

ELCA Group Sustainability Report 2024

Environment, Social, Governance



Table of Contents

Message from the Executive Board	3
About ELCA Group	4
Sustainability at ELCA	
- Statement and Purpose	6
- Mode of Publication / GRI	7
Materiality Assessment (MA)	
- Materiality Assessment	9
- Business Model	10
- Gartner® Materiality Assessment Tool	11
Environment	
- Energy	13
- Emissions	14

Social Matters

- Community Support & Employee-Led Initiatives	16
- Sustainability, Empowerment & Global impact	17
- Community Support & Employee-Led Initiatives	18

Labor & Human Rights

- Workforce & Employee Rights	20
- Employee Development & Benefits	21

Governance

- Corporate Governance & Business Integrity	25
---	----

Ethics

- Ethics, Compliance & Information Security	27
---	----

Targets for the Upcoming Years	29
--------------------------------	----

MESSAGE FROM THE EXECUTIVE BOARD



In this Sustainability Report 2024, we present all stakeholders of ELCA Group with a comprehensive overview of our activities, initiatives, and core values in the areas of environmental, social, and governance (ESG). Our Group currently comprises over 2,300 employees, delivering products and services from subsidiaries on five continents, mostly for customers in the Swiss market.

Within our ESG@ELCA organizational unit, we align our long-term sustainability strategy with the broader Group strategy. This unit is responsible for planning and monitoring specific ESG initiatives and activities. Key outputs include this Sustainability Report and the Greenhouse Gas (GHG) Report, both published in parallel.

While global initiatives such as “Team for the Planet” are coordinated at the Group level, local initiatives are independently launched and managed by our subsidiaries. Through this approach, we empower all ELCA Group employees to take ownership of ESG efforts and actively contribute to their local communities.

Beyond factual reporting, this year’s report highlights two key areas of focus. First, we present the ELCA Group Materiality Assessment, which serves as a strategic foundation for our current and future actions. By analyzing both, internal and external perspectives, this assessment identifies the most critical areas and values that must guide our work.

Second, we feature employee testimonials that provide an authentic, unfiltered insight into our sustainability journey. These voices reinforce our belief that true sustainability cannot be imposed from the top down - it must be cultivated from within the organization.

We hope you find this report both informative and inspiring.

A handwritten signature in blue ink, consisting of a stylized 'L' followed by a series of loops and a final horizontal stroke.

Laurent Wassenberg
General Secretary ELCA Group

About ELCA Group

In a Nutshell

With over 2'300 experts, ELCA Group is a leading independent Swiss IT service and solution provider, specialized in IT consulting, Cybersecurity, Cloud, Data & AI, Digital experience, Software development, Business applications and systems' integration across all industries.

ELCA helps its customers to better compete in the digital era and gain in agility. Its solutions reduce complexity, accelerate innovation cycles, improve business performance and increase customer satisfaction. The privately held company has Swiss offices in Pully, Zurich, Geneva, Bern, Basel, Rapperswil-Jona, as well as service centers in Vietnam, Mauritius, Spain and Italy. All these centers of operations adopt a common process framework.

Employees

By 31 December 2024, ELCA Group employed 2306 employees.

The Group offers flexible working models. About 30% of our employees are working part-time.

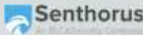
ELCA GROUP

ELCA ENGINEERING



ELCA Informatique SA
Pully, Genève, Zürich, Bern,
Basel, Rapperswil-Jona

SWISS BUSINESS SOLUTIONS



INTERNATIONAL





SUSTAINABILITY AT ELCA GROUP

We recognize that core ESG topics are interconnected and require ongoing attention.

Statement and Purpose

ELCA Group is an IT service company that is committed to high standards of Environmental Sustainability, Social Responsibility, Corporate Governance and Ethics, as well as Employee Engagement and Well-being.

We recognize that these core ESG topics are interconnected and require ongoing attention to ensure that we are creating a positive impact in our communities and beyond.

Our ESG charter outlines the commitment to these topics, including reducing our energy usage through increased efficiency and the use of renewable energy sources, striving to reduce waste and increase recycling efforts, and working to reduce our greenhouse gas emissions.

We also commit to using technology to create a positive impact in society by engaging with our stakeholders to understand their needs and priorities and developing initiatives that address social challenges such as access to education, healthcare, and basic services.

