

SUSTAINABILITY REPORT 2022



Forward

This document is dbi services' first "sustainable development" report and it concerns the 2022 calendar year. Our company wants to update and improve the content of this report annually and therefore, to provide transparent information to our stakeholders. This report was drafted using the Global Reporting Initiative (GRI) as a reference. You will find an index of the indicators used at the end of the report.

If you have any questions about sustainable development, contact Grégory Steulet via email on info@dbi-services.com

(GRI 2-1, GRI 2-3)

About dbi services

dbi services is based in Delémont and is specialized in consulting and IT services. We are experts in infrastructure and platforms for effective and innovative data. We offer tailor-made, adapted solutions to our customers thanks to our 104 employees (95,5 FTE on 31.03.2023) whose knowledge and skills are constantly evolving thanks to continuous training. The company is registered as a *société anonyme* (Swiss Public Limited Company) and operates mainly in Switzerland where we conduct approximately 90% of our commercial activity. Our customers trust us, and we endeavor to respect the trust they place in us. This is also why our company is ISO/IEC,27001 certified (international standard for Information Security Systems) and our SLA (Service Level Agreement) service is ISO/IEC, 20000-1 certified (certification standard for IT services of organizations). (GRI 2-6, GRI 2-7)

Introduction

At dbi services, we are aware of our responsibility towards society and the environment. We are committed to implementing sustainable and ethical practices across all of our activities and to contributing to the well-being of our community.

In 2022, dbi services continued with its efforts in corporate social responsibility (CSR). Through our societal and environmental commitments, we want to inspire all stakeholders linked to our activities and ensure compliance with the strictest standards for environmental and societal responsibility.

This report covers the four CSR themes listed below, as well as the issues related to them. These four pillars have been defined based on the four axes of the EcoVadis assessment.

1. **Environment:** Energy use, water, biodiversity, air pollution, raw materials, use of products and services, products' end-of-life, consumer health and safety, promotions and environmental services.



2. **Ethics and governance:** Corruption, anti-competition practices, responsible information management.



3. **Social and Human Rights:** Employee health and safety, working conditions, social dialog, career development and training, diversity equity and inclusion, human rights.



4. **Responsible purchasing:** Environmental practices of our suppliers, the social practices of our suppliers.



All of these issues or criteria are taken from international CSR standards, such as the principles of the United Nations Global Compact, the International Labor Organization (ILO) conventions, the Global Reporting Initiative (GRI), the ISO 26000 standard and the Paris Agreements.

Highlights

The year 2022 was full of CSR events. In order to better assess our CSR performance, we have set up a company profile on the EcoVadis platform.

1. Environment

Among the highlights of 2022, we are proud to announce that we have financed the planting of 3,336 trees in areas of Nepal, Kenya, Thailand and Madagascar. These 3,336 trees will capture 1,650 metric tons of CO₂ during their lifetime. In total, dbi services has

financed the planting of 3,866 trees since the beginning of its commitment in 2021.

2. Ethics and governance

We use a matrix of risks that could impact our company, which is reviewed and audited annually within the framework of the ISO 20000 certification.

It is worth mentioning that through the UN Global Compact we have committed to upholding the Ten principles of the UN Global Compact relating to the respect for human rights and international labor law, environmental protection and fighting against corruption. (GRI 2-23),

3. Social and Human Rights

dbi services has demonstrated that it is a top employer in Switzerland in 2022, as we have achieved second place in the “Great Place to Work” ranking in the “50 to 249 employees” category. We have also been recognized as one of the 50 best European companies to work for by the same institute. We also won the “Leading Employer Award” label, which demonstrates that dbi services is part of the top 1% of the best employers in Switzerland. Finally, the work carried out in recent years on pay equity has also enabled us to earn the “Fair-On-Pay” label, issued by COMP-ON AG. Equal pay for men and women is a fundamental right that is supported and encouraged by dbi services.

4. Responsible purchasing

In 2022, we also drafted an environmental charter for our suppliers. This defines our expectations relating to upholding

environmental, social, and corporate governance standards (ESG: Environmental Social Governance). This code of conduct also aims to define the principles that each supplier must uphold when they supply goods or services to our company.

Our results

All of our commitments as well as our sustainable practices, across all facets of our business, are already proving fruitful.

The results of our most recent corporate social responsibility (CSR) evaluation showed that we have achieved several important milestones.

On top of having obtained a score of 65/100 from EcoVadis, qualifying us for a silver medal in 2022, we were also able to make progress in several areas.

1. Environment

We clearly succeeded in reducing our environmental footprint. For example, our water consumption has been reduced in comparison to the previous year, thanks to the use of efficient technologies. We have also begun to measure the energy impact of our collaborative tools and we have increased our use of renewable energy thanks to the installation of solar panels at our head office in Delémont. Furthermore, no fine or non-monetary sanctions for non-compliance with environmental laws and regulations have ever been imposed on dbi (GRI, 307-1).

2. Ethics and governance

Our internal control system (ICS) was also audited by the accounting firm Brunner et Associés. Notable improvements were

pointed out during the audit. We use a complaint mechanism covering bullying, suspected money laundering or financial irregularities.

Finally, during the period in question, dbi services has received no complaints about issues related to privacy, loss of client data and it has received no complaints related to data protection.

No legal proceedings have been initiated against dbi services for anti-competition behavior or anti-trust practices. (GRI 206-1, GRI 418-1).

3. Social and Human Rights

We are continuing with our “Data Academy” training program: Through this program we have been able to train eight young students over a period of nine days, the majority of whom come from prestigious Swiss “Hautes Ecoles.” We were able to offer three of them jobs with us.

