

# ESG Statement

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## ESG Statement – Introduction

For many years, Exactpro has embraced the principles of management transparency, employee care, and an eco-friendly approach in shaping our corporate culture. Recently, Exactpro has embarked on a journey to consolidate our practices and initiatives into the basis of our strategy, which we plan to develop in accordance with relevant ESG standards.

Establishing a comprehensive understanding of these core values is vital to guide our planning efforts and ensure adherence to reporting standards. We have started to implement initiatives aimed at reducing our environmental footprint, fostering social responsibility, and upholding robust governance standards.

In 2022, our company underwent substantial transformation and global relocation activities, resulting in a significant increase in business commuting compared to 2020 and 2021. Despite this challenge, we are actively pursuing innovative solutions to mitigate our carbon footprint and advocate for sustainable practices. As part of this commitment, we support our clients in their supply chain investigations and related projects. Recently, we have joined the London Stock Exchange Group's (LSEG) "Working Together Towards Net Zero" initiative.

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## Environmental Impact

Exactpro's commitment to sustainability and environmental responsibility can be tracked through a series of milestones demonstrating our dedication to integrating Environmental, Social, and Governance (ESG) practices. By laying a strong foundation between 2018 and 2020 through internalising SDG values and supporting various environmental initiatives, we began assessing and developing our carbon footprint report in 2021. This included data collection on energy, gas, drinking water, paper consumption, and business travel emissions.

Below is an overview of our key actions and plans from 2018 to 2030:

**2018  
2020**

Internalising the values and principles that make up the Sustainable Development Goals, introducing and supporting ad hoc environmental initiatives.

**2021**

Integrating ESG best practices into the corporate strategy; beginning data collection, submitting the first carbon footprint report.

**2022**

Submitting the first CDP climate change report (D Score); launching regular eco-themed initiatives across offices.

**2023**

Joining the "Working Together Towards Net Zero" initiative; allocating resources to develop and implement a carbon footprint calculation and reduction strategy; completing the next CDP climate change report (C Score).

**2024**

Enhancing reporting processes and incorporating additional data into reports for Scopes 1, 2 and 3; maintaining regular management communication regarding ESG.

**2025**

Evaluating climate-related risks and opportunities; setting emissions reduction targets in compliance with the Science Based Targets initiative's criteria and developing a strategy to achieve them.

**2026  
2030**

Monitoring progress and reporting.

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As part of Exactpro's systematic approach to environmental management, we implement the same principles of waste reduction, recycling, and energy efficiency across our office spaces in different locations. Among our recent achievements are several administrative changes made in the Georgian office. On a regular basis, Exactpro organises internal lectures, webinars and events to promote the idea of the importance of both global and individual contribution to environmental protection. We suggest and support voluntary initiatives, such as clean-up events in different locations, reducing individual carbon footprint, helping people in need and protecting homeless animals.

In 2023, we joined forces with [Tene](#), a leading environmental solutions provider, to launch the Green Bin Project in our office. The primary goal of the project is to streamline and maximise our recycling efforts. With the help of these bins, we collect plastic and battery waste, materials that are notoriously difficult to dispose of properly. By doing so, we are taking a step toward creating a circular economy where waste is recycled, repurposed, and given new life.

In January 2024, in an effort to reduce emissions associated with purchased goods in Georgia, we initiated a partnership with the Georgian water company [Lolu Group](#) (ISO9001: 2015). As part of this collaboration, advanced water dispensers equipped with four water filters have been installed in our Tbilisi office. The Korean four-stage filtration system, adhering to ISO, CBE, and NSF standards, assures water purity and safety. This initiative has allowed us to eliminate the need to purchase bottled water and significantly reduce our consumption of plastic bottles.

Introducing cleaning days is also a part of our approach to supporting environmental preservation and fostering community engagement. Back in 2022, our teams took on the challenge of cleaning Tbilisi Sea and Crow Island beaches in Georgia and Sri Lanka, showcasing their commitment to giving back to nature and helping create a greener and safer environment.



By continually refining and optimising our approach, we strive to create an environment where every team member can realise their full potential and achieve excellence in their roles. Through our collective efforts to make a sustainable impact on our planet and society, we are dedicated to upholding our progress towards positive change



## Social and Employee Engagement Initiatives

To further our commitment to sustainability, alongside our dedication to corporate social responsibility and community engagement, we have implemented a series of initiatives across Exactpro offices in Georgia, Armenia and Sri Lanka.

In today's fast-paced world and hybrid work environment, maintaining a healthy lifestyle can be challenging, yet it remains crucial for our physical and mental well-being. As part of the 'ManyWays2Care' program initiated in 2023, we've conducted a series of sessions covering topics such as mental health, eco-friendly living, and the importance of integrating healthy habits into our daily routines. Throughout these sessions, we emphasised the significance of overall well-being while gathering valuable tips and practices to protect the environment, preserve nature, and reduce our ecological and carbon footprint.

