

A photograph of three people (two men and one woman) sitting on a large, mossy rock in a forest. They are all smiling and looking at a tablet held by one of the men. The woman is holding a laptop. A white backpack with the 'digia' logo is on the ground next to them. The background is a dense forest with green and yellowing leaves, suggesting autumn. The overall mood is positive and collaborative, emphasizing digital work in nature.

digia

Sustainability report 2022

SUSTAINABLE DIGITALISATION

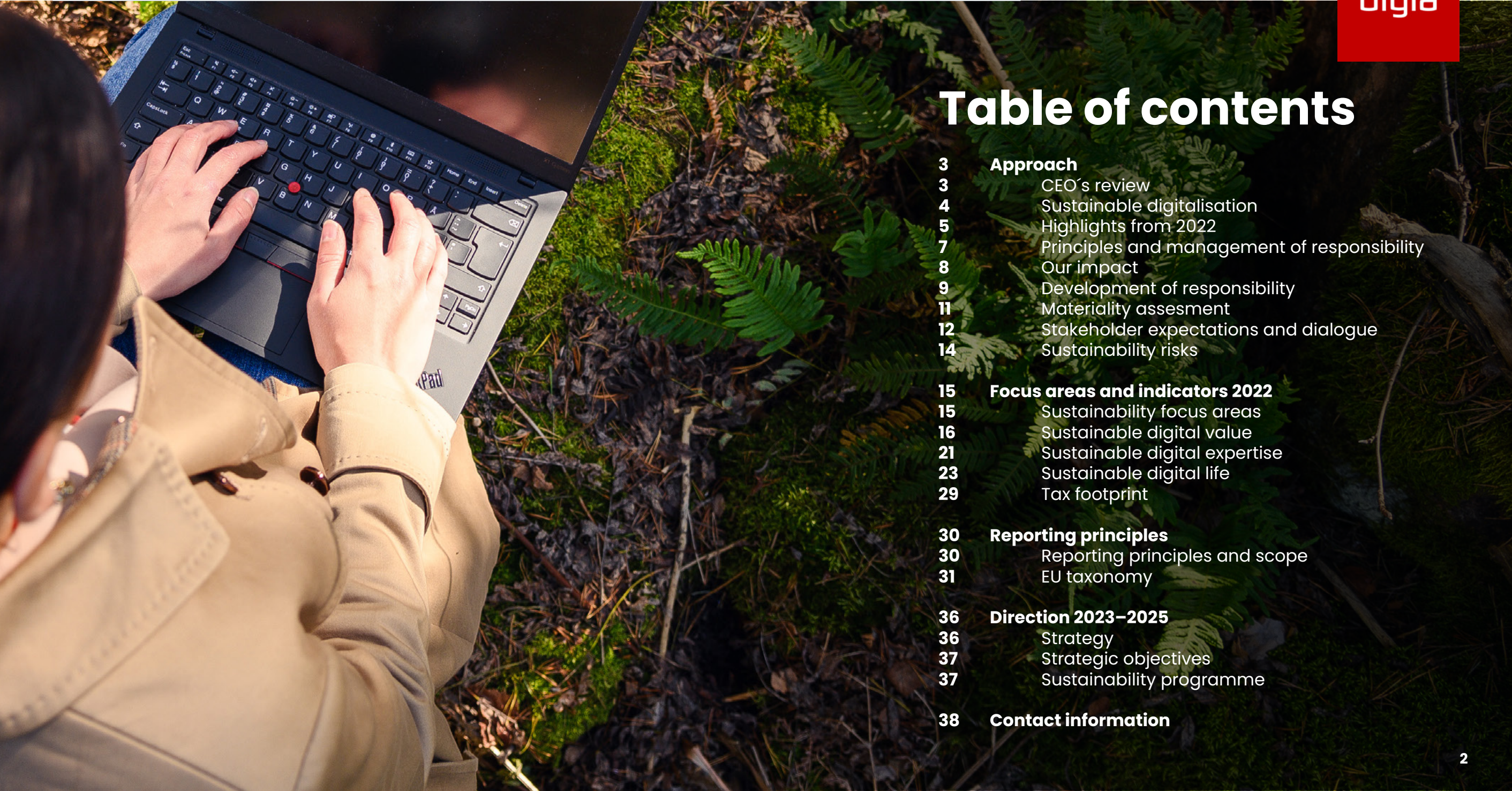


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Our work becomes meaningful in cooperation with our customers

As 2022 turned to 2023, we updated Digia's strategy for the next three years. Going forward, responsibility and contributing to the well-being of society will both still be key objectives for us.

During the past year, we supported the well-being of our personnel during this stressful period of societal turmoil, continued to take action to reduce our carbon footprint, supported the development of our customers' responsible operations and did our part in safeguarding the functionality of many critical societal systems.

Our unwavering objective is to be a forerunner in harnessing technology so that our products and services significantly contribute to the well-being of society and the environment. The importance of Digia's positive handprint in building a more sustainable society has become clearer in our strategy work. Data is a key tool in solving many sustainability challenges. When we understand the factors underlying issues and the consequences of different actions, it is easier to make good, sustainable decisions. This is also evident from the fact that demand throughout the year, among both companies and public sector organisations,

focused on the need to utilise data even more efficiently in both their own and external systems.

As the amount of data continues to grow, the energy consumption of its processing has become a subject of discussion. At Digia, we seek to be increasingly proactive in providing solutions with optimised code efficiency and resource wisdom for the day-to-day operations of our customers.

It is always inspiring to be involved in developing customer solutions that make our society more sustainable. The meaningfulness of Digia's work is the outcome of what we achieve with our customers.

Timo Levoranta
President & CEO
Digia Plc





Sustainable digitalisation

Digia is a software and service company that helps its customers renew themselves in the networked world. Our goal is sustainable digitalisation that makes a difference – through collaboration with our customers and partners.

Strong customer relations, professionalism, product and service packages, a partnership network and a sustainable business model form the basis of our operations.

Our sustainable business model and operating culture are based on:

- our common cultural principles,
- ethical and compliant operations (Code of Conduct)
- other policies, guidelines and rules,
- the UN’s Sustainable Development Goals and the UN Global Compact.

Our responsible way of working is integral to our strategy and instrumental to our business success. This approach guides our everyday work and steers us towards our goals. Our sustainable business model lays the foundations for the company’s growth and success. For each strategy period, we publish an updated sustainability programme that

defines the focal points of our corporate responsibility, and their associated targets and indicators. As we are just entering a new period, we have drawn up [a new sustainability programme](#) with updated targets as part of Digia’s 2023–2025 strategy.

Long-term sustainability action

The most important areas of corporate responsibility are Environmental, Social and Governance topics. Digia has been engaging in long-term business development from these perspectives for many years, and measurable targets have been set for these three areas as part of the company’s business strategy. We have fallen within the scope of the NFRD Directive since 2017, and are now preparing for the developmental needs and requirements that will arise from the CSRD Directive and other EU regulations.

[Read more about our corporate responsibility areas on page 15 of this report >>](#)



ROLE AS A BUILDER OF SOCIETY

Our aim is to promote the wellbeing of society and the environment

As an ICT operator, Digia plays a significant role as a social enabler and developer. The ICT sector as a whole is in a key position when it comes to solving all manner of sustainability challenges and developing social functions, while also taking the carrying capacity of the climate and nature into account. We have the opportunity to influence the development of our society through digital solutions. Our aim is to act as a technological forerunner whose products and services will promote the development and wellbeing of society and the environment.

[Read more about our role in promoting the digitalisation of society >>](#)



Highlights from 2022

WE SUPPORT



UN Global Compact

We joined the world’s largest corporate sustainability initiative – we are now participant of the UN Global Compact.



International assessments

We were rated B- in CDP environmental assessment and Silver in Ecovadis. We utilise the feedback in our further development measures.



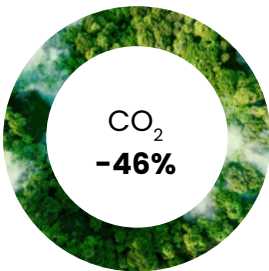
ISO 27001 –information security certificate

We were granted ISO 27001 information security certification and remain firmly committed to the development of secure operations and services.



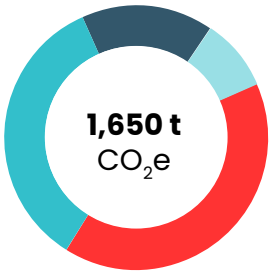
Quality management system updated

We updated the ISO-9001-certified “Core Process Model” quality management system that steers Digia’s operations to support more diverse quality and process development.



CO₂ emission reduction

CO₂ emission reduction in 2019–2022 was –46%



Carbon footprint 2022

Scope 1–2 was 298 t CO₂e
Scope 1–3 was 1,650 t CO₂e



Digia’s Climate roadmap

Our tool for achieving positive climate impacts



We favour the circular economy

We favour circular economy measures in, for instance, IT hardware management and home office furniture

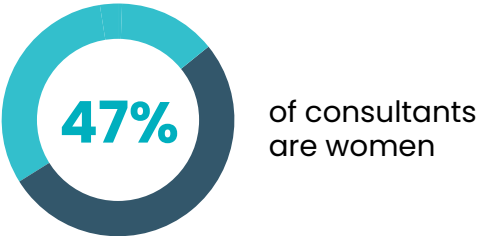


2022 in figures

Gender distribution of all personnel, 31 Dec
Per cent



We encourage women to pursue a career in IT



At Digia women earned 98 cents for every euro paid to men in 2022

98%

1,462

employees,
of whom

1,306

were full-time

8.4%

had chosen to work
part-time, and over

70%

of Digia employees chose
to primarily work remotely

Digia's employee
turnover in 2022 was

15.6%

Share of supervisors who
have completed DEI training:

70%

DEI = diversity, equity, and inclusion training



We provide equal benefits to permanent, fixed-term, full-time and part-time employees

More than
100

Digia employees participated in training that focused on inclusive leadership and how to work in diverse teams

The Collective Agreement for the IT Service Sector covered

100%

of Digia employees in Finland

45

juniors were hired
through Career Compass

55

participants in
training recruitment
programmes,
students working on
theses and trainees

The Digia Academy organised about

230

different
training events

Principles and management of responsibility at Digia

Digia’s operations are governed by the Finnish Limited Liability Companies Act, regulations concerning publicly listed companies, the rules and regulations of Nasdaq Helsinki Oy, and Digia’s Articles of Association. Our operations are also guided by the policies and operating principles approved by the Board of Directors or Group Management Team.