In 2022, we also carried out a salary survey with the company Comp-On AG. The aim was to ensure equal pay for men and women. This analysis proved that dbi services fully complies with the tolerance threshold of 5%. This analysis has been validated by SGS.

We also doubled our efforts in our community by investing in both local projects, such as “Table couvre-toi”, and more global projects such as “Tree Nation” which aims to participate in reforestation efforts in several forests around the world (GRI, 405-2).

4. Responsible purchasing

A concerted effort was made in 2022 to buy local products when they were available. Furthermore, we encouraged the reuse and

repair of goods rather than replacing them, where possible.

2023 Strategy

We know that our customers, our employees and our community expect us to be a leader in the area of CSR. We are therefore determined to continue to improve our performance. We must rise to this challenge, not only for them but also for future generations.

We have already set ambitious goals for the coming year. Among the pillars that underpin our commitments in corporate social responsibility, our priorities in 2023 are geared towards social and environmental elements. These two pillars are particularly important for us as a services company.

We are also working on our supply chain for goods and services, for example, by establishing a partnership with our suppliers to encourage ethical and sustainable practices. We will pay particular attention to our suppliers to ensure that they have the adequate certifications, for example ISO/IEC 14001, relating to waste management.

We will also forge ahead with our efforts to ensure that our internal control system is fully in accordance with Article 728a, paragraph 1, figure 3 of the Swiss Code of Obligations and the Swiss Auditing Standard 890.

Thank you

We would like to extend our thanks to all members of our team for their contribution to these exceptional performances. We are proud of what we have accomplished together, and we are convinced that our continuous commitment to CSR will enable us to continue to have a positive impact on the planet and in our

community. We would also like to thank our customers, who have been honoring us with their trust for more than 12 years.

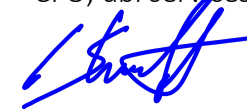
Together, we will continue to contribute to improving ethical, environmental, and societal conditions.

David Hueber
CEO, dbi services



Delémont, Switzerland, May 19, 2023

Grégory Steulet
CFO, dbi services



References to the indicators used based on the GRI

ID GRI	GRI Description	See report chapter, or more information
2-1	Company details	"Forward"
2-3	Period, frequency and point of contact for reporting	"Forward"
2-4	Modification of information	No previous report has been drafted. This report is the first report.
2-5	External assurance	The dbi services 2022 Sustainability Report is not subject to any external verification.
2-6	Activities, value chain and other business relations	IT services supply. 90% of customer base is Swiss. Our main suppliers are software companies. At the end of 2022, we had a total of 21 partners. In 2022, we made significant organizational changes or changes in the supply chain.
2-7	Employees	"About dbi services"
2-22	Declaration on the sustainable development strategy	"Introduction"
2-23	Political commitments	"Ethics" "Highlights- Social and Human Rights"
2-28	Joining associations	Chamber of Commerce and Industry of the Canton of Jura (CCIJ), Handelskammer beider Basel (HKBB)
205-2	Communication and training related to anti-corruption policies and procedures	No anti-corruption training took place in 2022. This program will be implemented in 2023 as a priority of the company's management.

205-3	Known cases of corruption and measures taken	No corruption case was recorded at dbi services during the year under review.
206-1	Legal proceedings for anti-competition behavior or anti-trust practices	"Our Results - Ethics and governance"
307-1	Non-compliance with environmental law and regulations	"Our Results - Environment"

401-1	Recruitment of new employees and staff rotation	In 2022, we employed 25 male employees and 2 female employees. We had 12 employees leave us, 9 men and 3 women.
401-2	Benefits granted to full-time staff, and not to temporary or part-time staff	Company employees should be treated the same, regardless of their contract type, in order to encourage a suitable environment for their career development.
401-3	Parental leave	In 2022, 2 employees took parental leave. Both members of staff have returned to work.
403-1	System for managing workplace health and safety	In 2022, we contracted the company Juratec to review our OHS measures. The FCOS directive 6508 (OHS directive) stipulates the requirements that the system must meet. Certain procedures have been changed and particular attention has been paid to ergonomics and positioning at the workstation.
403-2	Identifying hazards, evaluating risks and incident inquiries	In 2022, we had no accidents linked to professional activity. We did, however, have cases of COVID-19 spreading. Thanks to the measures put in place, the number of infected employees was

		kept very low. The rare infection cases recorded primarily originated in private settings.
404-1	Average number of training hours per year per employee	Average number of training hours per year per employee- Women: 202.8 hours. Average number of training hours per year per employee- Men: 222.6 hours. Average number of training hours per employee total: 220 hours.
404-2	Employee up-skilling and transition assistance programs	dbi services offers all training, workshops, and conferences necessary to ensure that its consultants receive adequate support in their professional development in order to have the necessary expertise - be it to succeed in their current role or to prepare for the next step in their career. Our consultants receive continuous training to stay up to date on the expertise in the technologies that we supply to our customers.
404-3	Percentage of employees benefiting from performance reviews and career changes	Every year, we organize at least one end-of-year meeting for each employee. This means that 100% of our employees benefit from at least one performance review and career development meeting per year.
405-1	Diversity of governance bodies and employees	Our board of directors is made up of 4 members, one woman and three men. Our company has 103 employees, 12 of whom are women.
405-2	Ratio of basic salary and pay between women and men	"Our Results – Social and Human Rights"
418-1	Complaints issued relating to breaches of data privacy of customers and loss of customer data	"Our Results - Ethics and governance"

dbi services
Rue de la Jeunesse 2
CH-2800 Delémont
info@dbi-services.com