsibilities towards the environment, and we have taken various initiatives to protect the planet and reduce EPICO's footprint. Since the nature of our operations are related mostly to intangible services, our direct environmental impact is relatively small. The environmental impact of consulting is therefore in large indirect through partners, clients, and especially suppliers. We therefore not only set standards and goals for our own environmental impact, but we also expect our collaborators to do the same.

At EPICO we continually encourage our employees to think and act environmentally responsible during their daily work as it is important for EPICO to take actions against environmental pollution.



RESPONSIBILITY AND PERFORMANCE

We take several actions to ensure responsible waste management. We are committed to upholding all three principles to ensure that we do our best to prevent and reduce energy consumption, reduce emissions of greenhouse gases, and handle natural resources in a sustainable manner.

Water and energy saving initiatives

EPICO has installed cold water taps to reduce the use of single use plastic bottles, and all cleaning supplies are environmentally friendly to avoid unnecessary toxins in the wastewater.

All lamps are equipped with energy saving bulbs and the lamps are regulated according to daylight to save energy. All rooms are simultaneously equipped with sensors, to avoid using unnecessary power.

Recycling

Our ambition is to reduce paper consumption as much as possible in EPICO, by presetting all computers to print double-sided. We have provided printer installations at all offices globally, and we have a paper recycling system at our offices, where all paper is recycled.

All our documents in ERP are being digitally archived to meet our ambition of reducing paper waste as much as possible.

Moreover, as the earth's resources are finite, and we need to reduce and reuse, we are committed to sorting our trash at our offices, where facilities and municipalities allow it. In addition, we also try to reuse or buy materials that are recycled to further reduce consumption and limit the strain on our planet and its resources.

Environmentally friendly office supplies

It is our ambition to help reduce our CO2 footprint by purchasing environmentally friendly office supplies.

All our pens are made from recycled plastic, and in 2022 we added sustainable Sprout pencils to our selection.

Our tote bags are SA8000 certified and environmentally friendly produced as they are made from recycled materials. These tote bags are used by our employees, and given as presents to consultants, clients, and at events.

As we continue to buy AYA-IDA sustainable water bottles and thermo cups, we also continue to support AYA-IDA's work for clean water: For every bottle sold the AYA-IDA Foundation donates 100 liters of clean water for children in need through UNICEF.

Moreover, our notebooks are made with FSC-certified paper, and we continue to challenge our suppliers and demand more sustainable solutions.

TECHNOLOGY

It is important for EPICO to continuously evaluate our processes and strive to apply technologies into our daily work to prevent pollution and environmental damage.

As our core business is the identification, qualification and delivery of consultants and freelance consultants, our contract system has a great impact on the overall performance of the organization.

The process of such a system is one of our key departments and for that reason, we are proud to say that we continue to have a 100% digital contract system, which makes our flow of contracts 100% paperless.

It is our ambition to always consider the use of paper, and our contract department always carefully considers whether paper is necessary in a given situation. We always strive to operate 100% paperless internally at EPICO.

At the beginning of 2022 we have also ventured into a new partnership with Admire regarding electronic devices.

From now on, EPICO's employees in Denmark will be able to switch out old computer, phones or other electronic devices provided as work equipment.

If an employee needs a new computer, that employee can order a new one through Admire's online system and then choose to either purchase the old device and continue to use that device privately, or the old device is returned to Admire, who then refurbishes and reuses the device.

This is therefore a first step towards a more circular cycle for electronic devices in EPICO.

However, this new process is still not available for our employees in Poland and Sweden, but it is our ambition to encompass all employees in a more sustainable and circular use of electronic devices.

Another initiative to reuse electronic devices at EPICO has been to donate old electronic devices to charity to combat e-waste. As such, we yet again donated to 'Kvindehjemmet' in 2021.

PRECAUTION

Once a year, EPICO train employees in first aid emergency help in Denmark.

The first aid course for employees was not carried out in 2021 as a continued consequence of COVID-19.

MEASUREMENTS ON PROGRESS

ENERGY CONSUMPTION

Compared to previous years we have unfortunately experienced an increase in our energy consumption at our offices in Denmark. However, this difference is due to a shift in how we are billed annually and thus how kWh consumption has been measured for each company renting spaces in the same building.

