

Sustainability Policy

At KWAN, we believe that sustainable growth results from the way we create value for our people, clients, partners and community. As a people-centred technology company, our impact is directly linked to the way we support specialised talent, assist our clients, promote relationships of trust, ensure responsible management practices and contribute to a more human, ethical and sustainable technology sector.

This policy defines the principles that guide KWAN's approach to sustainability, integrating environmental, social and governance dimensions, and reflecting our contribution to the Sustainable Development Goals that are most relevant to our activity.

1. Background

Our approach to sustainability is aligned with our People First culture, with the commitment to creating sustainable careers, supporting the growth of our people and building long-term relationships with our clients and partners.

Sustainability is understood as a progressive, practical path adapted to the company's reality, seeking to balance economic growth, social impact, environmental responsibility and solid governance practices.

2. Guiding principles

- **Shared value creation**

We seek to create value in a balanced way for employees, clients, partners, candidates, suppliers, shareholders and the community.

- **People First Culture**

We promote a people-centred culture focused on development, well-being, proximity and respect for each person's individuality.

- **Decent work and professional development**

We are committed to promoting transparent career opportunities, close follow-up, projects aligned with skills and long-term goals, and conditions that support professional and personal growth.

- **Ethics, trust and responsibility**

We act with transparency, integrity and responsibility in our relationships with all stakeholders, ensuring compliance, information security, privacy and data protection practices.

- Responsible innovation**

We value innovation, digital transformation and the responsible use of technology, including the evolution of our processes, services and ways of working.
- Social impact and community**

We seek to contribute positively to society through solidarity initiatives, volunteering actions, community support and the promotion of inclusive and responsible practices.
- Environmental responsibility**

Although our direct environmental impact is limited by the nature of our activity, we seek to reduce waste, promote the efficient use of resources, encourage digital practices and adopt environmentally responsible behaviours.

3. Priority Sustainable Development Goals

KWAN recognizes the importance of the United Nations Sustainable Development Goals and identifies the following SDGs as the most relevant to its activity:

Priority SDG	KWAN contribution
SDG 3 - Good Health and Well-being	Promotion of well-being, work-life balance, close follow-up of employees and initiatives aimed at preventing exhaustion, demotivation or burnout.
SDG 4 - Quality Education	Investment in training, continuous development, upskilling, career follow-up and the creation of lifelong learning opportunities.
SDG 5 - Gender Equality	Promotion of equal opportunities, respect for diversity, inclusive practices and fair, non-discriminatory recognition of talent.
SDG 8 - Decent Work and Economic Growth	Creation of qualified work opportunities, sustainable careers, responsible labour relations, economic growth and the development of technology talent.
SDG 9 - Industry, Innovation and Infrastructure	Contribution to the technological development of clients through the provision of specialised talent, qualified teams and flexible solutions that support innovation, digital transformation and the evolution of their projects and ways of working.

4. KWAN commitments

KWAN is committed to integrating sustainability into its management practices and daily activity, with particular focus on the following dimensions:

4.1 People, development and well-being

KWAN is committed to:

- promote a culture of proximity, trust, transparency and respect;
- ensure regular follow-up of consultants through the People Experience Partners;
- support professional development and career progression;
- promote projects aligned with skills, ambitions and long-term goals;
- encourage flexibility, autonomy and work-life balance practices;
- create moments for listening, feedback, engagement and continuous improvement.

4.2 Clients, quality and long-term relationships

KWAN is committed to:

- create technology talent solutions adjusted to the real needs of clients;
- promote partnership relationships based on trust, transparency and responsibility;
- ensure follow-up of consultants from a human and career perspective, in coordination with clients' delivery objectives;
- contribute to stable, qualified teams aligned with clients' technological challenges;
- adapt the service model to different contexts, including nearshore, remote, hybrid and on-site.

4.3 Ethics, compliance, privacy and information security

KWAN is committed to:

- act ethically, transparently and responsibly;
- comply with applicable legislation and the requirements of clients and partners;
- promote practices to prevent corruption and conflicts of interest;
- ensure appropriate channels and mechanisms for reporting concerns;
- protect the information and personal data processed within the scope of the activity;
- maintain and continuously improve information security and privacy controls;
- reinforce the commitment to information security, privacy and data protection through ISO 27001 and ISO 27701 certifications.

4.4 Inclusion, diversity and equal opportunities

KWAN is committed to:

- promote equal opportunities in recruitment, development and progression processes;
- value skills, potential, merit and cultural alignment;
- respect each person's individuality, origin, gender, age, context or path;
- foster a safe, inclusive and respectful work environment;
- prevent discriminatory behaviours or behaviours contrary to the company's values.

4.5 Social impact and community

KWAN is committed to:

- support social responsibility and solidarity initiatives;
- encourage employee participation in actions with positive impact;
- promote initiatives that contribute to fairer, more inclusive and collaborative communities;
- develop social support projects through initiatives such as KWAN4Hope;
- reinforce collective awareness of the company's role in society.

4.6 Environment and responsible use of resources

KWAN is committed to:

- reduce paper use and prioritise digital processes whenever possible;
- promote the responsible use of energy, equipment and resources;
- encourage reuse, recycling and proper waste management;
- consider environmental responsibility criteria in operational practices;
- raise employee awareness of more sustainable behaviours in the professional and personal context;
- continue to adapt the remote, hybrid and in-person work model in a conscious and balanced way.

5. Governance and responsibilities

Sustainability at KWAN is a shared responsibility between management, internal teams and all employees.

The Board and the company's Top Management are responsible for promoting action that is consistent with this policy, ensuring that sustainability principles are considered in decisions relevant to the business, people and stakeholders.

The Operational and Business Partner teams contribute, within their scope of activity, to the implementation of practices aligned with this policy.

Each employee is also responsible for acting ethically, consciously and in alignment with KWAN's values, contributing to a more sustainable, inclusive and responsible culture.

6. Monitoring and continuous improvement

KWAN recognises that sustainability is a progressive path. Therefore, it is committed to continuously evolving by seeking to:

- map existing practices against the priority SDGs;
- identify simple indicators that are proportionate to the size of the company;
- monitor relevant initiatives across the environmental, social and governance dimensions;
- strengthen internal and external communication on sustainability;
- progressively integrate ESG criteria into processes, policies and decisions;
- periodically review this policy whenever necessary.

7. Commitment, disclosure and review cycle

KWAN believes that sustainability should be practical, authentic and integrated into the way the company works every day. Our commitment is to continue growing responsibly, creating a positive impact on people, clients, the technology sector and society.

More than a statement, this Policy represents our willingness to continue building a company that is more conscious, ethical, human and prepared for the future.

This Sustainability Policy was designed for the 2026-2029 three-year period and comes into force on the business day following its approval. It will be reviewed in accordance with the review period of KWAN's strategic cycle or whenever relevant changes occur in the applicable legal framework or in the context of the activities carried out by the Company.

The Policy will be disclosed to employees and will be available for consultation by clients, partners and other stakeholders at www.kwan.com.