

mobica



Simply doing the right thing



**Environmental, social and
governance initiatives at Mobica**



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About Mobica_

At Mobica, we believe in the visionaries.

We work across borders and time zones to help pioneering businesses build the software that brings physical and digital worlds together.

The outcome of our work is already all around you. We have been working with many of the world's leading brands for some time now, and our expertly crafted software underpins many of today's extraordinary customer experiences.

We believe that much of our success as a business so far can be attributed to the strong values on which Mobica was founded. Environmental, social and governance (ESG) values are embedded in our operations and ingrained in our culture. It's what unites our teams, fuels our innovation and ensures our customers love working with us.





Why ESG matters_

Businesses that take their corporate social responsibility seriously also understand the value of sharing and quantifying their efforts

ESG is not just about us. It is about the way we act as a business and the consequences which affect our employees, stakeholders and customers; it is also about the impact our actions have on our industry, the value chains we are a part of, the communities beyond our walls and the people our work touches.

Mobica has a duty to be caring and inclusive, to set ourselves ambitious goals and to be driven by purpose. ESG is important because it helps us create sustainable processes, boost productivity, protect ourselves and our stakeholders from risk, and recruit and retain valuable talent - but it's also important because it's simply the right thing to do.

Our ESG commitment_

At Mobica, we believe that businesses should strive to be extraordinary. The plans we make for our organisation are meaningless if we fail to act responsibly, and that begins with making strong environmental and social values a way of life, embedded in everyday actions.

We're setting challenging goals for our business as it grows. Goals that will help us better support the communities we serve, nurture our people and protect the planet. We're committed to reducing carbon emissions, building sustainable supply chains and prioritising the wellbeing of every person our work touches.

Mobica recognises the importance of informed ESG decisions in reducing risk for our business and

stakeholders, so has established an environmental, social and corporate governance framework which gathers data from across our company and empowers us to share the findings in a timely and accurate way.

We will monitor our efforts, be transparent about our failures as well as celebrating our successes, endeavour to learn at every step and strive to always do better.

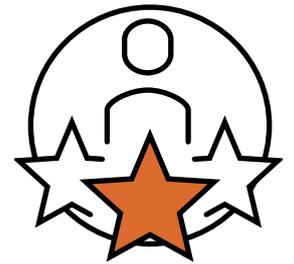




3 reasons why ESG is good for business_

1. Talent attraction and retention

95% of employees believe businesses should benefit all stakeholders—not just shareholders — including employees, customers, suppliers, and communities they operate within.



2. Commercial growth

58% of organisations that currently have a strong and clear sense of purpose experienced 10% or more growth during the last three years.

3. Brand reputation

77% of consumers are motivated to purchase from companies committed to making the world a better place, while **73%** of investors state that efforts to improve the environment and society contribute to their investment decisions.





Environmental_

Mobica understands the importance of taking responsibility for its environmental impact. Our business has already begun its decarbonisation journey by capturing and reporting our emissions footprint, calculated according to IEA and EPAGrid standards for Scope 1, 2, and 3. We are in the process of setting goals for each individual location and will report on these individually.

Initiatives in place

We're already taking action to make our Mobica workplaces more environmentally friendly. From encouraging recycling to installing low energy lighting, we're making the small changes that add up to a big difference.

Each Mobica site has recycling stations in the kitchen areas and throughout office areas. We also have policies in place to reduce the need for business travel and use carbon neutral travel providers wherever possible.





Our environmental pledges_

We're minimising the impact we have on the planet through a series of pledges that will help us set realistic goals and measure our progress.

- 75% of Mobicca offices will be located in buildings holding environmental certificates by the end of 2022 (currently 45%).
- By the end of 2022 all of our offices will use LED lighting (currently 42% do).
- Mobicca will continue to recycle waste of all types, and will define local recycling standards for all sites.





Social_



Mobica believes that every business should take accountability for the social impact of its operations. That means considering how we can have a positive impact on the lives of every person employed by us or across our supply chains, the communities we serve and the people who use products we have helped to create.

Initiatives in place

Increasing our social value starts with taking care of our teams. We work hard to make inclusivity, equality and diversity a priority and ensure every Mobican feels valued and respected. We have initiatives in place to support employee wellbeing, work-life balance, mental health and family health. As early adopters of hybrid working policies, we know the value of good communication tools and keep our valued teams of remote and office based Mobicans connected through carefully thought-out social and professional networks.

At Mobica, we believe in the value of creating a culture of empathy, compassion and understanding for each other; a culture of diversity and inclusion that makes us stronger as teams and more accomplished as individuals. For more information on how we're working towards this, please read our Diversity, Equality and Inclusion report.

Our Social pledge

We want to go beyond instilling positive values across our own community, to make more of a difference to the communities beyond. Our aim is to establish Mobica as a global force for good.

- We will not tolerate modern slavery in our supply and value chain and have introduced clauses to all supplier and client contracts which require compliance with MSA 2015 or the local equivalent as well as our Code of Conduct & Ethics.
- We will continue to support charities in the areas surrounding our regional offices and to contribute to local community initiatives.
- We will continue to prioritise employee wellbeing. (We've already been recognised for our approach to wellbeing by Poland's Wellbeing Institute and want to keep up this great work.)

Creating a culture of kindness

At Mobica, we believe that creating a caring culture where every person is treated with empathy and understanding makes us stronger as a team and more accomplished as individuals. Ours is a culture where everyone feels welcome, confident and empowered to reach their potential.



Governance_

Good governance means consistently managing and monitoring our business operations to ensure they are both ethical and sustainable. Our business is built around strong principles and we will strive to adhere to our core values in everything we do; accepting complete accountability for our actions, carefully managing risk and providing transparency to our stakeholders at every step.

Initiatives in place

As a business, we are committed to operating fairly, ethically and in a consistently transparent way. This commitment begins with our board members and applies across every part of our organisation. It is continually monitored and our findings are shared as a part of our broader corporate strategy.

Our Remuneration Committee considers salary and benefits packages for all executive management and other highly paid Mobicans. This ensures that salaries are aligned with market and industry standards and are proportionate to business performance.



Our governance pledges

As our business grows, we know we will need to work hard to maintain good governance. Our aim is to establish Mobica as an industry role model in this area; setting the bar on governance high, without exception.

- We will always maintain accurate documentation of our finances and tax obligations, ensuring that we comply with all relevant laws and regulations.
- We will always respect the rights of whistleblowers and have procedures in place to protect their anonymity.
- We will maintain a robust anti-bribery and corruption policy and operate in full compliance with national and international laws.



CEO Statement_

'We've built our business around a strong set of values and it's important to me and our other board members that Mobicans always acts responsibly, supporting projects and activities that are raising living standards and contributing to a better future for local communities. There are so many different ways that our business can have a positive impact on communities, the tech industry and the planet, and we must take every opportunity to do so.'

Sam Kingston, chief executive officer, Mobica



Join the visionaries_

Find out more about our extraordinary people, projects and partnerships at mobica.com

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