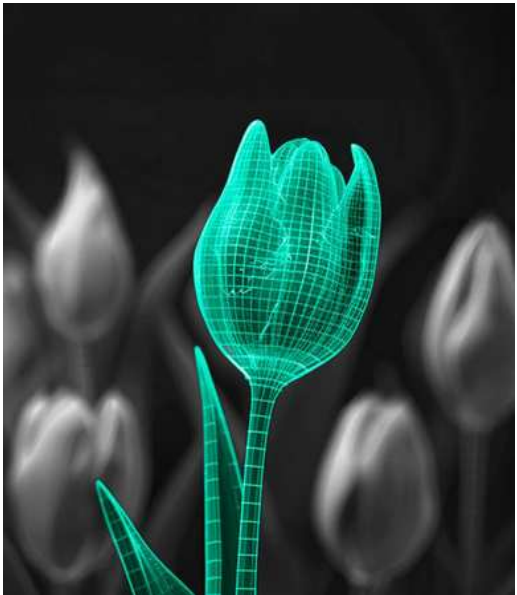
As part of our commitment to building an inclusive workplace, we aim to attract and retain talent from varied backgrounds. We also develop policies that promote equality, foster inclusion, and ensure technology is used responsibly and ethically.

Our commitment to Corporate Governance and Ethics involves maintaining high standards of transparency and reporting, upholding ethical behavior, complying with all relevant laws and regulations, and maintaining robust data security practices.

Our Board is both diverse and independent, providing effective oversight and strategic guidance. This includes key areas such as data security, privacy, and risk management.

Finally, our commitment to Employee Engagement and well-being includes ensuring a safe and healthy work environment. We support the physical, mental, and emotional health of our people. Our goal is to attract and retain talented individuals who share our dedication to ESG principles. We also offer opportunities for career growth and advancement, while encouraging a healthy work-life balance.

At ELCA Group, we believe that our success is tied to our ability to create a positive impact in our communities and beyond. We will continue to review and improve our ESG practices to ensure that we are making a meaningful difference.



Mode of Publication

The "ELCA Group Sustainability Report 2024" and "ELCA Group GHG Report 2024" are published in Q2 2025.

These reports will be published on an annual basis until further notice.

Alignment with the Global Reporting Initiative (GRI) 2023 standards

The "ELCA Group Sustainability Report" is closely aligned with GRI Standards.

The GRI Content Index, is used as guideline in terms of structure and content.



MATERIALITY ASSESSMENT

We continuously assess our resource usage, to implement meaningful mitigation actions.



Materiality Assessment

ELCA Group is committed to upholding high standards of Environmental Sustainability, Social Responsibility, Corporate Governance and Ethics, as well as Employee Engagement and Well-being. We recognize that these core ESG topics are interconnected and require ongoing attention to ensure that we are creating positive impact in our communities, stakeholder-areas and beyond.

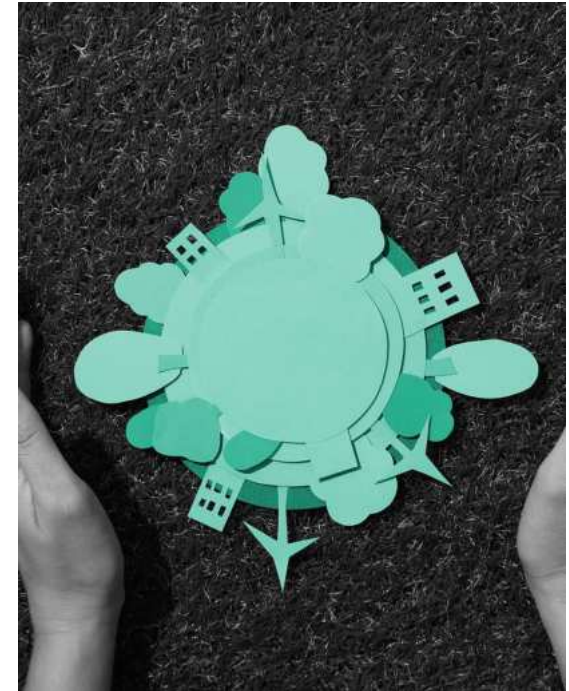
ELCA Group is committed towards the 17 Sustainable Development Goals (SDGs) of the United Nations. As a privately owned company in the very specific area of IT-services, we are focusing on the 9 goals 3, 4, 5, 7, 8, 9, 10, 13 and 17, on which we can have a direct influence.

The ELCA Group Code of Conduct is our guiding line for all activities and endeavors. Our corporate code of conduct and management system are designed to address our material topics and are fully integrated into our Quality Management System (QMS).

These commitments are reinforced through our ISO 9001 certification for quality management, ISO 14001 certification for environmental management, and ISO 27001 certification for information security management. All employees receive mandatory training on the code of conduct and relevant policies, ensuring awareness and understanding of company commitments. Employees also formally acknowledge reading and understanding the company policies on a yearly basis.

These certifications and practices reflect our efforts to embed policy commitments throughout the organization and to align with international standards.

ELCA Group encourages employees and other stakeholders to proactively address concerns, misconduct, or areas requiring improvement. In addition to line managers, ELCA Group's HR department serves as a neutral point of contact for such matters.