Our responsibility is based on our Code of Conduct, which is approved by the Board of Directors, and the UN Sustainable Development Goals. We are committed to respecting human rights in accordance with the UN’s Universal Declaration of Human Rights, the UN Global Compact, and the International Labour Organisation’s (ILO) Fundamental Principles and Rights at Work. We joined the UN Global Compact in late 2022.

However, in our changing business environment, responsibility is based above all else on the continual monitoring and improvement of our operations. In addition, we closely monitor Finnish and international corporate responsibility regulation and develop our corporate responsibility proactively.

The CEO is responsible for Digia’s corporate responsibility, while the Senior Vice President, HR, Culture and Sustainability is in charge of responsibility reporting. The corporate responsibility management team heads up operational responsibility efforts, coordinated by focus area. The Head of Sustainability chairs the corporate responsibility management team, and the Senior Vice President, HR, Culture and Sustainability is responsible to the Group Management Team. The key indicators for corporate responsibility are regularly monitored in the management teams. Digia’s corporate responsibility targets and indicators are approved by both the Group Management Team and the Board of Directors.

Policies and processes for sustainable operations

Sustainability areas	Planet	People	Trusted Partner
	Climate roadmap: responsible procurement and hybrid work model	Cultural principles	Business ethics and rules – Code of Conduct
	Circular economy practices:- such as IT hardware purchases/ leasing, furniture purchases/ leasing	A culture of mutual respect	Digital security: data security and protection
Policies	Resource-wise: Green Ict, Green Coding	Equality and non-discrimination	Responsible data
		Early intervention	Customer experience
Corporate governance	Policies and guidelines		
	Code of Conduct, Anti-corruption and Anti-bribery Policy, Disclosure Policy, Ethical Principles for Using Artificial Intelligence, Cultural Principles, Environmental Policy, Climate Roadmap, Corporate Network Policy, Data Back-up Principles and Policy, Workstation Policy, Green Code Guidelines, Guidelines for equality and non-discrimination		
	ISO 9001 quality management system, ISO 27001 information security management system		
	Whistleblowing on issues concerning ethical principles: Whistleblower channel Support for handling the situation from the occupational safety and health, HR and Legal organisations and shop stewards		



Our footprint and handprint

Customers



People



Society



Planet



- ✓ Solutions that promote both social and environmental responsibility of our customers and the sustainable digitalisation of society
- ✓ Energy efficient and resource wise operations & Green Ict and Green Coding
- ✓ Utilisation of data to resolve the sustainability challenges
- ✓ Data management for ESG data and regulation

Our positive impact

Our sustainable business model

- ✓ Code of Conduct, rules and processes
- ✓ Data security and data protection, responsible utilisation of data
- ✓ Energy efficient & resource wise operations (energy & purchases)
- ✓ Continuous development and regulation
- ✓ Customer experience
- ✓ Standards for international human rights
- ✓ Employee experience. Diversity and inclusion
- ✓ Our network and subcontractors following our ethical policy and guidelines
- ✓ Our carbon footprint

Management of Digia’s corporate responsibility

Board of Directors

Audit Committee

HR and Compensation Committee

Group Management Team

Sustainability Management Team

WORKING GROUPS:

Human rights, equality & non-discrimination

Compliance procurements & supply chain

Customers & subcontracting

Environment & energy



Development of responsibility

The topics, objectives and key indicators of responsibility reported on here comprise Digia’s responsibility reporting for 2020–2022. Our development priorities for 2022 were to develop our ethical operating culture and human rights impact assessment, and to develop environmental responsibility in accordance with our climate roadmap. We have also prepared a new sustainability program as part of Digia’s 2023–2025 strategy.

We increased our resources for developing and managing corporate responsibility by establishing a new role at Digia: Head of Sustainability. We have also appointed person to head up the development of social responsibility, as well as two part-time employees to promote environmental responsibility and develop resource-wise Green Coding. We also utilise external experts in our sustainability efforts, such as specialists in environmental responsibility, human rights issues, and the regulation of corporate responsibility.

An ethical operating culture is the cornerstone of our social responsibility

Skilled personnel who are committed to the objectives of our customers are the cornerstone of all our operations. Digia provides a safe, healthy and diverse working environment in which everyone is valued as themselves. Enhancing personnel wellbeing, diversity and inclusion were some of our priorities for 2022. We also continued to monitor and select measures to address equality and

non-discrimination issues. Development measures have a direct impact on social responsibility issues, such as human rights.

Respect for human rights is also an important part of Digia’s ethical operating culture. The systematic work on human rights that we initiated in 2021 continued in 2022. This work aimed to identify and assess Digia’s major human rights risks, and to ensure that its commitments and practices support the realisation of human rights.

In 2022, an external expert analysed the human rights risks and impacts associated with Digia’s business. This analysis was carried out in accordance with the UN Guiding Principles on Business and Human Rights, and took into account both actual and potential human rights risks and impacts. Digia’s human rights impacts on its own personnel and human rights impacts arising from Digia’s most significant procurements were both selected for special examination. During the coming year, we will continue to further develop our operating methods

and management mechanisms on the basis of this analysis.

In late 2022, we updated our Code of Conduct and introduced introduced at the same time an anonymous Whistleblower channel.

In accordance with Digia’s equality and non-discrimination plan, our priorities for 2022 included fostering a culture of mutual respect, better inclusion of experts who are not native Finnish speakers, and encouraging women to enter the IT industry.

Environmental responsibility is proceeding according to plan

Digia’s climate roadmap contains a comprehensive action plan to reduce emissions, and also defines our climate objectives until 2030. In 2022, we used this map to prioritise, schedule and launch the implementation of measures aimed at reducing emissions. One of the measures for 2023 is to analyse Digia’s remote work models and the use of our premises. Our goal is to reduce

emissions 75 per cent by 2030 (using 2019 as a baseline). We will compensate for the remaining emissions in a reliable manner.

The action plan in our climate roadmap also includes Digia’s carbon handprint, that is, promoting the positive climate impacts that we generate for our customers and stakeholders. Digia has the opportunity to accelerate the ecological renewal of society by producing digital solutions and data for solving sustainability challenges. During 2022, we implemented several customer projects that will have a significant impact on the development of environmental perspectives. We also launched an internal development project called Green Coding, and appointed a Green Code expert to promote the development of resource-wise operations within our organisation.

Support for continuous development from international networks and assessment

WE SUPPORT



Digia joined 2022 as part of the world’s largest corporate sustainability initiative and is now a participant of the international UN Global Compact. The Global Compact’s activities are based on the UN’s universal principles: the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. By joining the initiative, Digia commits to ten principles related to human rights, working conditions, environment and the prevention of corruption, as well as to developing business responsibility through the UN Sustainable Development Goals. The Global Compact requires annual reporting on the progress of development measures in different areas of sustainability, but also offers feedback and support for development work.



In addition to our own internal assessments, Digia’s responsibility is also assessed externally by EcoVadis. EcoVadis experts are the world’s leading sustainability assessors. They assess how well companies comply with requirements and what action they take in relation to the environment, labour and human rights, ethics and procurement. We use the results to help us monitor our own development. Digia received a rating of 58/100 from EcoVadis in 2022 (56/100), thereby retaining our silver rating. There was improvement in labour and human rights issues. Our goal is to maintain a good rating in these assessments, and to further improve our business based on the suggestions made during the assessment. These include increasing the accuracy of our indicators and commissioning more external audits.



We made Digia’s first CDP report in 2022, and achieved a B– score (Management level), which is higher than the average level in the IT and software sector (C score).CDP reporting involves a detailed assessment of a company’s environmental impacts on climate change, water and forests, and the strategies it uses to mitigate these risks. We are also using the results of the CDP assessment in our development work.



Materiality assessment is continuous

Materiality assessment is a continuous process. However, we evaluate the expectations, wishes and views of our stakeholders every strategy period when we update our responsibility program.

Materiality assessment is a continuous process in which we examine the impact of our business on people, the environment and economic development using the principle of continuous improvement. In our materiality assessments, we take into account factors such as the views of our various stakeholders, future legal requirements, business development, and changes in the operating environment. We consider both financial aspects and the impact of our business operations. We use different aspects as a basis for assessing our most significant positive and negative impacts, and our most material sustainability topics.

Our most relevant sustainability topics are related to personnel and the realisation of human rights in our service chain; information and data protection; and sustainable development solutions such as the environmental aspects of our products and services.

We reassessed the materiality of sustainability themes during our strategy work in 2022. The results are now being used as a basis for drawing up our sustainability programme for 2023–2025. As part of this work, we also structured our programme and defined its priorities.

The focus areas of the sustainable program 2023–2025 are presented on page 38.

Stakeholder expectations and dialogue

When identifying the material aspects of responsibility for each of our stakeholders, we have taken into account the most significant economic, social and environmental impacts of our operations and services, as well as other significant trends affecting the ICT sector. Examining these findings, aspects and materialities is part of our sustainability work.

We build up an understanding of materialities and stakeholders' expectations through a combination of routine management, regular meetings and a variety of surveys and analyses. Our most important stakeholders are our personnel, customers, investors, society and authorities, educational institutions, partners, subcontractors, media and other organizations in the industry

Customers and sustainable development

Sustainability issues are increasingly a topic of discussion during customer meetings,

both in relation to tendering and during regular steering group meetings. These days, ESG themes also form an integral part of calls for tenders, which require detailed information about a variety of sustainability themes, such as climate action, ethical business, responsible sourcing and human rights.

As we want to be a trusted, longstanding partner to our customers, we engage in regular dialogue via a variety of channels in order to maintain and further develop our partnership. We actively listen to our customers and regularly measure customer and delivery satisfaction with surveys.





