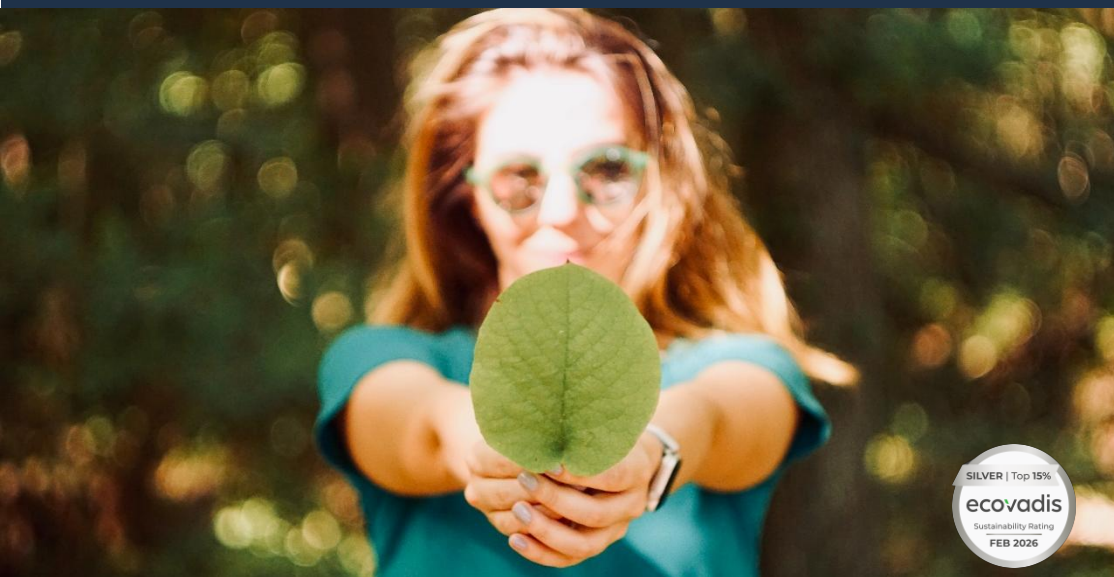


2025 SUSTAINABILITY REPORT



About this document

This document is dbi services' fourth sustainability report and covers the calendar year 2025. Our company aims to update and improve the content of this report annually, thereby providing transparent information to our stakeholders. This report was prepared in accordance with the Global Reporting Initiative (GRI) guidelines. An index of the indicators used can be found at the end of the report.

If you have any questions regarding sustainability at dbi services, please contact Grégory Steulet at info@dbi-services.com.

(GRI 2-1, GRI 2-3)

About dbi services

dbi services is based in Delémont and specializes in consulting and IT services. We are experts in innovative and efficient data infrastructures and platforms. We offer our clients tailored solutions thanks to our 75 employees (70.9 FTE as of December 31, 2025), whose skills and knowledge are constantly evolving through ongoing training. The company is registered as a public limited company and operates primarily in Switzerland, where approximately 90% of our business activity takes place. Our clients place their trust in us, and we strive to uphold that trust. This is also why our company is ISO/IEC 27001 certified (international standard for information security) and why our SLA (Service Level Agreement) is ISO/IEC 20000-1 certified (standard for the certification of an organization's IT services). (GRI 2-6, GRI 2-7)

Introduction

At dbi services, we are mindful of our responsibility toward society and the environment. That is why we are committed to implementing sustainable and ethical practices in all our activities and to contributing to the well-being of our community.

In 2025, dbi services continued its efforts in the area of corporate social responsibility (CSR). Through our social and environmental commitments, we aim to inspire all stakeholders associated with our business and ensure compliance with the strictest standards regarding environmental and social responsibilities. As indicated in the 2024 report, our 2025 objectives focused not only on financial challenges but also on consolidating our supplier base. The Sequotech Group, to which dbi services belongs, is committed to consolidating suppliers for the various companies within the group.

This report addresses the four CSR themes listed below, along with their related issues. These four pillars were defined based on the four EcoVadis assessment criteria.

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



2. **Ethics and Governance:** Corruption, anti-competitive 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 and criteria are drawn from international CSR standards, such as the principles of the United Nations Global Compact, the conventions of the International Labor Organization (ILO), the Global Reporting Initiative (GRI), the ISO 26000 standard, and the Paris Agreements.