Key Facts from ELCA Group by end of 2024

Headcount

2'306

Revenue

339 M

Experience

57 years

Certifications

**ISO 9001 / ISO 14001
ISO 27001 / ISO 27017
ISO 27018 / ISO 27701**

Business Model

ELCA is one of Switzerland's leading independent full-service providers of business and technology solutions. We specialize in IT business consulting, software development and maintenance, and systems integration. Our solutions help reduce complexity, accelerate innovation, and drive better business outcomes and customer satisfaction.

Business, Strategy & Governance

ELCA Advisory provides comprehensive support for digital transformation initiatives, offering practical and tailored guidance across all strategic and operational dimensions.

Cloud Transformation

ELCA's expertise and solutions cover all phases of the cloud adoption journey, from strategy to implementation and operations.

Cybersecurity & IAM

ELCA helps organizations safeguard digital assets, mitigate cyber risks, and comply with evolving regulatory requirements through robust cybersecurity and identity management solutions.

Custom Software Development

ELCA designs, develops, and maintains tailored software solutions that prioritize energy efficiency, security, agility and user-centric design to meet the specific needs of each customer.

Digital Experience

ELCA Digital Agency supports customers in the design, development, and management of digital solutions. Drawing on our expertise in user experience, branding, CRM, digital marketing, web and mobile platforms, and search engine optimization, we help organizations deliver consistent and high-quality experiences across all digital channels.

Data, Analytics & AI

ELCA provides advanced data science, analytics, and AI capabilities to help organizations generate insights, enhance decision-making, and build a sustainable competitive advantage.

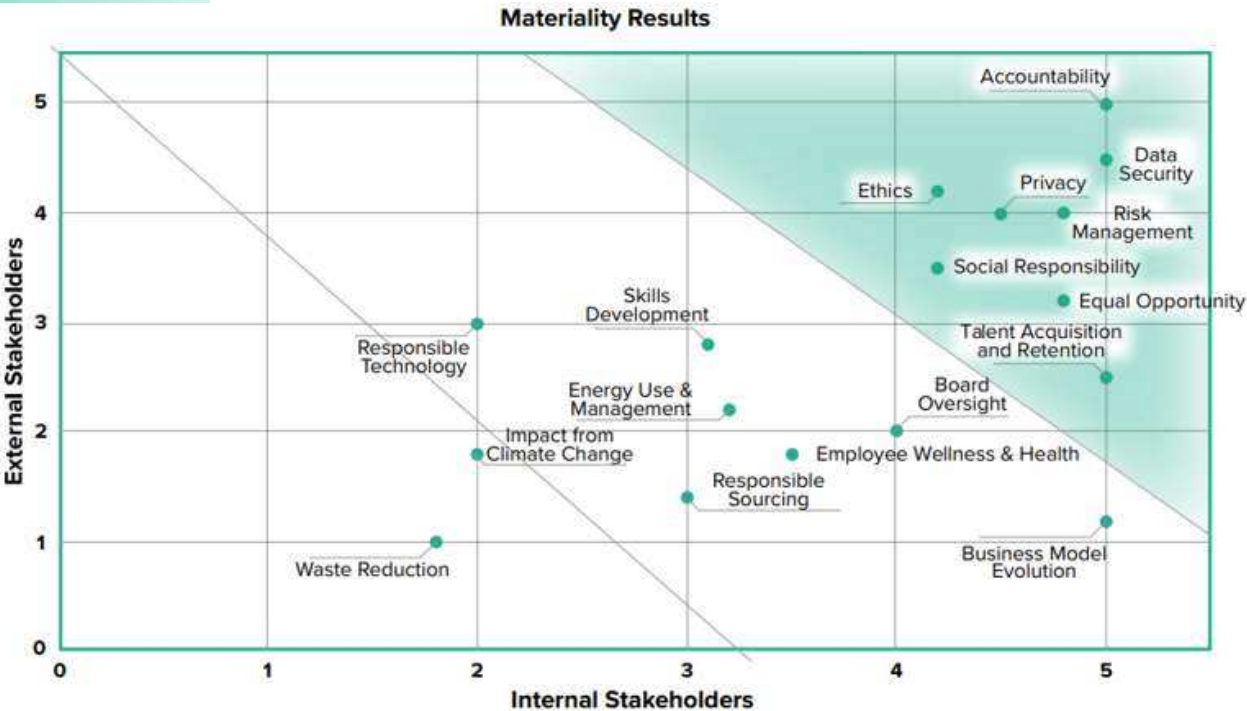
Gartner® Materiality Assessment Tool

The Materiality Assessment is reflecting the values, the culture and the business model of ELCA Group. Established for the first time in this form in 2023, these results are nevertheless stable for many years, even decades, as they are the DNA of our company since the founding in 1968.

In a nutshell, this matrix shows which topics are of particular importance to ELCA Group from an internal and external perspective and which have a low relevance or cannot be influenced by ELCA Group at all.