Our most important stakeholders

Stakeholder	Our approach	Key topics, activities and interaction
Customers	<p>We create value for our customers by utilising our technological expertise and harnessing our understanding of both our customers and their industries.</p> <p>We want to be a long-term development partner to our customers.</p>	<ul style="list-style-type: none">• Meeting customer needs with our broad-ranging expertise and the benefits generated by our extensive offering.• Emerging themes in our dialogue with customers include energy efficiency, Green Coding, and the collection and utilisation of ESG data relating to EU regulatory requirements.• We listen to our customers with the aid of customer and supplier surveys and assessments.
Personnel	<p>Our healthy, skilled and diverse personnel are our most important resource.</p> <p>We want to provide our employees with a community in which the value of their competence increases through on-the-job learning.</p>	<ul style="list-style-type: none">• Support and early intervention with regard to health, wellbeing and safety – and in particular mental health.• A hybrid work model and flexible working hours.• Diversity and inclusion• Learning and learning targets.• We collect feedback from personnel through a variety of channels, such as regular employee surveys.
Investors	<p>Regular dialogue with shareholders and the investor community. Objectives include increasing shareholder value.</p>	<ul style="list-style-type: none">• In addition to holding meetings, we also collect feedback through surveys, such as questionnaires for small investors.
Potential employees, universities and other educational institutions	<p>Close cooperation, particularly with educational institutions in the ICT sector. We participate in events and activities, and also offer our expertise in areas such as training.</p>	<ul style="list-style-type: none">• Cooperation with educational institutions, training (including retraining and qualification upgrades), internships, excursions and theses.• Active communications about our workplace community on social media.• We regularly participate in surveys of students and job seekers.
Technology partners	<p>Active participation with an extensive, active and skilled partner network</p>	<ul style="list-style-type: none">• Technology trends, capability development• Networking and cooperation to enhance customer value.
Subcontractors	<p>Subcontracting and networking are characteristic of today's ICT sector. Subcontractors and freelance developers enable project scalability.</p>	<ul style="list-style-type: none">• Commitment to the Code of Conduct.• Responsible cooperation and the management of sustainability risks throughout the entire supply chain.
Organisations and communities	<p>Active cooperation with selected partners</p>	<p>Participation in activities such as:</p> <div><ul style="list-style-type: none">• the Inklusiiv community• Women in Tech• the Mimmit koodaa (Women code) programme run by Ohjelmisto- ja e-business ry• UN Global Compact Network• Confederation of Finnish Industries (EK)<ul style="list-style-type: none">• Finland Chamber of Commerce/chambers of commerce• Technology Industries of Finland• TIEKE Finnish Information Society Development Centre• itSMF Finland ry• Key Flag Symbol/Association for Finnish Work• Finnish Association of Purchasing and Logistics LOGY</div>

Sustainability risks as part of our risk management

The company's risk management and most significant risks are described in Digia's Corporate Governance Statement. Digia employs systematic risk management to improve operational efficiency, controls, business continuity and profitability.

Our risk management model consists of a risk management organisation, policies, processes, tools and common practices. The risk management organisation leads, develops and maintains the company's risk management, such as risk identification and reporting as well as the monitoring and mitigation of various risks.

Digia has defined its sustainability risks as potential negative impacts on people and the environment both within its own organisation and in its value chain. Potential risks related to personnel are monitored on the basis of a human rights survey – these include experiences of overwork, occupational well-being, and discrimination and unequal treatment. The monitoring of procurements, in turn, involves potential human rights risks such as the use of forced labour in the manufacture of technological equipment and the sourcing of raw materials. Office work of this kind poses a rather low risk of environmental damage.

The health, safety, diversity and wellbeing of Digia personnel are priorities for us. Enhancing personnel wellbeing has become an important issue in our new, post-pandemic operating environment. We continuously monitor the occupational wellbeing and working capacity of our employees at our

supervisor events and through personnel satisfaction surveys.

During 2022, we analysed the business-related human rights risks and impacts in our value chain. In accordance with the UN Guiding Principles on Business and Human Rights, this analysis considered both actual and potential human rights risks and impacts. These risks had already been identified and managed, but the most important reasons to carry out the analysis were the changes in the operating environment and especially our desire to further improve our operations. The analysis and reassessment of the risks provide us with a basis for the further development of the management mechanisms for human rights risks and their redefinition and development as necessary. The key risks are related to our personnel and supply chain.

We have also analysed environmental risks, and reassess our environmental impacts every six months. The significant environmental risks identified in conjunction with these assessments fall within the scope of the company's risk management.

The company's supply chain may contain risks related to the environment, human rights, labour rights or corruption. Our goal is to ensure a fair, ethical and green supply chain in which the company does not have direct or indirect negative impacts on people or the environment. Digia's suppliers are committed to operating in accordance with Digia's Code of Conduct.

In general, we can state that Digia has started making special outlays on the further development of its risk management and will continue these efforts in 2023, with a particular focus on the management of risks involving data security and protection as well as the management of responsibility risks.

During 2022, we analysed the business-related human rights risks and impacts in our value chain.



The focus areas of Digia’s responsibility 2022

Our aim is to build sustainable digitalisation that makes a difference. In 2020, we refined the material topics of our corporate responsibility and defined goals and objectives that were valid until the end of 2022. In this report, we report on the achievement of the goals.



9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE

10
REDUCED
INEQUALITIES

Sustainable
digital value



4
QUALITY
EDUCATION

8
DECENT WORK AND
ECONOMIC GROWTH

Sustainable
digital expertise



5
GENDER
EQUALITY

8
DECENT WORK AND
ECONOMIC GROWTH

13
CLIMATE
ACTION




Sustainable
digital life



Sustainable digital value for our customers while building a functional society

Our key sustainability topics in the “sustainable digital value” focus area are solutions that promote the responsibility of our customers and the sustainable digitalisation of society.

Sustainable digital value for our customers while building a functional society

Topic	Objective	UN Sustainable Development Goals	Key indicators	2022
Solutions that promote the responsibility of our customers	Improving the responsible use of data		Growth in data protection impacts and security analyses in customer orders, %*	46%
	Improving availability and user-friendliness of services		Activity in the ethical utilisation of data, examples*	See page 17
Promoting the sustainable digitalisation of society	Solutions that enhance environmental and social responsibility for society and our customers		Description of the solutions and their sustainable development impacts*	See pages 18–20

* The entire Group, excluding Climber International AB and its subsidiaries, and Productivity Leap Oy and Avalon Oy, which became part of Digia Group in late 2022.





Together with our customers and partners, we build digitalisation that makes a difference

Digia’s roots are firmly in Finland and we are a strong part of Finnish society. We have the opportunity to influence the development of society through digital solutions and expertise.

We aim to act as a technological pioneer whose products and services promote the development and wellbeing of society and the environment. We seek to implement our solutions so that they always promote our customers’ responsibility.

We help our customers to utilise data in a responsible manner, to improve the availability and usability of their services, and to solve sustainability challenges, for instance. By ensuring that our solutions for customers are functional, accessible, secure and easy to use, we also promote the responsible digitalisation of society.

We are involved in the Partner Pledge social responsibility programme of our technology partner Microsoft, in which we seek to harness technology to identify positive impacts to society and make even greater outlays on the development of digital skills, responsible AI, equality and environmentally friendly solutions. For instance, at Digia we have drafted guidelines for ethical principles for utilising AI (see <https://digia.com/en/company/corporate-responsibility/>). We have been recognised as a Nasdaq ESG Transparency Partner for our commitment to openness and efforts in ESG themes.

Promoting and continuously developing information security is vital to society. In late 2022, we received the ISO 27001 international information security certificate. ISO 27001 is an international information security standard that provides organisations with

a security management framework for implementing, administering and continuously improving information security management. The certificate is granted to organisations whose operations have been audited according to the standard. The first phase of certification covers two of Digia’s business areas (Secure and Scalable Solutions and Managed Services), but Digia’s security management as a whole has been updated to comply with the ISO 27001 standard. Digia will expand the scope of its certificate during 2023. This certificate sets strict requirements for our operations and guides us to maintain our information security expertise at a peak level going forward.

One testament to our reliability is that the Finnish Defence Forces have granted Digia national facility security clearance. Facility security clearance is a recognition of Digia as a proven, reliable IT partner that has the ability to fulfil national deliveries with strict security requirements.

In addition to the Defence Forces, Digia also works closely with many other socially significant official bodies and security of supply actors.

We want to contribute to solving the sustainability challenges of society and our customers

Digia aims to act as a technological pioneer whose products and services promote the positive development and wellbeing of society and the environment.

We proactively develop our own sustainable way of working. As a technology company, our handprint is even more important – that is, how we can work with our customers to contribute to solving their sustainability challenges as well.

We aim to improve the responsible utilisation of data. To this end, we monitor and report on the annual growth in data protection impacts and security analyses in customer orders, which amounted to 46 per cent in 2022.

Data protection and security comprise an extremely important aspect of our operations. We have maintained a high level of data protection and security by training our personnel, administrative and technical controls, audits, and continually developing processes. Every Digia employee familiarises themselves with our data security practices and guidelines as part of their induction. In addition, every Digia employee and subcontractor working on our premises completes a training package each year. After the adoption of ISO 27001, we have provided additional training and also are updating our mandatory annual training.

For twenty years now, Digia has worked in close cooperation with security-critical actors and is committed to complying with high data security standards. We also provide our customers with services that meet particularly high data security/protection levels both on the customer’s own premises and at our own officially-audited (Facility Security Clearance) premises.

In addition, we aim to improve the accessibility and user-friendliness of services. At the annual level, we monitor and report on the growth in accessibility design and testing, which in 2022 amounted to 40 per cent.

We seek to proactively promote the ethical utilisation of data through various measures. In 2022, we published several blog posts on this topic, such as: Decision-maker’s checklist for AI-assisted decision-making, Data security – Identify the challenges

and risks, Data security – Best practices for reducing data security risks, Data security – How to protect your information, and our Low-Code report (digia.com).

Smart solutions for our customers and the future

Together with our customers and partners, we have implemented numerous solutions that contribute to solving sustainability challenges. We have achieved impressive results, but we believe that our work and journey in solving sustainability challenges with our customers has only just begun. Data is a tool that enables us to understand the situational picture and the impacts of various measures – and which enables us to manage development and choices based on the correct information.

Our goal is to create even smarter and more sustainable solutions for our customers and the future.