Fostering an inclusive, hybrid environment requires establishing resilient, interconnected teams capable of providing customer solutions while enhancing company culture. Since the onset of the COVID-19 lockdown in 2020, we have undergone a period of reassessing our values, and redefining what truly matters. We implemented a hybrid work format and started looking into ways to encourage our distributed team to successfully adjust to a new work culture, socialise, exchange experience and get inspired by other team members, continue taking good care of themselves by participating in sports challenges and wellbeing sessions, and acquire the tools necessary for feeling at one with each other while staying apart. In the intermittent periods of lockdown abatement, we followed all the necessary safety guidelines proposed locally (by the [NHS](#), [CDC](#), and other health services) and globally – by the [World Health Organisation](#). We organised the Healthy Stay marathon to provide support for employees working from home. Additionally, we held lectures and webinars focusing on psychological health and awareness. These sessions covered a range of topics, including nutrition tips for busy individuals and cancer awareness, to support holistic well-being within our community.

Back in 2020, we launched the #exactpro\_united\_in\_motion challenge, where Exactpro pledged to donate \$2.7 for every completed workout. This initiative encompassed various activities such as running, walking, biking, attending fitness or yoga classes, and working out at the gym. The donations were directed towards a charity dedicated to promoting Paralympic sports and supporting athletes with disabilities.



In 2023, we launched a 7-Day Walking Challenge within our Colombo team to promote teamwork and healthy activity. Teams tracked their daily step count for a week, aiming to motivate each other to achieve the highest number of steps, thereby fostering teamwork and well-being.

Driven by the desire to aid those in need, our teams often collect donations for various charitable funds and centres. One such initiative involved donating packs of school supplies to students at St. Michael's School in Colombo, as well as supporting the Firefly World children's hospice in Georgia.



Our Learning and Development capabilities have been evolving rapidly, especially in recent years. They are being materialised via in-house courses, lectures, webinars, and a system of mentorship supported by frequent feedback loops and personal development plans. The team are also incentivised via compensation of professional development certification fees and corresponding certification-based bonuses.

To foster team spirit, promote knowledge sharing, and enhance office camaraderie, we organise in-person sessions for all team members. Additionally, we offer various employee development initiatives, including Python and Recharge your Python courses, as well as Tech Talks led by experienced specialists. Through our Python initiatives, employees gain practical experience and knowledge in Python programming, enabling them to automate tasks, analyse data, and develop robust testing frameworks more efficiently. In 2023, we introduced the innovative online platform "Friday StandUp," where employees could take on the role of a speaker and share their ideas. By providing access to opportunities, our aim is to equip employees with the knowledge and skills needed to excel in their roles and contribute meaningfully to the company's overall success.





At Exactpro, we place a strong emphasis on the growth and development of our employees through a structured approach to performance development. This helps us identify challenges, strengths, and areas for improvement, enabling both employees and managers to take targeted actions to enhance performance. Regular and detailed feedback exchanges between managers and employees contribute to improved project quality and professional development.

By providing regular feedback and opportunities for growth, we aim to enhance the quality of work on projects and support our employees in reaching their full potential.

Performance development sessions are scheduled twice a year for Junior, Middle, and Senior-level employees, with Entry-level employees having four sessions during their probation period.

During these sessions, conducted with managers/mentors and HR representatives, employees discuss progress, challenges, and other relevant topics. Following the sessions, all employees, except Entry-level, are required to create a Personal Development Plan (PDP) to outline professional goals and strategies to achieve them. Progress against PDP goals is reviewed in subsequent performance development sessions.

Exactpro has a long-term strategy to use its R&D to empower both clients and the larger fintech community with the tools and knowledge they need to build higher-quality software leveraging the most recent technology advancements. Exactpro's ISTQB®-accredited AI Testing training course has been named the Most Innovative Professional Development Initiative by A-Team Group.

Learn more about our ISTQB® AI Testing Training Course [→](#)

Last but not least, we believe in meritocracy and equal opportunity for all our employees. As part of our sustainability goals and strategy integration, we have been voluntarily publishing our Gender Pay Gap and Diversity & Inclusion statistics (dating back to 2018) and supporting local initiatives to widen the scope of opportunities in ICT for women.

View the Diversity & Equality Statement and Gender Pay Gap Report 2022 [→](#)



## Governance

Exactpro considers its mission to deliver a deep positive impact on our clients' technology through the [Deliberate Practice of Software Testing](#). We strive to achieve the highest level of transparency and reliability in our internal processes as well as in all business relations. The values we proudly share with both our employees and clients are:

- Ownership
- Deep Impact
- Hard Work
- Learning
- Agility
- Communication
- Objectivity

Our strategy involves embracing emerging technologies, automation and resource optimisation opportunities as we expand Exactpro's extensive software testing expertise with [AI-enabled](#) techniques. The course toward innovation can become a key factor of a sustainable business model in the IT sector. On our innovation journey, we are building a workplace for people engaged in creating, promoting and applying best software testing practices to deliver the next generation of technology.

Comprehending the risks that the financial industry participants are exposed to, we prioritise our Data Security and Confidentiality policies and strictly adhere to the business ethics principles and our Anti-Bribery & Corruption Policy, all closely aligned with the industry's best practices. To ensure that all the employees understand the requirements established by those policies, information security awareness checks are conducted on a regular basis.

Risk management at Exactpro is carried out at the executive level. It involves regular reports and surveys from technical, marketing, financial and HR division heads. As our process of integrating the ESG standards is at its initial stage, climate-related risks and opportunities are yet to be evaluated. However, Exactpro is committed to transparent disclosure of the progress by providing public reports annually.

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