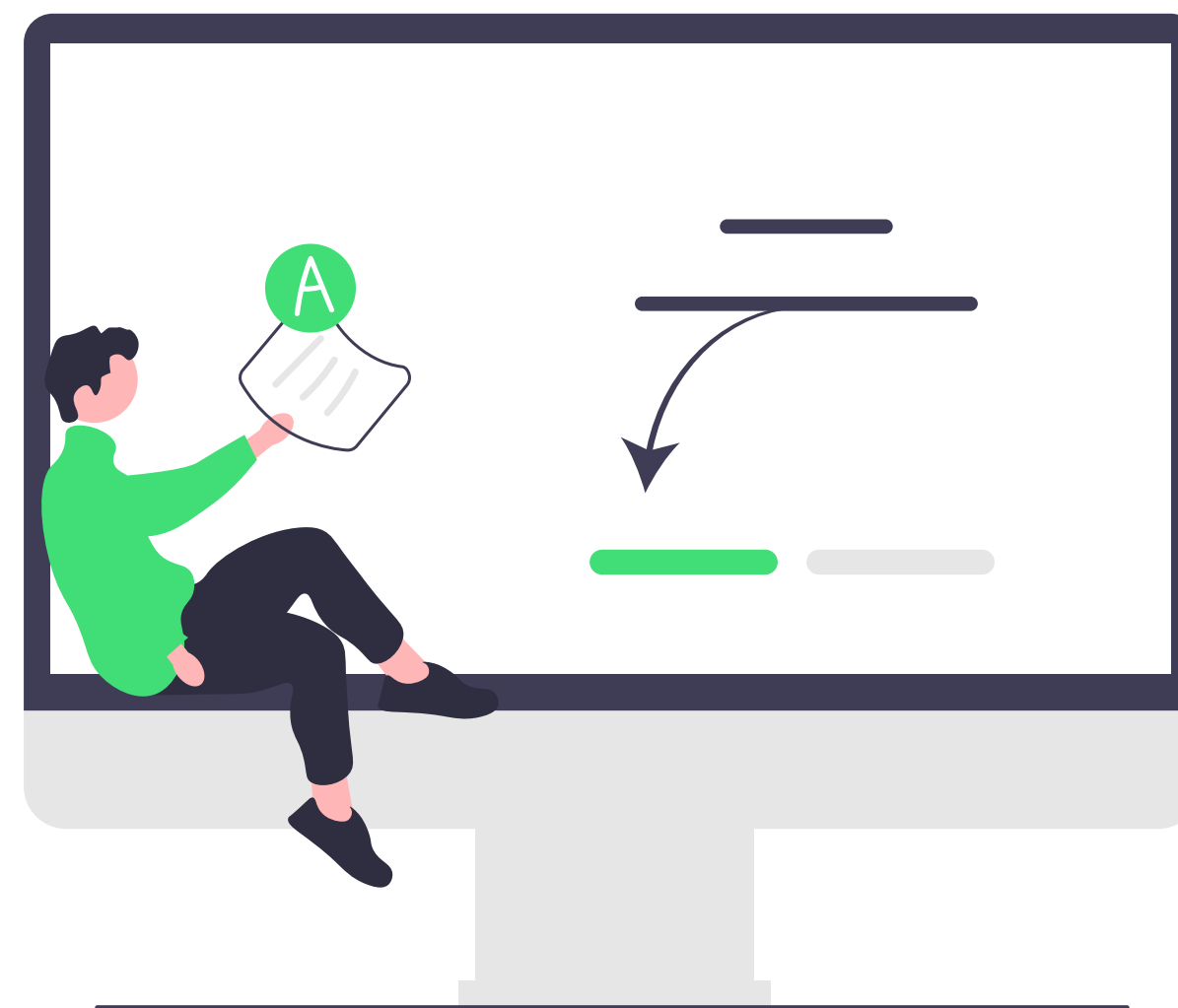


Life @ Syone: in and out

Our approach to sustainability



INTRODUCTION



Our commitment to a more responsible and equitable world extends through every aspect of our business, from the services we deliver to the values we uphold.