Green Code

The ICT sector has significantly enhanced the energy efficiency of other industries. However, as the amount of data continues to grow, the energy consumption of the ICT sector itself has become a subject of discussion. We are talking about Green Code, which refers to code that has been optimised for maximum efficiency, and also methods seeking to minimise the energy consumption of software.

Digia wants to introduce energy-wiser solutions into everyday life. We believe that discussions and networking between actors are Finland's strength in Green Code efforts. Accordingly, Digia is actively networking with different actors on this issue and seeks to work as energy-efficiently as possible both internally and with partners. To facilitate this work, Digia has its own Green Code expert who promotes and develops our actions and coordinates Green Code as a whole.

[Read more >>](#)





Digia Envision combines Finnish origin, green values and a vision of future users' needs

The Finnish-made Digia Envision ERP has now served Finnish companies for 25 years (formerly Digia Enterprise) and the system has been developed closely together with our customers.

“At Digia, we work towards a more sustainable future, and Digia Envision will be no exception to this. Sustainability goals also influence our customers’ everyday operations, and we believe that ERP systems can be important tools in companies’ corporate responsibility reporting and development. In cooperation with our pilot customers, we have developed of Digia Envision ERP’s reporting tools to allow users to calculate their carbon footprint”, says Stefan Hellstrand, Director, Digia’s Enterprise business.

In addition to the fact that Digia Envision ERP is made in Finland it has been granted the Key Flag symbol in recognition of this.

[Read more about >>](#)





References



Case: Fintraffic

Fintraffic builds the world’s smoothest, safest and most environmentally friendly transport – with data and analytics playing a key role.

[Read more about >>](#)



Case: HKScan

Digia has built a reporting system for HKScan that can be used to reduce carbon dioxide emissions from food production. The system automates the complex process of carbon footprint reporting and steers farms towards concrete environmental actions.

[Read more about >>](#)



Case: Visit Finland

New national carbon footprint calculator by Visit Finland, Digia and Positive Impact revolutionises carbon accounting and promotes sustainable tourism.

[Read more about >>](#)



Sustainable digital expertise for Digia employees and society

The most important responsibility themes in the “sustainable digital expertise” focus area are providing a learning community for top digital experts and bolstering technological expertise in Finland.

Sustainable digital expertise for both our personnel and Finland as a whole

Topic	Objective	UN Sustainable Development Goals	Key indicators	2022
			Growth in certified expertise in the selected area, % (2022: cloud)*	15%
A learning community for top digital experts	The value of our personnel’s expertise increases during their term of employment.		Employees for whom a learning target has been set, %	Not known due to system change
Bolstering technological expertise in Finland	We train new digital experts every year, to meet both our own needs and those of the sector as a whole		Total annual number of participants in external and internal training programmes as well as trainees and students working on theses*	55

* The entire Group, excluding Climber International AB and its subsidiaries, and Productivity Leap Oy and Avalon Oy, which became part of Digia Group in late 2022.



Skilled, committed and customer-oriented personnel are the cornerstone of all our operations

We aim to be a desirable employer in the technology sector – an employer that supports personnel wellbeing and competence development.

We operate in a constantly changing environment. To keep up with the pace, we need to learn continuously – and help others learn, too. We want to be a team of top professionals who are always developing. To ensure this, we develop our employees’ competence in technology and other specialist areas through training, e-learning, and learning on the job.

Most learning takes place via participation in different kinds of projects and through role and task rotation. In a company of more than 1,400 specialists, there are opportunities to learn both from colleagues and through new tasks. 30 Digia employees engaged in task rotation between business units during 2022, and 145 took on more challenging tasks.

One of our goals is to increase our personnel’s expertise during their term of employment. In their annual learning and target discussions, each Digia employee is set a learning target. A recent system change means that there are no precise figures for learning targets in 2022. From 2023 onwards, these targets will be recorded in our new ERP system. Our aim is to set learning targets for 80 per cent of Digia employees who have been working for us since the beginning of the year.

Although on-the-job learning is the main focus of our competence development, a variety of training programmes and certifications also have their value. An average of 72.4 hours of training per person were spent on competence development in 2022. The Digia Academy organised about 230 different training events during the year. This training primarily focused on organising coaching to support the technical and professional skills of experts. In addition, we made a considerable special investment in our new ERP system by arranging approximately 100 different training sessions in this area. 42 people participated in Digia’s ongoing leadership training programmes during the course of the year.

Collaborative learning in digital networks

Digia has active workplace tribes whose primary task is to develop their members’ competence through peer activities and sharing expertise, and to provide recommendations about company-level technology policies in the tribe’s specialist area. Our workplace tribes have also remained active during the hybrid era, and held more than 100 meetings during 2022. In addition to technical topics, our tribes covered areas such as project management, self-leadership tools, and family-friendliness. They also participated in the planning of Digia’s strategy for 2023–2025.

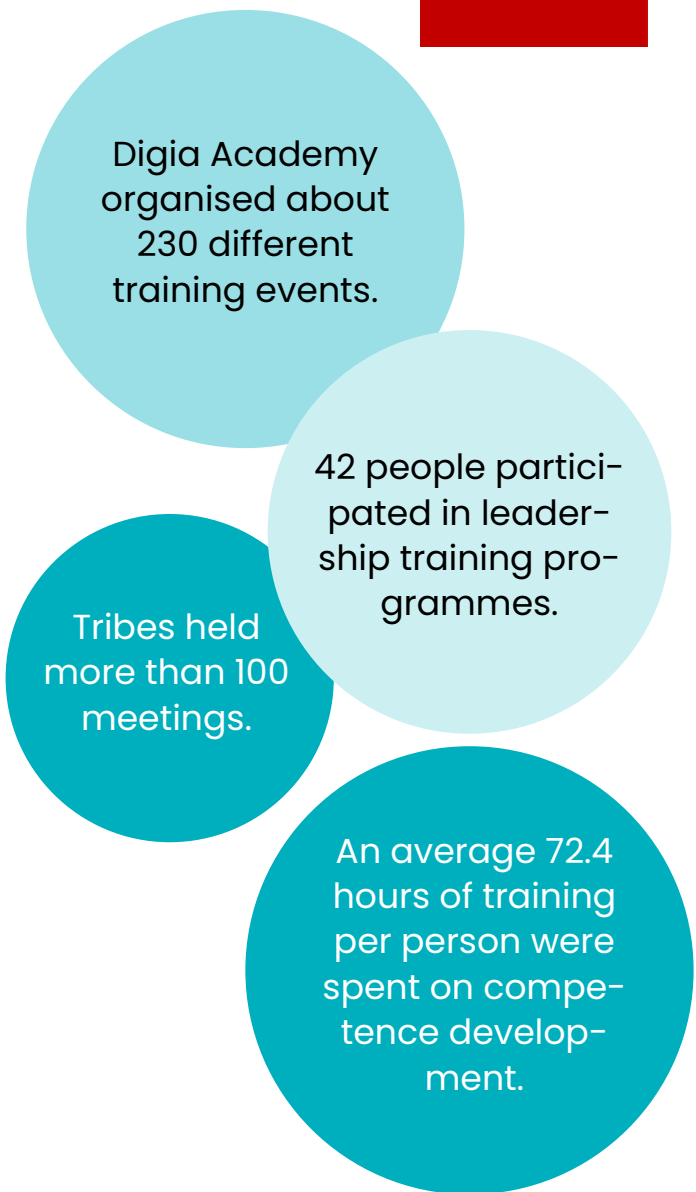
We continued to invest in Digia’s Cloud Master programme, which strengthens the cloud capabilities of each Digia employee in accordance with their own starting point and tasks. Digia personnel completed dozens of cloud certifications for Azure, AWS and Google Cloud Platform. In 2022, there was 14 per cent growth (182.2%) in certified cloud expertise.

More technology expertise in Finland

Digia is a significant employer in the Finnish IT sector. This also gives us a sense of responsibility for strengthening technological competence in our society. We aim to train new digital experts every year, to meet both our own needs and those of the sector as a whole. To achieve this objective, we monitor and report on the annual number of participants in training programmes organised by Digia, either alone or in cooperation with partners, and on the number of trainees and students working on theses. In 2022, the total number was 55 (65).

In addition to training programmes, Digia engages in cooperation with educational institutions to support and round out their offering of IT courses. During the year, we organised five student excursions to our offices, where the students were able to learn about career opportunities in the IT industry. We deepened our cooperation with higher-education institutions by increasing the number of expert lectures and collaborating on projects with both students and institutions. We cooperate with educational institutions to support and round out their IT course offerings. A good example of this is the creation and implementation of the low code course at Laurea University of Applied Sciences.





We also worked closely with the Mimmit koodaa (Women code) programme, participating in three nationwide virtual campaigns, and were a Women in Tech partner. We organised mobile and integration Meetups for senior specialists and took part in several different recruitment fairs during the early year and autumn.



Sustainable digital life for people and the environment

The most important responsibility topics in the “sustainable digital life” focus area are employee well-being and diversity, carbon-neutral Digia and an ethical operating culture.

Sustainable digital life in our own work with respect for the environment

Topic	Objective	UN Sustainable Development Goals	Key indicators	2022
Employee well-being and diversity	Among the best in the sector in occupational wellbeing		Personnel satisfaction with team spirit and work-life balance (0–100)*	Satisfaction with team spirit 74 Satisfaction with work-life balance 82
	Digia fosters diversity and inclusion at different levels of the organisation		Sick leave (days/person, average)*	7.1
			Age and gender distribution of the Management Team, Board of Directors, supervisors and personnel***	See the Report by the Board of Directors' section Gender and age breakdown of management and personnel in 2022
Carbon-neutral Digia	Reducing CO ₂ emissions		% of supervisors who have undergone training to promote diversity and inclusion *	70%
Ethical operating culture	Entire organisation has adopted ethical ways of working		CO ₂ emissions**	See page 26 , the section “Towards a carbon-neutral value chain”
			% of employees who have completed Code of Conduct training*	68%

* The entire Group, excluding Climber International AB and its subsidiaries, and Productivity Leap Oy and Avalon Oy, which became part of Digia Group in late 2022.

** The Group's locations in Finland, excluding Productivity Leap Oy and Avalon Oy, which became part of Digia Group in late 2022.