The presentation serves ELCA Group as a basis for prioritizing all activities. All items with a cumulative value above 7 enjoy the highest level of attention and are of absolute strategic relevance. Values between 3 and 6 combine further success-relevant factors. Values below 2 are by no means out of scope but are treated accordingly due to their low impact.

Source: Gartner® Materiality Assessment Tool, 7th February 2023





ENVIRONMENT

We are committed to minimizing our environmental impact and continuously advancing sustainable practices.

Energy

As a software development company, ELCA Group has an impact on energy consumption in three main ways:

Procurement to enable our services:

In the context of our operations, we do not procure raw materials or semi-finished products in physical form. The main products and services procured are office premises, transport services, computer hardware, development software and consumables and services typical of office activities.

Own service provision:

To deliver our largely immaterial services and products, we rely on the elements sourced from the procurement market. In the area of energy, we mainly use electricity, which we purchase regionally.

Operations on customer site:

The solutions we develop for our customers are designed with energy efficiency in mind, applying best practices in design, architecture, and production, with a particular focus on minimizing energy consumption during long-term operations.

In the entire life cycle of our services, operation at the customer's premises is the most important part, which means that energy efficiency through intelligent design is a high priority.



Erwan Salembier

Senior Consultant,
Switzerland

"The environmental impact of digital products and services remains largely unknown, even though it has grown considerably over the last two decades and is set to increase even faster with the mass adoption of GenAI."

"It is also unknown that there are many concrete measures that can be put in place to make IT more sustainable. As a leading IT company, we at ELCA have started to implement green software practices in our development framework. I'm proud to be part of a company that takes these measures into consideration when designing and developing software and maintaining infrastructures."

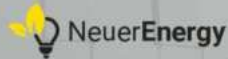
Emission

ELCA has been recording and calculating its CO₂ equivalents since 2021 and published a comprehensive Green House Gas (GHG) report for the first time for 2023.

The 'ELCA Group GHG Report 2024' was prepared in parallel with this 'ELCA Group Sustainability Report 2024' and can be obtained on request.

Here, as an appetizer, are some key figures from this separate report.

External Review & Validation



Our GHG inventory and calculations were reviewed and validated by NeuerEnergy, an independent sustainability expert. The final assessment confirms the robustness of our methodology and data alignment with the GHG Protocol.



2'107

ELCA Group employees fall under the scope of evaluation of emissions

813.50

MTCO₂e of direct emission from Air conditioning, Energy and Company Cars across all locations

436.35

MTCO₂e emission from Business Travels

94.78%

of electricity consumption sourced from renewable energies, across ELCA Group's offices and data centers

MTCO₂e : Metric tons of carbon dioxide equivalent

Purpose

MA

Environment

Social

Labor

Governance

Ethics

Targets

ELCA Group – Sustainability Report 2024

SOCIAL MATTERS

We engage in impactful initiatives that support and strengthen communities at large.



ELCA Group takes an active role in social responsibility, encouraging employees to contribute to their communities through volunteering and sustainability initiatives.

Across its various locations, ELCA engages in projects that support local communities, enhance environmental sustainability, and promote social well-being.

Community Support & Employee-Led Initiatives

Switzerland:

- Encouraged sustainable transportation with carpooling initiatives and bike repair workshops.
- Employees donated funds and supplies to support storm victims in Vietnam and Spain.
- Hosted a blood donation drive in Pully in partnership with local health organizations.
- Launched a beekeeping training course to promote biodiversity in urban areas.



Camille Bertin

Senior Specialist, Switzerland

"Contributing to ELCA's social initiatives has been incredibly motivating, especially leading a campaign whereby employees' financial contributions in Team for the Planet, a climate-oriented fund, were matched by ELCA's own investment."

"Our collective support for such initiatives shows that meaningful change starts here, with each of us. Seeing colleagues rallying to make an impact makes you feel connected to a broader purpose."

"I am looking forward to seeing more volunteer opportunities and global partnerships in the future."

Sustainability, Empowerment & Global Impact

ELCA Group’s offices have actively contributed to environmental and social well-being in Mauritius, Spain, and Italy through sustainability-focused programs.

Mauritius:

- Introduced workplace recycling bins to promote sustainability.
- Organized health screenings and eyewear donations for children supported by NGOs.
- Hosted a Winter Clothing Drive, collecting donations of supplies, laptops, and branded items for NGOs.

ELCA Group remains committed to driving social change and environmental awareness through these initiatives, ensuring its workforce plays a role in building a sustainable and inclusive future.



Ashesh Ramjeeawon

Lead Engineer, Mauritius

“My participation in ELCA’s winter clothing drive for SAFIRE was truly rewarding. ELCA’s organized approach made donating easy—from clear communications to thoughtfully arranged collection points.

