ESG strategy FY2026 – FY2030.

Our vision

We use the term environmental, social, and governance (ESG) to represent all sustainability-related activities that position SoftwareOne as a socially responsible company.

SoftwareOne's ESG strategy aims to have a positive impact on society and be a catalyst for change by putting our core corporate values into practice. These values are Integrity, Momentum, Passion, Accountability, Customer-Focus, and Trust.

Our ESG initiatives complement and reinforce our business model and strategy by reducing risks, increasing resilience, and helping to future-proof our business. ESG therefore contributes to long-term value creation for SoftwareOne's internal and external stakeholders.

Our focus areas

SoftwareOne's ESG strategy is global in scope, covering all our operations worldwide. We strive to deliver a balanced and relevant ESG strategy commensurate with our size, reach, and the nature of our business.

ESG strategy: 4 pillars, 13 focus areas

Environment

Vision: To protect the planet by being a responsible steward of our own operations.

1. GHG emissions and climate-related risk

Services & Solutions

Vision: To integrate ESG into the services and solutions we offer customers.

2. GreenOps to minimize cloud carbon footprint
3. SoftwareOne Impact + Tech4Good software and services for social impact

Social

Vision: To serve and develop people inside and outside our organization.

4. Charitable giving
5. Compensation and rewards
6. Diversity, equity, inclusion and belonging
7. Employee experience
8. Labor and human rights in the value chain

Governance

Vision: To have high standards for how we run our organization and infuse honest and ethical conduct into everything we do.

9. Business ethics and integrity
10. Corporate governance
11. Enterprise risk management
12. Information security and data privacy
13. Responsible AI

ESG ratings and platforms

We believe that transparency, accountability, and continuous progress are essential. We participate in the following sustainability ratings and platforms:

- CDP
- EcoVadis
- Friends of EFRAG – Sustainability Reporting
- United Nations Global Compact

Oversight of the ESG strategy

SoftwareOne's ESG strategy is approved by our Executive Board. Our group-wide ESG ambitions are incorporated into the Executive Board's annual short-term incentive (STI) plan, promoting the visibility and prioritization of sustainability considerations. ESG strategy development is led by the Global ESG Team, with operationalization and integration involving the active support and participation of the broader organization.

Additional information

For more details about our sustainability strategy and performance, please refer to:

- Our integrated annual report available on our global website.
- The ESG Commitments webpage on our global website.

To contact the Global ESG Team: **esg.global@softwareone.com**