Highlights

In 2025, as in previous years, we invested a great deal of time in CSR. We naturally continue to maintain and update our EcoVadis platform and, in fact, renewed our Silver Medal in 2025 (originally awarded in 2026). We also succeeded in significantly improving our results. We are also maintaining our profile and performance on the Integrity Next platform.

1. Environment

Among the highlights of 2025, we are proud to announce that we were able to fund the planting of 971 trees across Madagascar, Tanzania, and France. This brings the total number of trees planted as of December 31, 2025, to 11,544, representing 2,891 metric tons of CO₂ captured over the trees' lifetimes.

2. Ethics and Governance

We maintain a risk matrix identifying potential impacts on society, which is reviewed and audited annually as part of our ISO 20000 certification process.

We would like to note that we remain committed to the UN Global Compact and to upholding the Ten Principles of the UN Global Compact regarding respect for human rights, international labor standards, environmental protection, and the fight against corruption. (GRI 2-23),

3. Social and Human Rights

We have renewed the "Fair-On-Pay" certification issued by COMP-ON AG. Equal pay for women and men is a fundamental right that dbi services supports and promotes.

To enhance our employees' well-being and foster a respectful work environment, we continued to roll out our External Confidential Advisor (ECA) program. This confidential mechanism allows employees to seek advice or report sensitive situations, while helping to prevent psychosocial risks and promote occupational health. We now have monthly and annual key indicators regarding our employees' concerns (GRI 2-26).

4. Responsible Purchasing

In 2025, we asked additional suppliers to sign our environmental charter and are monitoring all suppliers who have signed it. The charter outlines our expectations regarding compliance with environmental, social, and corporate governance (ESG) standards. This code of conduct also aims to define the principles that each supplier must adhere to when providing goods or services to our company.

Our Results

All of our commitments, along with our sustainable practices across every aspect of our business, are bearing fruit.

The results of our latest Corporate Social Responsibility (CSR) assessment showed that we continue to make progress.

In 2025, we did more than just retain our EcoVadis Silver rating. We improved our score to 77/100, an 8-point increase from our 2024 score.

We also succeeded in improving our scores across all categories, rising from 66/100 to 70/100 in the Environment category, from 70/100 to 86/100 in the Social and Human Rights category, from 70/100 to 73/100 in Ethics, and from 60/100 to 67/100 in Responsible Sourcing.

This score earned us the silver medal and reflects our significant progress in many areas.

1. Environment

In particular, we have succeeded in reducing our environmental footprint and remain committed to this issue. As of December 31, 2025, 40% of our suppliers have committed to signing our environmental charter. We also continue to measure the energy impact of our collaborative tools. Furthermore, no fines or non-

monetary sanctions for non-compliance with environmental laws and regulations have been imposed on dbi services (GRI 307-1).

2. Ethics and Governance

Our internal control system (ICS) was also subject to an internal review, and an external audit was conducted in 2025. We have a complaint mechanism in place covering harassment, suspected money laundering, and financial irregularities.

Finally, during the reporting period, dbi services was not the subject of any complaints regarding privacy violations or customer data breaches, nor were there any complaints concerning data protection.

No legal proceedings were initiated against dbi services for anti-competitive behavior or antitrust practices. (GRI 206-1, GRI 418-1).

3. Social and Human Rights

Three years after obtaining our Fair-ON-Pay certification, we underwent a recertification review conducted by the human resources consulting firm Comp-On. This assessment was carried out on all of the company's salaries using the Logib method, a tool certified by Swiss authorities. Its objective is to ensure pay equity between women and men. The results confirm that dbi services fully complies with the 5% tolerance threshold, demonstrating our commitment to a fair and transparent compensation policy (GRI 405-2).

As part of our social responsibility efforts, we have continued to foster a healthy, respectful, and supportive work environment. For several years now, our employees have had access to External Confidential Advisors (ECAs), an independent mechanism that allows them to seek confidential support, ask for advice, or report situations that may affect their well-being or working conditions. This mechanism helps prevent psychosocial risks, enables the early

detection of sensitive situations, and promotes occupational health, in accordance with the recommendations of GRI 2-26 (Mechanisms for seeking advice and raising concerns) and GRI 403-6 (Promotion of worker health). As of this year, we have a comprehensive overview of the requests made by our employees to the ECPs.

We have also maintained our commitment to society by supporting initiatives that have a positive impact, both locally—through the “Table couvre-toi” foundation—and internationally—through Tree Nation, which works to reforest numerous regions around the world. These actions illustrate our commitment to making a sustainable contribution to community development and environmental protection.