I spent a weekend sorting through my home, gathering gently-used sweaters, jackets, and warm clothes that could benefit children in need. Stacks of boxes filled with clothing contributions from colleagues across different departments. I have been engaged after reading information about SAFIRE’s mission and the children they serve. ELCA’s sustainable community partnerships show their genuine commitment to social impact.

In the future, I’d love to see ELCA donating food for the needy and education materials for underserved communities.”

Community Support & Employee-Led Initiatives

Vietnam:

- Conducted hospital visits, blood donation drives, and clothing donations to support underserved communities.
- Launched the "More Effort, Zero Waste" campaign to promote sustainability.
- Employees raised funds to rebuild infrastructure after a typhoon, helping restore local communities.

These initiatives align with ELCA Group's ESG strategy, ensuring that its impact extends beyond business operations into meaningful community engagement.

Spain & Italy:

- Enhanced recycling practices to minimize waste.
- Implemented energy conservation policies to reduce CO2 emissions.
- Launched a company-wide initiative to reduce paper use and digitalize workflows for sustainability.



Mario César Rosales
Marketing Manager, Secutix

At ELCA, we actively support social causes, fostering a culture of solidarity and well-being.

I have had the privilege of organizing the participation of our colleagues in the Red Cross Race in Granada every November since 2022, reinforcing our commitment to community engagement.

Through initiatives like this, we promote teamwork, health, and social responsibility, reflecting our values beyond the workplace.



LABOR & HUMAN RIGHTS

We uphold and promote the highest standards of Labor and Human Rights across our global operations.

2'306

employees at end of 2024,
across all ELCA locations

+80%

of Senior Management hired
from local communities

100%

gender pay equality
verified by Ernst & Young

100%

of employees receive
annual performance and
career reviews

0

reported workplace injuries or
accidents in 2023

Workforce & Employee Rights

ELCA Group is committed to fair employment practices, employee well-being, and workplace rights across all its global locations. The Group ensures compliance with labor laws and international standards, providing a safe, inclusive, and growth-oriented work environment.

ELCA Group promotes diversity and inclusion, ensuring equal opportunities for all employees, irrespective of gender, age, or background. The Group actively fosters work-life balance, offering flexible work arrangements, remote work options, and initiatives that enhance employee engagement.

A strong focus is placed on health and safety. ELCA Group achieved a zero-workplace injury record in 2023, reinforcing its commitment to providing a safe working environment. Regular health screenings, ergonomic workstations, and mental well-being programs are key pillars of ELCA Group's workforce management strategy.

Employee Development & Benefits

ELCA Group prioritizes continuous learning and professional growth through structured training programs. Employees benefit from on-the-job coaching, mentoring, and career development plans, ensuring opportunities for long-term success.

The Group also offers competitive compensation and benefits, including above-average employer contributions to pension plans. Parental leave policies apply equally to all employees, supporting a balanced work-life integration.

In addition, ELCA Group remains committed to ethical labor practices, ensuring there is no risk of child labor, forced labor, or discrimination across its operations. The Group conducts regular audits and risk assessments to maintain ethical compliance and employee well-being.



Antonino Sirchia

Architect, Italy

“ELCA prioritizes the wellbeing of its employees, putting strong attention on work-life balance.

For example, thanks to our smart working policy which allows two days per week of work from home, I can maintain high productivity while fitting my work duties with my family needs.

This supportive and inclusive culture not only promotes equal opportunity but also encourages personal growth, making it the ideal environment for both professional and personal well-being.

At ELCA, training and mentorship form an integral part of our professional growth, laying a strong foundation for both individual and collective success. As an experienced worker, I have the privilege of mentoring younger colleagues while keep learning from senior peers and managers.

This reciprocal knowledge sharing not only fosters innovation but also refines our skills and broadens our perspectives. ELCA’s commitment to continuous development creates an environment where we all grow together, driving excellence in our roles.”

100%

of employees receive structured career development plans.

Equal benefits policy:

Full-time, part-time, and temporary employees receive the same entitlements.

Parental leave available.



Du Boi Ngan

Wellbeing and Talent Management Specialist, Vietnam

"At ELCA Vietnam, employee well-being and sustainability are more than just principles - they are reflected in daily actions.