Moreover, the energy consumption in 2020 was naturally lower, as our employees worked from home for longer periods of time, due to COVID-19 lockdowns.

The difference in energy consumption between the two Danish offices is due to the fact that more people work at our HQ in Ballerup, which naturally results in larger energy consumption.

Year	Ballerup Office	Århus Office
2019	16.366 kWh	6.180 kWh
2020	15.132 kWh	4.831 kWh
2021	23.210 kWh	4.547 kWh

MEASUREMENTS ON PROGRESS

As we have not had measurements for our office in Poland in the previous years, we cannot compare these measurements.

In Poland our total energy consumption was 6.602,66 kWh. This number however only accounts for the new office space we acquired in Poland half way through the year and is therefore an aggregated number.

TRANSPORTATION

In EPICO, we believe in using our resources responsibly and this extends to transportation.

Therefore, the Group Executive Management encourages all employees to carefully consider if trips are strictly necessary and to either use public transportation or share transportation among employees within reason e.g., when traveling to and from work events.

As we are measuring transportation differently in 2020 and 2021, we cannot compare these numbers to previous years - we are shifting from measuring in Danish crowns to measuring number of kilometers registered accumulated for all employees, who are using this benefit of registering kilometers.

We are also differentiating between vehicles leased for the employee through EPICO, and vehicles owned by the employee.

MEASUREMENTS ON PROGRESS

Two employees have chosen to lease electric cars, whereas 12 drive diesel and 4 drive cars running on gasoline. We do not have measurements on cars owned by employees themselves.

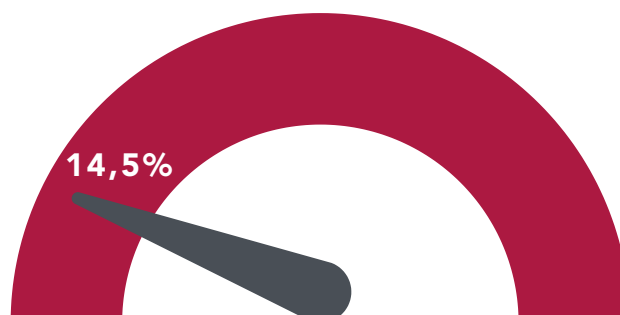
This is a step towards better measuring our transportation consumption to better grasp the environmental impact in the future. However, we can see that we have slightly increased the number of registered kilometers in Denmark from 410.000 km in 2020 to 480.000 km in 2021.

This increase is due to the reopening of society, meaning more employees yet again had to travel to and from work.

In addition, at our offices in Sweden we have procured a bike that our employees often use to get around town e.g., for meetings nearby with clients or consultants.

This positively impacts EPICO's environmental footprint, and we will continue to look into greener options and alternatives.

TRANSPORTATION INCREASE



MEASUREMENTS ON PROGRESS

ENVIRONMENTALLY FRIENDLY OFFICE SUPPLIES AND DONATIONS

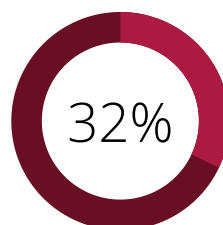
During 2021, we significantly increased the expenditure on merchandise, as physical events yet again became possible. After more than a year with only online events and meetings, we experienced a disproportionate increase in the number of events that we were invited to partake in, and the number of events we hosted. This ultimately increased the procurement of merchandise used for both social and professional events.

However, we did actively focus on buying environmentally friendly or sustainable merchandise, and we have e.g., switched to giving away sustainable Sprout pencils instead of pens made of recycled plastics, and we have also decreased the gifts for employees and consultants to not increase the overconsumption any further.

Not all our choices were completely sustainable, and we did end up ordering 500 plastic bottles that are not environmentally friendly.

We have already made a conscious decision not to do this in the future and out of 22 different kinds of merchandise, only 7 of them are considered sustainable or environmentally friendly, meaning almost 68% of our merchandise is not considered sustainable or environmentally friendly.

ENVIRONMENTALLY FRIENDLY OFFICE SUPPLIES



MEASUREMENTS ON PROGRESS

Moreover, as we continue to buy AYA-IDA sustainable water bottles and thermo cups, we support AYA-IDA's work for clean water: For every bottle sold the AYA-IDA Foundation donates 100 liters of clean water for children in need through UNICEF.