*** Entire Group.

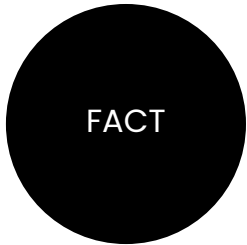


SUSTAINABILITY REPORT 2022	Approach	Focus areas and indicators	Reporting principles	Direction 2023–2025	
<p>We want to provide a safe and healthy working environment in which every employee is valued. We are working towards this goal by investing in personnel wellbeing, equality and non-discrimination, and diversity and inclusion. Success in these areas also has a direct impact on Digia’s social responsibility.</p> <p>Promoting wellbeing is ingrained in our culture</p> <p>Our main strength lies in our broad-ranging, profound and continually evolving technological expertise combined with an encouraging and evolving workplace culture. We want to be recognised for our good leadership and workplace culture. Meaningful tasks and having the required evolving skills for success at work help to enhance occupational wellbeing and a good employee experience.</p> <p>Our employees have access to comprehensive benefits that support holistic wellbeing as required. Our goal is for Digia to be one of the best companies in its industry in terms of wellbeing at work. We monitor and report on the annual average days of sick leave per employee. In 2022, sick leave per employee averaged 7.1 days (5.6).</p> <p>A sense of community – both in-person and remotely</p> <p>In 2022, Digia employees followed a hybrid model that enabled them to work both at the office and from home. Digia employees get to decide whether to work primarily at the office or remotely. The majority have chosen a remote office as their primary workplace. We support remote work in many ways, including a home office package that helps to improve ergonomics with equipment, an electric desk and an office chair.</p>	<p>Flexible working hours play a key role in promoting occupational wellbeing in our culture. We aim to ensure that there are no cultural or other obstacles to balancing work with other aspects of life. A sense of community also enhances wellbeing, which is why our hybrid model also seeks to strengthen it.</p> <p>During 2022, we continued to invest in supporting our sense of community through a variety of internal content and virtual events. In addition to regular personnel briefings, we organised several events at our offices during the year. We have OpenClub hobby groups in each of our locations, where Digia employees can meet to engage in sports or culture. There are also OpenFun communities, which organise all kinds of events and activities that are open to everyone.</p> <p>We also use a personnel survey to monitor our employees’ satisfaction with team spirit and work-life balance. We aim to maintain this at a good level (over 80 on a scale of 0–100). In 2022, personnel satisfaction with team spirit was 74 (73) and satisfaction with work-life balance was 82 (80).</p> <p>Equality and non-discrimination plan</p> <p>Diversity is part of Digia’s corporate responsibility: our goal is to make Digia an even more inclusive workplace – a place where everyone can be themselves. Psychological safety is one key aspect of inclusivity, and studies have shown it to be a common factor among successful workplace communities. Non-discrimination and equality are enshrined in our Code of Conduct.</p> <p>In accordance with Digia’s equality and non-discrimination plan for 2021–2022, our priorities for 2022 included fostering a culture of mutual</p>	<p>respect, better inclusion of experts who are not native Finnish speakers, and encouraging women to enter the IT industry.</p> <p>Advances in equality</p> <p>In 2022, we put greater emphasis on developing our internal communications in English as well. We surveyed both the working languages used at Digia and our personnel’s language skills.</p> <p>Digia has an equality and non-discrimination team through which we increased awareness of our equality and non-discrimination work and the importance of having a cultural of mutual respect in our company.</p> <p>Every year, we organise training and online meetings to promote diversity, equality and inclusion (DEI) for management, supervisors and personnel. In 2022, more than 100 Digia employees participated in training that focused on inclusive leadership and how to work in diverse teams.</p> <p>We monitor and report on what percentage of our supervisors have completed DEI training each year. 70% (36) of our supervisors completed this training in 2022. Digia is also a member of the Inklusiiv community, which shares information, provides training and promotes equality in working life.</p> <p>In late 2022, we updated our guidelines on inappropriate behaviour and harassment. We also introduced a Whistleblower channel to enable anonymous reporting when a direct discussion is not possible for whatever reason. We also use a regular equality and non-discrimination survey to ask our personnel about experiences of harassment and discrimination.</p>	<p>If a case of harassment comes to light, we provide support and channels for addressing the issue, including an early intervention model. Support is available from our occupational health and safety organisation, occupational healthcare, HR and shop stewards. From 2023, there will also be contact persons for cases of harassment.</p> <p>We aim to ensure diversity and inclusivity at all levels of our organisation. We monitor and report on the gender and age distribution of all employees, the Management Team, supervisors and the Board of Directors at an annual level.</p> <p>Digia’s Board of Directors has defined a Board diversity policy. It states that the requirements of the company’s size, market position and industry should be duly reflected in the Board’s composition. Both genders should be represented on the Board.</p> <p>Balancing work and family life is important</p> <p>Balancing work and family life, and a good work-life balance in general, is one of the focus areas of our equality and non-discrimination plan. We want work to be flexible in a way that meets our employees’ needs, and our culture to support family arrangements. We also want to understand different forms of family and care arrangements, so that we can support each other in a broad variety of life situations.</p> <p>As an employer, it is our job to create a family-friendly culture that supports taking family leave and enables all parents to take family leave in a way that suits them. We help people to balance work and family life through flexible working arrangements in particular.</p>		



Status as 31 December 2022

	Percentage of women
Consultants	47%
Project and service managers	44%
Developers	22%
Architects	3%
Senior management and unit directors	10%
Other business management and business development positions	38%
Support functions	82%
Sales	37%



We encourage women to pursue a career in IT

At Digia, we consider it important to guarantee interesting career paths for people of all genders and to encourage women to enter the IT sector as well. We monitor the turnover and recruitment of our women experts. We are members of both the Mimmit koodaa (Women code) and Women in Tech networks. 38 per cent of the employees hired by Digia in 2022 were women. Women make up 29 per cent of all our employees.

We analyse the realisation of pay equality from different perspectives such as gender, the competence classification of positions, and task profiles. At Digia, women earned 98 cents for every euro paid to men in 2022. This figure is based on the aforementioned classification of profiles and does not take into account other factors that may affect salaries, such as personal competence levels.



Towards a carbon-neutral value chain

Information and communications technology (ICT) is an important part of society’s critical infrastructure. All who operate in this sector – like Digia – also play a key role in reconciling society’s activities with the carrying capacity of nature and the climate.

Our key environmental principles are:

- 1. Our own operations are in balance with the carrying capacity of nature and the climate
- 2. Environmental responsibility is part of the daily life and expertise of our workplace community
- 3. We accelerate the ecological renewal of society

Digia has been carbon-neutral in terms of its own operations in Finland since 2020. We aim to be carbon neutral, including the entire value chain, by the end of 2030. Our goal is to reduce emissions by 75% compared to the 2019 baseline by 2030. We have drawn up a climate roadmap that contains an action plan to reduce emissions, and also defines our climate objectives until 2030. The plan also includes Digia’s carbon handprint. We will compensate for the remaining emissions in a reliable manner.

The largest environmental impacts of Digia’s operations are related to energy consumption and equipment. Office work typically poses a very low risk of environmental damage.

How Digia’s carbon footprint is calculated

Since 2019, we have calculated the carbon footprint of our companies in Finland. In accordance with the

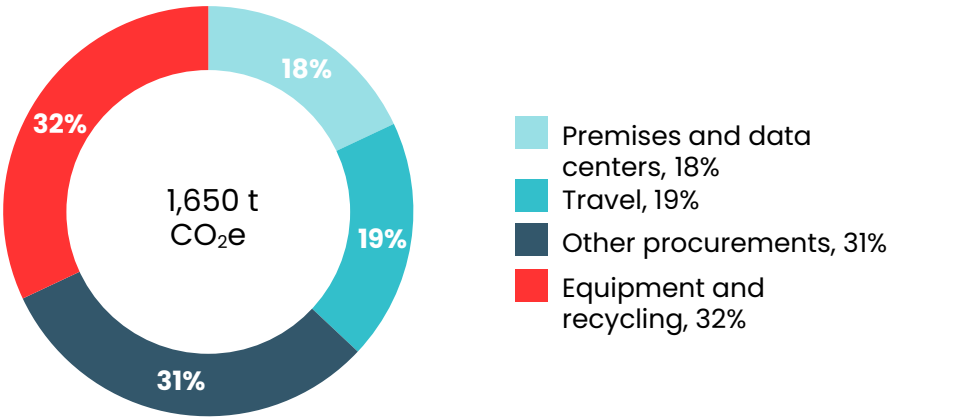
GHG Protocol, this calculation includes emissions from the company’s own operations (Scope 1 and 2) as well as emissions from the value chain in line with the extent of the annual assessment. The calculation covers all operations in Finland with the exception of Productivity Leap Oy and Avalon Oy, which were acquired towards the end of the year. Digia’s emissions reduction plan has been drafted on the basis of the situation in 2019 and the defined limits.

Digia’s carbon footprint 2022

The carbon footprint of Digia’s own operations in 2022 was about 298 tonnes CO₂e. The figure includes emissions from the heating and cooling of all premises in Finland, emissions from the electricity consumption of premises and data centres, as well as emissions from the fuel consumption of leased cars.

The carbon footprint – covering the entire value chain – was around 1,650 tonnes CO₂e. The figure includes not only the emissions presented above, but also emissions from waste management, commuting, equipment procurements, recycling, and other procurements. Emissions from equipment procurements grew because more IT hardware reached the end of its service life than in the previous year. The standardisation of working methods and equipment due to acquisitions also had an impact. Emissions relative to personnel were about 1.3 tonnes/employee and relative to net sales 9.7 kg CO₂e/€1000.

Digia's carbon footprint 2022



The calculation covers all operations in Finland with the exception of Productivity Leap Oy and Avalon Oy, which were acquired towards the end of the year.



The carbon footprint of our own operations decreased slightly due to a number of minor factors such as the need for heating, the rationalisation of the size of premises, and the switchover to lower-emission electricity at the head office. On the other hand, the emissions of leased cars (Scope 1) have been separated out from other vehicle emissions for the first time.