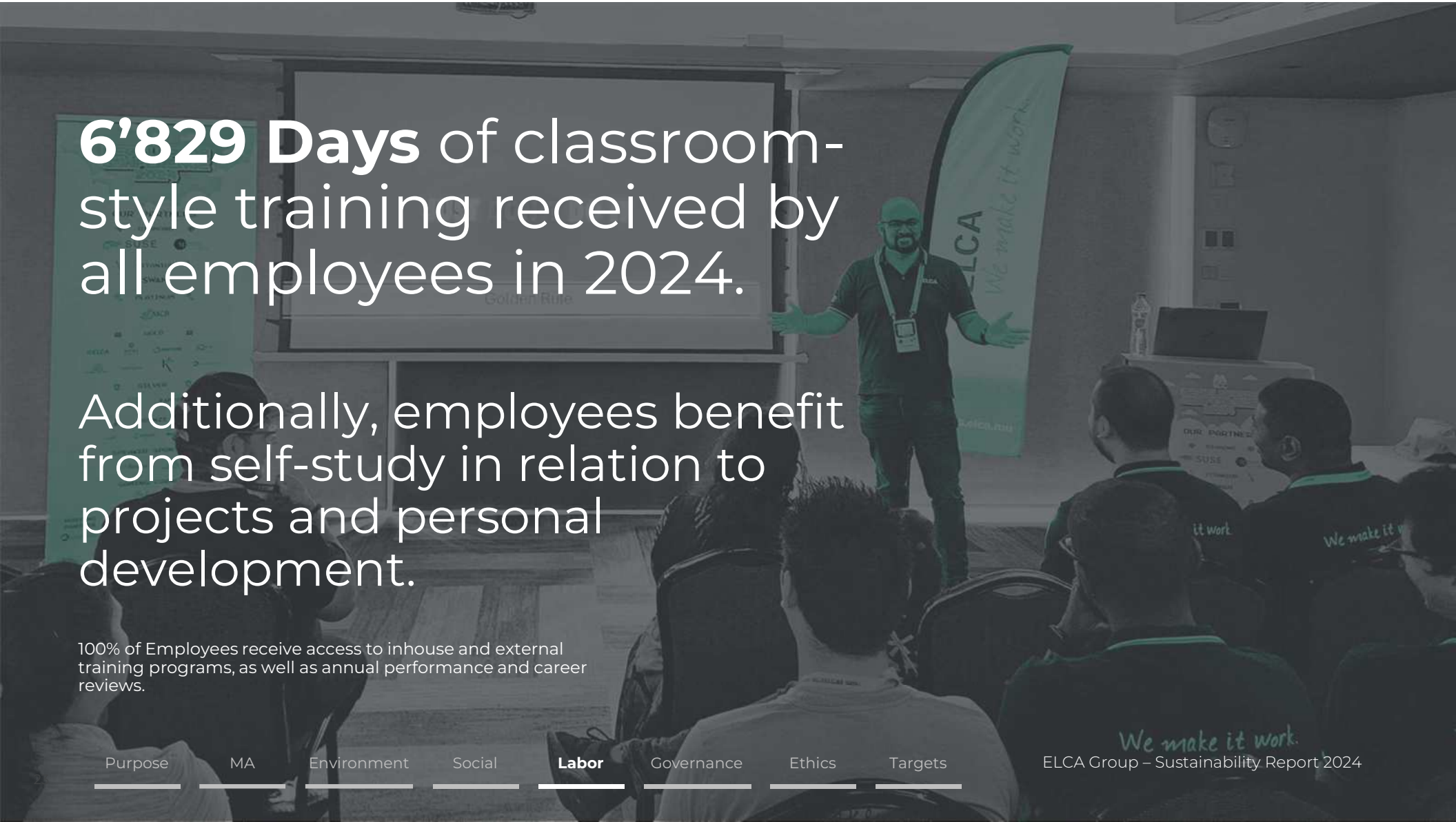
In my role, I have had the opportunity to organize various initiatives - from ESG workshops, CSR programs, and well-being (mental health, physical health activities, personal financial management skill).

We encourage our employees to participate in volunteer activities not only by making a financial contribution, but also by giving their time and knowledge to help the community be happier in the long run.

ELCA Vietnam sponsored location for three non-profit ESG workshops related to Delivering Happiness, Mindfulness for Parents, Climate Fresk.

We also supported FPT University to coach their lecturers to help improve the capacity of the community. Happy lunches are organized to raise CSR funds every year. Employees register in groups to voluntarily to cook lunch that is sold to staff. This activity helps both the cooks and the eaters at ELCA Vietnam feel happy because they have great food and donate to the fund.

ELCA's core values are not just words; we are living in responsibility, collaboration, proactiveness, engagement core values according to projects above with kind support of a lot of employees. We make a real difference in our workplace and beyond."



6'829 Days of classroom-style training received by all employees in 2024.

Additionally, employees benefit from self-study in relation to projects and personal development.

100% of Employees receive access to inhouse and external training programs, as well as annual performance and career reviews.

Purpose

MA

Environment

Social

Labor

Governance

Ethics

Targets

We make it work.