By aligning our Corporate Social Responsibility (CSR) initiatives with our Environmental, Social, and Governance (ESG) practices, we are creating a sustainable future for our clients, employees, communities and for the planet.

COMMITMENT



Environment

At Syone, our dedication to innovation drives us to create sustainable solutions that promote environmental stewardship.

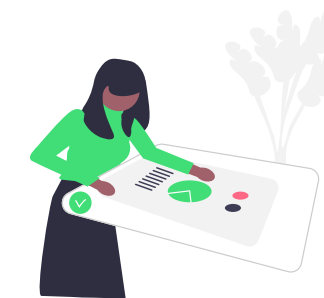
We're committed to reducing our carbon footprint and helping our clients achieve their green goals with energy-efficient technologies.



Social

We believe in celebrating diversity, promoting equity, and fostering a culture where every voice is heard.

Through local partnerships and community involvement, we aim to make a positive social impact and empower communities through technology.



Governance

Integrity, transparency, and accountability are the cornerstones of our governance.

We ensure that ethical decision-making is embedded in every level of our organization, fostering trust and long-term value for our employees, clients, partners, and stakeholders.

Environmental Responsibility



A deep commitment to the environment powers our dedication to innovation. At Syone, we understand that technology's future is intertwined with our planet's health. That's why we embed sustainability into every solution we create, aiming to reduce environmental impact and promote long-term ecological balance.

Reducing Environmental Impact: We focus on implementing energy-efficient solutions and technologies that minimize resource consumption and contribute to decreasing our collective carbon footprint.

Sustainable Supply Chain: We work closely with partners who share our values, ensuring sustainability is upheld throughout the supply chain.

Green Initiatives: We are a paperless company. Our ERP system is 100% paperless, and all our internal processes and comms are based on digital tools and workflows. Our green initiatives contribute to environmental protection within our workplace and the community.

Social Impact

Our CSR policy and efforts are built on the pillars of inclusion, community engagement and innovation for social good.

- **Diverse and Inclusive Culture:** We foster a workplace that welcomes and celebrates diversity. Our commitment to equity ensures that all employees have opportunities to grow, thrive and contribute to their fullest potential. It doesn't matter if you have pink hair, black hair, green hair or no hair at all, or if you practice curling (well, that's unusual ;)
- **Community Engagement and Local Volunteering:** Our teams are dedicated to giving back through local community initiatives that support social cohesion and build meaningful connections. Regularly, we help institutions that do a great job and that we admire, such as União Zoófila, Acreditar, Refood, IPST, Corrida Sempre Mulher, and Ajuda de Berço.
- **Syone Sailing Team:** We proudly sponsor SyonePanther and the SyoneSailing Team. We relate to sailing because to achieve success in this sport one requires practice and full commitment, dedication, collaboration, focus, a top-notch team, and, above all, a passion for overcoming challenges.



Governance and Ethics

Ethical business practices are the cornerstone of our sustainability policy. Our governance model ensures that we operate with transparency, integrity and accountability at every level of our organization.

Data Privacy & Security: We prioritize protecting our clients' information through robust data security frameworks, ensuring compliance with the highest global standards. We are ISO 9001.

Ethical Decision-Making: Syone upholds the highest ethical standards across all aspects of our business. From transparent reporting to fair business practices, we foster trust and ensure long-term value for all stakeholders.

Risk Management & Compliance: Our governance framework includes rigorous risk management practices and ongoing assessment to ensure we meet evolving ESG standards while driving responsible innovation.



Final Notes

At Syone, sustainability is more than just a responsibility. It's an opportunity to create a meaningful impact through what we do.

By integrating CSR values with ESG best practices, we are helping our clients lead the charge toward a more sustainable, equitable, and innovative future.

Whether reducing environmental footprints, fostering social inclusion, or upholding the highest standards of governance, Syone is committed to driving positive change today and in the future.

Syone recognizes that the path to sustainability is a journey, not a destination, and if you share the same ideals, we invite you to learn more about our efforts and join us in making a difference.

As we look to the future, we remain dedicated to our principles of ethical governance, social responsibility and the relentless pursuit of excellence.



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