That said, the most relevant figure to monitor is the total carbon footprint, which saw slight year-on-year growth. The major factors behind this were hardware renewal, higher electricity consumption on premises, and higher emissions from business travel and commuting than in the previous year. The total carbon footprint grew slightly compared to 2021. The major factors behind this were hardware renewal and higher emissions from business travel and commuting than in the previous year. Emissions from commuting are still substantially lower than in the pre-pandemic era, but other travel emissions have risen. We can say that 2022 was a year of building new, post-pandemic approaches to work and management. Climate impacts comprise one of the focus areas in the further development of operations as the company grows and becomes more international.

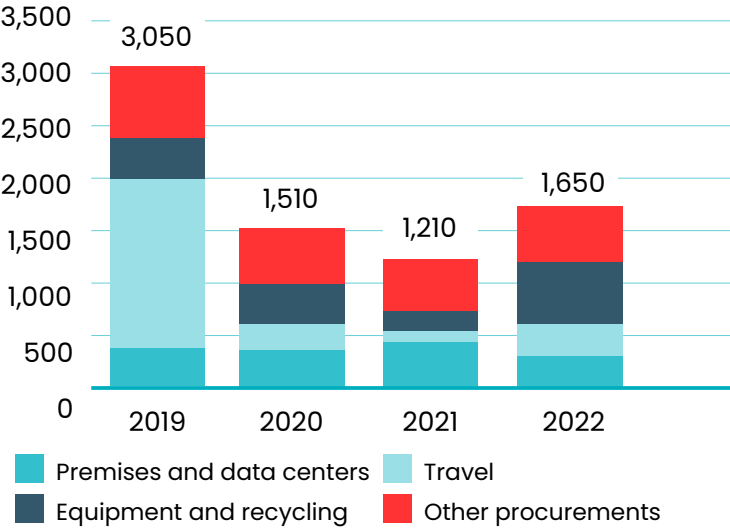
We are further enhancing calculation practices and accuracy as part of our work on the climate roadmap. We seek to expand calculation to cover our operations abroad, too, and our Group as a whole as it grows and goes international.

Carbon footprint indicators	2019	2020	2021	2022	Unit
Carbon footprint of own operations (Scope 1+2)	337	343	386	298	tonnes CO ₂ e
Carbon footprint of the entire value chain	3,050	1,510	1,210	1,650	tonnes CO ₂ e
Emissions per employee	2.4	1.1	1.0	1.3	tonnes CO ₂ e / employee
Emissions relative to net sales	23.2	10.9	7.8	9.7	kg CO ₂ e / 1,000 €

Digia Carbon footprint 2019–2022 (Scopes 1–3)	2019	2020	2021	2022	%
Premises and data centers	360	350	420	300	18%
Travel	1,620	240	110	310	19%
Equipment and recycling	390	390	190	530	32%
Other procurement	680	530	490	510	31%
Total*	3,050	1,510	1,210	1,650	100%

Digia's carbon footprint

Tonnes CO₂e





Together, we build sustainable digitalisation – our ethical operating culture

Our sustainable way of working is based on our shared cultural principles, Code of Conduct, and ethical, law-abiding operations.

Compliance with the Code of Conduct and our responsible way of working are integral to our strategy and instrumental to our business success. In collaboration with our customers and network, this approach guides us in our everyday work and helps us achieve our goals. The only way we can lay a foundation for the growth and success of our company is by doing the right thing.

Common rules build trust

Our Code of Conduct demonstrates our commitment to ethical and sustainable activity in all of our business operations. We monitor and report on our activities in accordance with the guidelines, and we actively develop our operations.

Our goal is for our organisation and partner network to internalise and comply with our ethical practices. This also helps us to build even greater trust among our various stakeholders. By the end of 2022, 73 (67) per cent of our subcontractors had committed to our Code of Conduct.

We monitor how many of our employees have completed training on the Code of Conduct each year. 68 per cent of personnel (46.9%) had completed this training in 2022.

Digia’s operations do not pose a high risk in terms of anti-bribery and anti-corruption activities. This is because Digia operates largely in Finland. Furthermore, the operations of Group companies mainly extend to countries classified as having a low risk of corruption according to Transparency International.

The importance of anti-bribery and corruption activities is heightened by our extensive participation in public procurement and the large proportion of public administration organisations in our customer base. We pay particular attention to fighting corruption in public procurement.

However, Digia has foreign partners in countries where the risk of bribery and corruption is high. We take this risk into account and select our partners very carefully. We also require our partners to commit to compliance with anti-bribery and corruption legislation.

All Digia Group companies are committed to complying with the same, or

a similar, code of conduct, and also to corresponding anti-bribery and corruption policies. Personnel working for Group companies have been instructed to use low-threshold advisory and reporting channels. These can be used to inquire about a conflict of interest in the tendering process, either their own or another person’s.

We have introduced a reporting channel in accordance with the EU Whistleblower Directive (EU2021/1937), through which a Digia employee or external person can report any suspected misconduct or violations of our Code of Conduct, either anonymously or under their own name. The channel can be found here: <https://whistleblower.digia.com>. Digia will handle the reports in its own separately appointed processing team. This processing team will consist of the Chair of the Board of Directors’ Audit Committee, the General Counsel and a lawyer. No reports of unethical behaviour were received via our whistleblower channel in 2022.

Tax footprint

The financial benefits we generate for our employees, shareholders and society are an important part of Digia’s social responsibility. We ensure financial wellbeing through sustainable and responsible financial management. The key direct cash flows in our business arise from salaries and social expenses, taxes, the procurement of goods and services, and payments to financiers and shareholders.

We comply with local legislation on the payment, collection, recognition and reporting of taxes. Filing accurate tax returns on time and handling our other statutory obligations both play a key role in this.

The tax returns for each of Digia’s companies are made by a responsible accountant. Withholding tax and social security contributions are handled by each company’s outsourced payroll administration. Information is submitted to the Tax Administration by each company’s accountant, but the Group’s financial administration will provide support as necessary. The payment of tax-like fees is handled by each company using the same process as other payments. The company did not engage in closer cooperation with the tax authorities of any country in 2022.

The summary of our tax footprint covers taxes and tax-like payments.

Digia’s financial success also benefits our shareholders. Around 31 per cent of Digia’s shareholder base consists of Finnish households. In addition, our largest shareholders include Finnish pension companies. Digia Plc’s Annual General Meeting of 21 March 2022 decided to pay a dividend of EUR 0.17 per share. The dividends were paid on 26 March 2022 and totalled EUR 4,477,685.76.

Taxes and tax-like payments

EUR 1,000	2022	2021
Corporate tax	5,290	3,556
Indirect taxes	31,968	28,859
Withholding tax on salaries	24,509	23,229
Social security contributions	2,514	2,527
Total	64,279	58,172



Reporting principles and scope

The most common guidelines and frameworks for sustainability reporting have been used to define the content of this report, such as materiality assessments and analyses.

The scope and content of the report:

- Digia’s sustainability indicators, such as key environmental and personnel figures, are reported for the same period as our financial indicators: 1 January to 31 December 2022.
- Our reporting covers Digia’s main business functions and any exceptions are mentioned in the relevant context.
- Digia’s financial reporting complies with IFRS accounting standards.
- The financial responsibility information and key indicators have been taken from the Consolidated Financial Statements.

Environmental and emissions reporting

Our environmental responsibility figures cover those operations that have the greatest environmental impacts. Greenhouse gas emissions have been calculated in accordance with the Greenhouse Gas (GHG) Protocol standards and guidelines developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). The company has chosen to employ the operational control criterion when making these calculations.

Carbon dioxide equivalent factors have been used as emission factors whenever they have been available. The sources of the emission factors used in our calculations can be found in the table below.

The calculation applies to all operations in Finland excluding those acquired in the second half of 2022 acquisitions Avalon Oy and Productivity Leap Oy.

Calculation scope as per the GHG protocol

Scope 1: Direct emissions		
Category	Digia’s calculation	Comments or reasons
Heat, electricity, steam, water	Not included	No direct emissions from energy consumption or refrigerant leaks
Cars owned or managed by the company	Included	Fuel consumption of leased cars is included (diesel and gasoline)
Scope 2: Indirect emissions		
Category	Digia’s calculation	Comments or reasons
Electricity	Included	For all locations in Finland, excluding the locations of new subsidiaries acquired in H2/2022
Heating	Included	For all locations in Finland, excluding the locations of new subsidiaries acquired in H2/2022
Cooling	Included	District cooling (in Tampere)
Purchased steam	Not included	Steam is not used
Water	Not included	Low water consumption (office work) and weak data availability
Electric cars owned or managed by the company	Not included	The company has leased electric cars, but data on their energy consumption was not available for the calculation
Scope 3: Other emissions in the value chain		
Upstream emissions		
Category	Digia’s calculation	Comment or reasons
Purchased products and services (€)	Included	Emissions from general procurements by Finnish companies have been included. In addition, estimates have been calculated from the largest other procurement items in order to develop calculation
Capital goods	Not included	Not specified, because the amount is small
Other fuel and energy purchases	Not included	Scope 3 electricity consumption emissions have been estimated, but have been excluded from the calculation due to the high degree of uncertainty
Transportation and distribution	Not included	Goods transportation has been calculated on a cost basis as part of purchased products and services. No distribution activity
Waste	Included	Waste from all locations in Finland (excl. companies acquired in H2)
Business travel	Included	Flights and on-the-job driving
Commuting	Included	Personnel commuting at locations in Finland (excl. companies acquired in H2)
Company assets leased in-house	Not included	No company assets leased in-house
Downstream emissions		
All categories	Not included	Downstream emissions have not been included in the calculation because sufficient data is not available as yet

Reporting based on EU taxonomy

The European Union has set itself the target of becoming the first climate-neutral continent by 2025. The Taxonomy Regulation (EU 2020/852) seeks to define standardised, science-based assessment criteria for environmentally sustainable economic activities. Advances in digitalisation, technology and energy efficiency will play a major role in achieving this goal. The information and communication sector is constantly growing – and so, too, is its share of greenhouse gas emissions. At the same time, information and communications technology has the potential to contribute to the mitigation of climate change and reduce greenhouse gas emissions in other sectors, such as by providing solutions to facilitate decision-making and thereby enable the reduction of greenhouse gas emissions or other positive actions to mitigate climate change and its impacts.