ELCA Group – Sustainability Report 2024

GOVERNANCE

We ensure transparency, accountability, and integrity through robust corporate governance across the ELCA Group



ISO 9001

governance framework ensures transparency & accountability

100%

of employees trained on the Code of Conduct and anti-corruption measures

annual compliance certification ensures policy adherence

no reported cases of corruption, bribery, or legal violations in 2024

Corporate Governance & Business Integrity

ELCA Group follows ISO 9001 standards, integrating compliance, risk management, and operational excellence into its governance framework. The Executive Board plays a critical role in overseeing risk management, sustainability and business ethics, ensuring alignment with both regulatory requirements and stakeholder expectations. The Group has a zero-tolerance policy for corruption and bribery, with all employees required to undergo mandatory Code of Conduct training. Compliance is further reinforced through an annual policy acknowledgement process, ensuring that employees commit to upholding ethical standards.

ELCA Group has also implemented whistleblower mechanisms, allowing employees to report ethical concerns confidentially and without fear of retaliation.

In 2024, no significant legal violations or incidents of corruption were recorded, demonstrating ELCA Group's commitment to ethical business conduct. The Board's oversight extends to security, financial ethics, and ESG compliance, ensuring that business integrity remains a top priority.



Katrin Tzieropoulos

Senior Corporate Paralegal, Switzerland

"Good governance ensures that any given company's decisions are made with integrity, fostering a culture where responsibility translates into a commitment to excellence."

"At ELCA, good governance doesn't just benefit the company; it empowers the employees through open communication and responsible decision-making processes."

"Ultimately, good governance strengthens relationships. It's the foundation of trust which transforms interactions into lasting partnerships, ensuring that our clients receive the best service and support, today and in the future."

ETHICS

We see Ethical Behavior as the basis for collaborating with various stakeholders



Ethics, Compliance & Information Security

ELCA Group adheres strictly to fair competition laws and maintains policies to prevent anti-competitive behavior. The Group has no recorded violations related to market manipulation or monopolistic practices. Employees are required to disclose potential conflicts of interest, particularly in financial transactions, partnerships, and procurement decisions, with oversight by the risk and ethics committee.

Strong measures are in place to combat money laundering and financial misconduct. While ELCA Group's business model does not involve financial transactions at high risk for money laundering, the Group enforces strict internal policies and AML (Anti-Money Laundering) compliance measures to prevent any illicit financial activities.

As a technology company handling sensitive customer data, ELCA Group prioritizes information security and data privacy. It holds ISO 27001, 27701, 27017 & 27018 certifications, demonstrating its commitment to securing both corporate and customer data. The Group conducted two major security awareness campaigns in 2024, focusing on data privacy regulations and phishing attack prevention.

These initiatives ensure that employees are well-prepared to mitigate cybersecurity threats and uphold the highest standards of data protection.



Fabiano Ammirata

Engineer, Italy

"Ethics is not just a principle, but a foundation that every ELCA employee should embrace to ensure the quality of our work. When we talk about sustainability, we immediately associate it with environmental factors, but it also includes a commitment to ethical behavior. My team and I often work with personal data. When we do, we ensure that it is handled responsibly, with strong security measures and respect for user privacy. I believe that true impact is measured in daily actions, and in my own small way, I continue to apply and share the principles I believe in."

No recorded violations of anti-competitive laws.

Mandatory conflict of interest disclosure for employees in sensitive roles.

AML compliance in place, despite limited financial transaction exposure.

ISO 27001, 27701, 27017 & 27018 certified for robust data security.

Security training programs in 2024 on data privacy and phishing prevention.