One out of ten people in the world need access to clean water, and in EPICO, we are therefore proud to have ensured a donation of 60.000 liters of clean water to children in need in 2021.

We are committed to bringing down the number of non-environmentally friendly merchandise and procuring more sustainable merchandise in the future.

60.000 LITERS OF CLEAN WATER TO UNICEF



MEASUREMENTS ON PROGRESS

NEW RECYCLING OPPORTUNITIES

At our office in Ballerup, we finally managed to get new recycling stations. It was in fact EPICO that requested the industrial area to have recycling opportunities for waste, as this was not made available for businesses in the area in previous years. This means that we at the beginning of 2022 began sorting and recycling plastic along with tin cans and paper that we have been recycling for many years.

At our office in Århus we recycle plastics, paper, and tin cans and in Poland it is possible for us to sort and recycle plastics, and paper. Unfortunately, no recycling stations have been made available by local municipalities at our offices in Sweden.

IMPROVED TECHNOLOGY REUSE

As it is important for EPICO to continuously evaluate our processes and strive to apply environmentally friendly technologies into our daily work to prevent pollution and environmental damage, we are proud to have ventured into collaborations, where our electronic devices are reused to a greater extend.

This counts our continuous donation to Kvindehjemmet, as well as our new partnership with Admire.

ANTI-CORRUPTION



As a company founded in Denmark corruption is not considered an eminent risk. Denmark continues to be ranked as the least corrupt country in the world, which positively impacts the way we do business in Denmark. No detections of bribery and an open and well-functioning public sector are some of the reasons why, Denmark has continuously been ranked at the top of least corrupt countries since 1995, when the first study was carried out by Transparency International.

As we operate in other countries aside from Denmark, we are aware that corruption could take place (even in Denmark), which is why we denounce any form of corruption, and strive to uphold principle 10. We also encourage all employees to report if they discover or suspect any type of corruption.

Moreover, in EPICO we pride ourselves on being open and trustworthy. These are values ingrained in the company along with other core values. These are, however, not only core values that our employees live by. In EPICO we make sure that all our consultants do business in an open and honest way. All consultants are properly screened before we send them on assignment at our clients, and we make sure that our consultants follow the same work ethics and same behavior as all employees.

We also make sure to involve our consultants in activities in EPICO such as social and professional events to further encompass a united culture that both employees and consultants share.

MEASUREMENTS ON PROGRESS

NO FORMS OF CORRUPTION REPORTED OR DETECTED

There have been no reported incidents of corruption nor has EPICO detected any form of corruption neither internally nor throughout our operations with clients, consultants, suppliers, and other partners. This has also been confirmed by management.

EPICO'S CORE VALUES

Throughout EPICO's existence we have always had fundamental values that go against corruption.

As the company has grown rapidly over the last couple of years, we continue to actively work with our core values, and have had workshops with all our employees throughout 2021 to actively incorporate and uphold our core values.

STRATEGIC GOALS 2021

In EPICO, we strive to do our best, but we also acknowledge that there are always areas that we, as a business, can improve, optimize, or redo. That is why we are committed to working on the following actions within the next couple of years.

It is EPICO's ambition to:

- Draft and implement a sustainability strategy throughout 2022 focusing on UN Sustainable Development Goals, specifically SDG #5 and SDG #12. The report is expected to be ready by the end of 2023.
- Implement a sustainability-group with representatives from different divisions in Denmark.
- Draft and implement a new Code of Conduct by the end of 2022.
- Update our maternity leave policy for all our employees in Denmark in 2022 to fully comply with the new EU regulations.
- As there is still much to be done both nationally and globally when it comes to diversity, equality, and inclusivity, we are committed to increasing our actions towards furthering diversity in the IT-industry.
- Reduce the procurement of merchandise that is not considered sustainable – implementing the strategy that less is more, with the ambition of having at least 50% of our merchandise being sustainable and/or environmentally friendly by 2023.
- It is our ambition to implement a system to better track and measure the amount of procured merchandise, making it easier and more transparent to improve the amount and quality of all purchased merchandise.
- We intent to conduct an employer satisfaction survey by the end of 2022, and to continue this practice henceforth to ensure continued employee satisfaction.