4. Responsible Purchasing

In 2025, we continued our efforts to purchase local products whenever they were available. In addition, we prioritized reusing and repairing items rather than replacing them whenever possible.

We also chose to make donations to social or environmental charities instead of offering promotional giveaways to our customers at events. Among these organizations are, to name a few, Patouche, Pro Natura, and Pfarrer Sieber.

Strategy 2026

We recognize that our customers, employees, and community expect us to demonstrate exemplary commitment to social responsibility. We are therefore determined to continue improving our performance for the benefit of our stakeholders and future generations. Alongside these priorities, we will also need to address the financial challenges posed by the current economic climate and support our gradual integration into the Sequotech Group.

We will also continue to work on our supply chain for goods and services, for example by establishing partnerships with our suppliers to encourage ethical and sustainable practices. We will pay particular attention to our suppliers to ensure they hold the appropriate certifications, such as ISO/IEC 14001 for waste management.

We will continue to conduct security audits at our suppliers that do not hold security-related certifications. We will prioritize our partners who hold the most sensitive information regarding our company. We will also continue our efforts to ensure that our internal control system fully complies with Article 728a, Paragraph 1, Item 3 of the Swiss Code of Obligations and Swiss Auditing Standard 890.

Acknowledgments

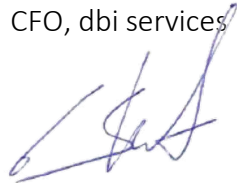
We would like to thank all members of our team for their contribution to these exceptional results. We are proud of what we have accomplished together and are confident that our ongoing commitment to CSR will enable us to continue making a positive impact on the planet and our community. We also thank our clients, whose trust has honored us for over 16 years.

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

David Hueber
CEO, dbi services



Grégory Steulet
CFO, dbi services



Delémont, Switzerland, July 1st 2026

References for GRI indicators

GRI ID	GRI Description	Reference to report chapter or additional information
2-1	Company details	"About this document"
2-3	Period, frequency and point of contact for reporting	"About this document"
2-4	Modification of information	No information from the previous report requires revision.
2-5	External assurance	The 2025 Sustainability Report of dbi services is not subject to any external verification.
2-6	Activities, value chain and other business relations	Provision of IT Services 90% of our clients are based in Switzerland Our main suppliers are software publishers. As of the end of 2025, we had 17 partners. In 2025, there were no significant changes to our organization or its 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"
2-26	Consultation and Reporting Mechanisms	14 inquiries, 5 requests from employees, 2 requests from HR, 7 interviews conducted. Among the inquiries: 5 minor cases, 4 moderate cases, and 5 major cases
2-28	Joining associations	Chambre du Commerce et d'Industrie du Canton du Jura (CCIJ), Handelskammer beider Basel (HKBB)

205-2	Communication and training related to anticorruption policies and procedures	An anti-corruption training session for management was conducted in 2025 via the EcoVadis platform.
205-3	Known cases of corruption and measures taken	No cases of corruption were reported 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 2025, we hired 4 male employees and 2 female employees. We had 12 departures, including 10 men and 2 women.
401-2	Benefits granted to full-time staff, and not to temporary or parttime staff	The company's employees must be treated equally regardless of their type of contract, in order to foster an environment conducive to their development throughout their careers.
401-3	Parental leave	In 2025, we had 5 parental leaves.

403-1	System for managing workplace health and safety	CFST Directive 6508 (MSST Directive) sets forth the requirements that this system must meet.
403-2	Identifying hazards, evaluating risks and incident inquiries	In 2025, we had no work-related accidents. Our designated representatives reported 8 issues with a low impact, 5 issues with a moderate impact, and 2 significant issues
404-1	Average number of training hours per year per employee	Average number of training hours per year per employee—Women: 156 hours. Average number of training hours per year per employee - Men: 191 hours. Average number of training hours per employee in total: 188 hours
404-2	Employee up-skilling and transition assistance programs	dbi services provides all the necessary training, workshops, and conference attendance to ensure that its consultants receive adequate support for their professional development so they have the expertise needed—whether to succeed in their current role or to prepare for the next step in their career. Our consultants undergo ongoing training to remain at the forefront of expertise in the technologies we provide to our clients.
404-3	Percentage of employees benefiting from performance reviews and career changes	Each year, we conduct at least one end-of-year review for every employee. This means that 100% of our employees receive at least one performance and career development review per year.
405-1	Diversity of governance bodies and employees	As of December 31, 2025, our Board of Directors consists of four members: zero women and four men. Our company has 75 employees, including 13 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