Digia was therefore obliged to publish the proportion of taxonomy-eligible operations in the Group's net sales, investments and operating expenses during 2021. In 2021, Digia assessed whether the company's business operations belong to any of the activities of the sectors specified in the taxonomy and examined its business operations in light of the taxonomy criteria. The 2021 assessment indicated that, according to the criteria for both "climate change mitigation" and "substantial contribution to climate change adaptation", the company operates in the Information and Communication sector, but in our view did not at that time provide any services of the kind specified in the criteria.

Taxonomy eligibility in 2022

Digia's field of business is to build IT solutions and engage in related projects, maintenance and consulting. Based on the clarifications and answers to frequently asked questions in Commission Notice (2022/C 385/01) issued in 2022, it can be stated that all of Digia's operations are activities that substantially contribute to climate change adaptation in accordance with Section 8.2 of the taxonomy ("Computer programming, consultancy and related activities") and thereby the taxonomy-alignment of operations as a whole must be assessed in accordance with the technical criteria and it must be stated whether the operations substantially contribute to climate change adaptation and whether they cause significant harm to any of the other environmental objectives.

In addition, compliance with the minimum safeguards must be assessed in accordance with Article 18. In July 2022, the EU Platform on Sustainable Finance published its recommendations on criteria for assessing compliance with the minimum safeguards. These minimum safeguards cover four core areas: human rights, bribery and corruption, fair competition and taxation. Digia has utilised the two-tiered criteria of this recommendation to assess its own operations with respect to these core areas and has concluded that in its view the company complies with the criteria in terms of both adequacy of actual day-to-day operations and the absence of violations. Digia has a Code of Conduct covering human rights, anti-corruption and anti-bribery

measures and fair competition, as well as other related guidelines. These set forth principles and requirements that Digia employees, subcontractors and partners must comply with. Digia is committed to respecting and complying with internationally recognised norms for labour and human rights. Digia has incorporated measures to assess and monitor compliance with human rights in processes for different parties. Digia also conducts internal training, assessments and surveys on performance with respect to compliance with human rights and both anti-bribery and anti-corruption.

A substantial part of Digia's business operations consist of activities that either substantially contribute to climate change adaptation in accordance with Activity 8.1 ("Data processing, hosting and related activities") or substantially contribute to climate change mitigation in accordance with Activities 8.1 ("Data processing, hosting and related activities") or 8.2 ("Data-driven solutions for GHG emissions reductions"). Digia has conducted the analysis at project level, compiling data from the bottom up to ensure its accuracy and also verify that business operations are not reported twice under different taxonomy classes. Therefore, the entire company's business operations in 2022 are to be considered to constitute taxonomy-eligible economic activity.

In the tables, Digia reports taxonomy-eligibility as a single KPI for turnover (that is, net sales), OpEx (operational expenses) and CapEx (gross capital expenditure) in accordance with the table templates.

Taxonomy-alignment in 2022

A substantial proportion of the IT services and solutions that Digia provides are based on the use of public cloud solutions. These solutions enable customer organisations to operate more climate-efficiently and improve their ability to withstand physical climate risks: For instance, ERP solutions enable organisations to step up the energy-efficiency of their processes and improve the use of transportation resources, thereby substantially reducing CO₂ emissions.

This approach should be highly encouraged for the sake of the environment, as all three major public cloud providers (Microsoft, Amazon and Google) are committed to significant programmes to reduce the environmental burden in terms of energy-efficiency, CO₂ emissions, water and other environmentally important subareas. Public cloud platforms such as Microsoft Azure do not cause significant harm to other environmental objectives, and thus it can be assumed that public cloud platforms are climate-resilient solutions as set out in the taxonomy and are highly likely to comply with the criteria for activities that substantially contribute to climate change mitigation in accordance with Activity 8.1 ("Data processing, hosting and related activities").

Digia's largest cloud services partner is Microsoft – and so Digia has worked in particularly close cooperation with Microsoft to ensure that its platform services fulfil technical and DNSH criteria. With respect to the DNSH criteria for climate change



adaptation and sustainable use of water resources, operations meet the requirements in Annex A to the criteria. With respect to the transition to the circular economy, the used equipment and its management meet the criteria requirements. With respect to biodiversity and the prevention and avoidance of pollution, there are no applicable criteria for the DNSH assessment of Activity 8.1 (“Data processing, hosting and related activities”).

Digia implements tailored data-based solutions for its customers for the analysis and forecasting of climate change impacts. These comprise activities that substantially contribute to climate change mitigation in accordance with Activity 8.2 (“Data-driven solutions for GHG emissions reductions”) as set forth in the taxonomy and some of them fulfil all technical and DNSH criteria. Digia also meets the minimum safeguards in all of its operations as described above. Operations meet the requirements of the DNSH criteria for climate change adaptation set out in Annex A to the criteria. The used equipment and its management also meet the criteria requirements for the transition to the circular economy. With respect to biodiversity, the prevention and avoidance of pollution, and the sustainable use of water resources, there are no applicable criteria for Activity 8.2 (“Data-driven solutions for GHG emissions reductions”).

Due to the nature of its business operations, Digia estimates that the size of its taxonomy-aligned operations may vary significantly from year to year due to reasons such as variations in the demand for climate change-related customer-specific solutions. In addition, Digia estimates that the implementation

of the sustainability strategy defined for the company will significantly increase taxonomy-alignment – especially in the case of activities that substantially contribute to climate change adaptation (Activity 8.2) – in the years ahead.

Due to its business structure, Digia reports on its operations at the taxonomy activity level, even though taxonomy assessment has been carried out at project level in terms of technical and DNSH criteria. All of Digia’s operations also meet the minimum safeguards.

Turnover KPI

The denominator of the turnover KPI (the key performance indicator for net sales) covers Digia’s total turnover, which is recognised in line with IFRS 15 (Financial Statements note 3.2).

The numerator of the turnover KPI is the turnover from products or services related to taxonomy-eligible or taxonomy-aligned economic activities, including intangible assets, presented by taxonomy class. A more detailed division into different taxonomy classes is presented in the adjacent table.

The table lists the turnover of activities identified as falling in taxonomy Activities 8.1 and 8.2 based on analyses. Turnover from Activity 8.1 (“Data processing, hosting and related activities”) amounts to EUR 24,129 thousand, representing 14.1% of total turnover. Turnover from Activity 8.2 (“Data-driven solutions for GHG emissions reductions”) amounts to EUR 178 thousand, representing 0.1% of total turnover. These combined comprise the taxonomy-aligned turnover, which totals EUR 24,301 thousand, or 14.2% of total turnover. The remainder of Digia’s turnover

comprises taxonomy-eligible turnover, amounting to EUR 146,453 thousand, representing 85.8% of total turnover.

OpEx KPI

The denominator of the OpEx KPI (key performance indicator for operational expenses) includes direct non-capitalised expenses related to R&D (Financial Statements note 3.7).

The numerator of the OpEx KPI is the proportion of the OpEx included in the denominator that is connected to taxonomy-eligible or taxonomy-aligned economic activities. These include the direct expenses of these activities and the proportion of expenses incurred by Digia’s centralised Group services allocated to these activities in relation to the direct expenses of these activities. These refer to OpEx in taxonomy category a) and Digia has not identified any OpEx falling in categories b) and c).

The table lists the OpEx of activities identified as falling in taxonomy Activities 8.1 and 8.2 based on analyses. OpEx in Activity 8.1 (“Data processing, hosting and related activities”) amounts to EUR 16,108 thousand, representing 13.1% of total OpEx. OpEx in Activity 8.2 (“Data-driven solutions for GHG emissions reductions”) amounts to EUR 159 thousand, representing 0.1% of total OpEx. These combined comprise the taxonomy-aligned OpEx, which is EUR 16,267 thousand, or 13.3% of total OpEx. Taxonomy-eligible total OpEx amounts to EUR 106,404 thousand, representing 86.7% of total OpEx.

CapEx KPI

The denominator of the CapEx KPI (key performance indicator for gross capital expenditure) covers increases in tangible and intangible assets during the fiscal year before depreciation, amortisation and revaluation. The denominator also covers increases in right-of-use asset items in leases under IFRS 16 (Financial Statements note 7.4).

The numerator of the CapEx KPI is the proportion of CapEx included in the denominator that is connected to taxonomy-eligible or taxonomy-aligned economic activities. The numerator also includes the proportions of any capital expenditure on centralised systems for the business functions in relation to the direct expenses incurred by taxonomy-eligible or taxonomy-aligned economic activities. In accordance with the taxonomy, these constitute category a) capital expenditure, and Digia has not recognised capital expenditure in other categories. The taxonomy classification with respect to the numerator of the CapEx KPI is shown in the adjacent table.

The table lists the CapEx of activities identified as falling in taxonomy Activities 8.1 and 8.2 based on analyses. CapEx in Activity 8.1 (“Data processing, hosting and related activities”) amounts to EUR 165 thousand, representing 13.1% of total CapEx. CapEx in Activity 8.2 (“Data-driven solutions for GHG emissions reductions”) amounts to EUR 2 thousand, or 0.1% of total CapEx. These combined comprise the taxonomy-aligned CapEx, which totals EUR 166 thousand, or 13.3% of total CapEx. Taxonomy-eligible CapEx amounts to EUR 1,087 thousand, representing 86.7% of total CapEx.