Alba Ruiz

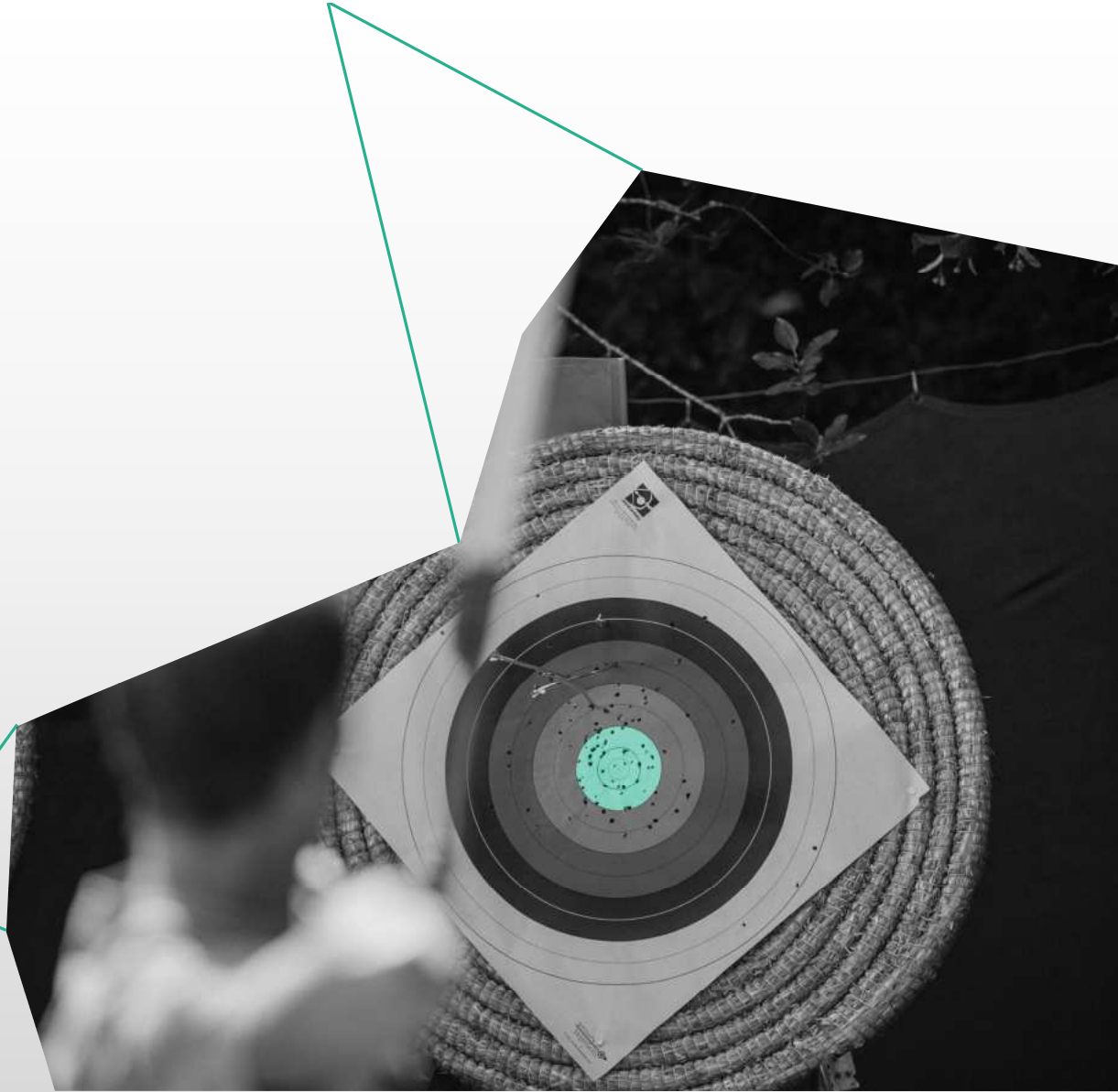
Marketing Manager,
Spain

"From my first day at ELCA, I felt the company's commitment to ethical business practices. The structured onboarding gave me a clear path forward, and my career growth is reviewed yearly through a fair system that values not just my manager's input but also feedback from colleagues. The training plan has helped me develop both technical and soft skills. What truly reassures me is having a local head of unit - someone I can turn to for guidance, especially with my team spread across different countries. It makes me feel supported and valued."

ELCA Group

ESG TARGETS

We are driving progress through a clear and actionable 3-year ESG roadmap



As part of our ESG (Environmental, Social, and Governance) strategy, we have defined a clear roadmap of targets to guide our performance and impact.

These targets reflect ELCA Group’s commitment to sustainable operations, continuous improvement, responsible business practices and alignment with internationally recognized frameworks such as the EcoVadis sustainability assessment.

At Group level, we have set ourselves the following targets:

2025-2026 Targets

- 1. Strengthening ESG Performance through EcoVadis by achieving a minimum of 60 pts in the EcoVadis assessment for 2025/2026, placing the company within the top 33% of rated organizations in our sector.
- 2. Activating Regional ESG Engagement through the deployment of impactful ESG initiatives, including:
 - 1 Group-level initiative with Team for the Planet
 - 3 ESG initiatives each in Mauritius and Vietnam offices
 - 1 initiative each in Spain and Italy centers
- 3. Laying the Groundwork for Carbon Footprint Reduction by developing a detailed GHG emissions inventory and energy consumption profile for each office, by November 2025.

2028 Target

Tackling Digital Waste Through Local Partnerships

- Identify and partner with at least one local or regional organization in each country of operation (Mauritius, Vietnam, Spain, Italy) to implement digital waste programs.

Focus

E-waste disposal, digital decluttering, employee awareness.



Editors in Chief

Reto Schmid, Lead Corp Dev & Head of ESG@ELCA

Timla Ramkhelawon, Quality Manager & ESG@ELCA Manager

Scientific and Editorial Staff

Stephanie Arreguit O'Neill, Customer Services Specialist

Vincent Santi, Senior Designer

Isabel Fuertes Garcia, Senior Specialist

Third Party Reviewer

[Neuer Energy Limited](#)

ELCA Group SA
Av. Général-Guisan 70a,
1009 Pully,
Switzerland

investors-relations@elca.ch
www.elca.ch