Turnover

Economic activities (1)				Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')										
	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change daptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of turnover, year N (18)	Taxonomy - aligned proportion of turnover, year N-1 (19)	Category (enabling activity or) (20)	Category '(transitional activity)' (21)
		k€	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy aligned)																				
Activity 8.1 Data processing, hosting and related activities	8.1	24,123	14.1%	100	0	0	0	0	0	N/A	Y	Y	Y	N/A	N/A	Y				T
Activity 8.2 Data-driven solutions for GHG emissions reductions	8.2	178	0.1%	100	0	0	0	0	0	N/A	Y	N/A	Y	N/A	N/A	Y			E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		24,301	14.2%														14%			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		146,453	85.8%														85.8%	0.0%		
Total (A.1 + A.2)		170,754	100.0%														100.0%	0.0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities (B)		0	0%																	
Total (A + B)		170,754	100.0%																	

OpEx

Economic activities (1)	Code(s) (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial contribution criteria					DNSH criteria (‘Does Not Significantly Harm’)						Minimum safeguards (17)	Taxonomy-aligned proportion of OpEx, year N (18)	Taxonomy – aligned proportion of OpEx, year N-1 (19)	Category (enabling activity or) (20)	Category ‘(transitional activity)’ (21)	
				Climate change mitigation (5)	Climate change daptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)						Biodiversity and ecosystems (16)
		k€	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy aligned)																				
Activity 8.1 Data processing, hosting and related activities	8.1	16,108	13.1%	100	0	0	0	0	0	N/A	Y	Y	Y	N/A	N/A	Y		N/A	T	
Activity 8.2 Data-driven solutions for GHG emissions reductions	8.2	159	0.1%	100	0	0	0	0	0	N/A	Y	N/A	Y	N/A	N/A	Y		N/A	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		16,267	13.3%														13.3%	0		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		106,404	86.7%														86.7%	0		
Total (A.1 + A.2)		122,671	100.0%														100.0%	0		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities (B)		0	0.0%																	
Total (A + B)		122,671	100.0%																	

CapEx

Economic activities (1)				Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')										
	Code(s) (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of CapEx year N (18)	Taxonomy - aligned proportion of CapEx year N-1 (19)	Category (enabling activity or) (20)	Category '(transitional activity)' (21)
																	Percent	Percent	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy aligned)																				
Activity 8.1 Data processing, hosting and related activities	8.1	165	13.1%	100	0	0	0	0	0	N/A	Y	Y	Y	N/A	N/A	Y		N/A		T
Activity 8.2 Data-driven solutions for GHG emissions reductions	8.2	2	0.1%	100	0	0	0	0	0	N/A	Y	N/A	Y	N/A	N/A	Y		N/A	E	
CaoEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		166	13.3%														13.3%			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,087	86.7%														86.7%	0		
Total (A.1 + A.2)		1,253	100.0%														100%	0		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)		0	0.0%																	
Total (A + B)		1,253	100.0%																	



Digia’s strategy 2023–2025 – Unlock Your Intelligence

The updated strategy is based on our delivery capabilities that are valued by customers and our organisation’s ability to engage in continuous renewal. Our objectives for the 2023–2025 strategy period are to continue generating sustainable customer value and profitable growth as well as internationalise our business.

We combine technological possibilities and human capabilities to build intelligent business, society and a sustainable future. We ensure that our customers are at the forefront of digital evolution, with an operational model and rhythm that are right for them. We harness Digia’s well-rounded expertise and comprehensive offering as well as operational models that suit the customer’s needs.

We constantly renew our own operations and expertise, and work with reliable partners. As a versatile company, Digia can offer its employees meaningful job tasks and new things to learn. We are building a responsible society and Digia.

We implement our strategy by tapping into all of the strengths of Digia and the special expertise of our service areas. As a unified company, we

provide our customers with large scale solutions and the expertise of our specialised service areas for their individual needs. We build long-term customer relationships and partnerships.

Digia’s strengths:

- Reliability and long-term customer relationships
- Diverse and constantly evolving top expertise
- A versatile offering where solution connectivity enables expanding customer relationships
- A strong financial position
- A business model in which continuous services yield operational stability
- The ability to carry out successful acquisitions and grow the acquirees as part of Digia

Strategy growth paths

Specialised service areas for **specific needs**



Large scale solutions utilising all of Digia’s extensive offering



Expanding our target market and customer relationships with **international operations**



Enriching our offering and venturing into new markets and customer relationships with **acquisitions**



Growth enablers



- A modern and attractive work community
- Learning-focused, professional and relaxed culture
- We want our employees to enjoy working at Digia



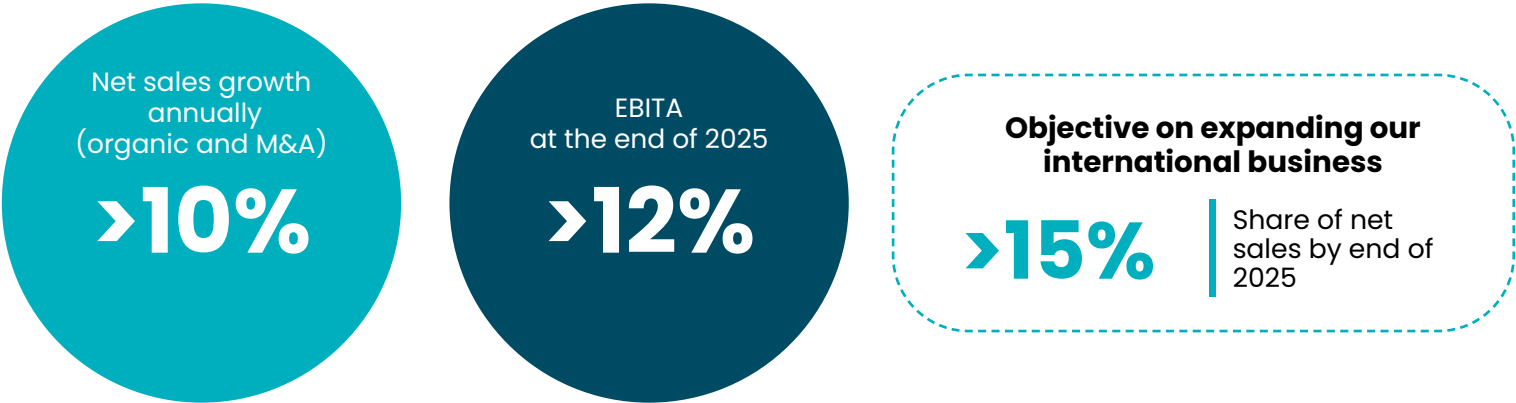
- Productivity of our own operations
- Scalability for customer service and product based solutions



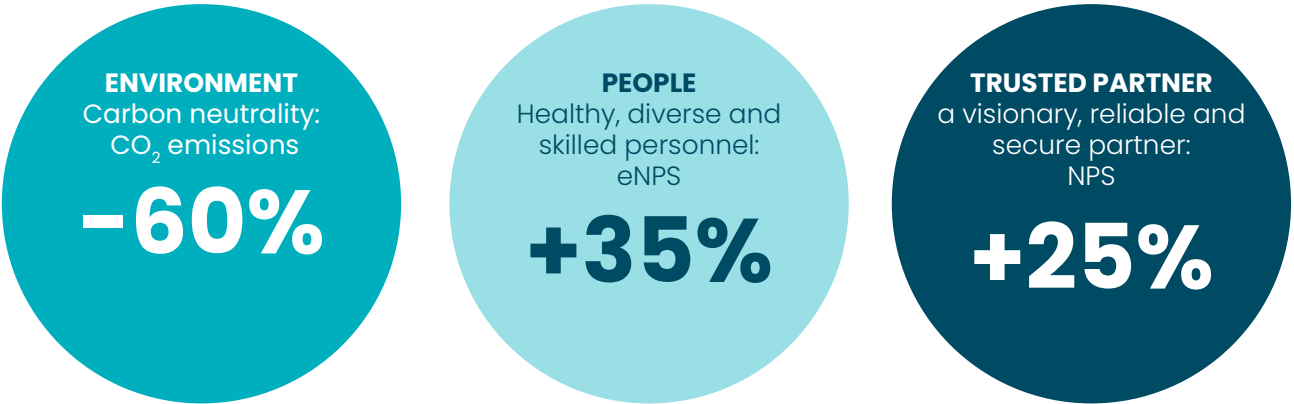
- Sustainability as a part of everyday activities

Objectives for the 2023–2025 strategy period

Financial objectives



Sustainability objectives



CO₂ – the comparison year in emissions calculations is 2019, desired value at the end of 2025
eNPS = employee net promoter score, comparison year 2022
NPS = customer net promoter score, comparison year 2022



Sustainability objectives and focus areas 2023–2025

Our sustainable business model and responsible way of working are integral to our strategy and instrumental to our success. We updated our sustainability programme and its objectives for the new strategy period.

The focuses of our corporate responsibility are based on the company’s strategic policies, the expectations of key stakeholders, the defining characteristics of the ICT sector and operating environment, the impacts of the company’s operations, and the UN Sustainable Development Goals and Global Compact.

The essential focus areas in our corporate responsibility will remain the same and we see the green transition and solving of sustainability challenges as business opportunities. Digital solutions have the potential to significantly contribute to solving sustainability challenges in other fields of business.


In the strategy period, we are ambitiously seeking to do even better in all subareas of responsibility (E, S and G), improving on our already good baseline situation.



Environment

Carbon neutrality: CO₂-emissions -60%
The comparison year: 2019

- Reducing carbon emissions
- Preference for circular economy activities
- Resource-wise operation: Green It ja Green coding
- Customer solutions for solving sustainability challenges



People

Healthy, diverse and skilled personnel:
eNPS +35%
The comparison year: 2022

- A safe, healthy and thriving operating environment
- Diversity and inclusion
- Continuous learning
- Customer solutions that promote social responsibility



Trusted partner

A visionary, reliable and secure partner:
NPS +25%
The comparison year: 2022

- Digital security
 - Information secure operation and its promotion
 - Promoting responsible use of data
- The digital functioning of society
- Ethics and responsibility
- Trusted partner:
visionary, reliable and safe



Our corporate responsibility is based on the principles of the UN Global Compact and especially to these UN sustainable development goals.

Contact Information

Get in touch with us and our team regarding our corporate responsibility and sustainability themes.



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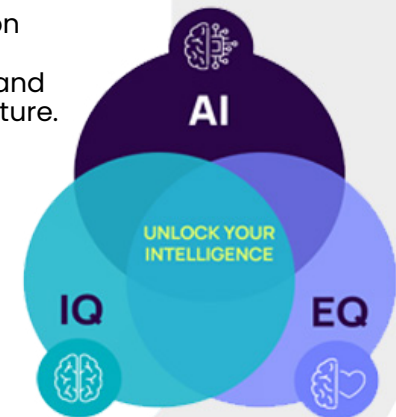


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[Read more >>](#)

At Digia, we create....

- Intelligent business.
- We connect people, information and technology, making both business and society smarter and building a more sustainable future.
- We ensure that our customers are at the forefront of digital evolution.





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