

# Ethics Report 2025



At Sisterna, we recognise that ethics form the very core of our identity, shaping not only how we conduct our business but also how we engage with the world. As an organisation dedicated to upholding the highest moral and ethical standards, we are pleased to present this Ethics Report.



This report serves as a commitment to ethical conduct, transparency, and corporate social responsibility. It offers a comprehensive glimpse into our ethical performance over a specified period, underscoring our devotion to cultivating a culture of integrity, sustainability, and responsibility.

Within these pages, you will find a thorough account of our efforts in the field of ethics, including:

Training and Awareness, Whistleblowing and Incident Reporting, and Confirmed Incidents.

This report is a reflection of our actions and our principles. It mirrors our continued commitment to ensuring that our business operations align with the highest standards of ethics, that we contribute positively to society, and that we remain responsible towards our employees, customers, partners, and the broader community.

We firmly believe that ethics are the foundation of a prosperous and sustainable future. Through this report, we invite you to join us on our journey towards ethical excellence, and to collectively strive for a business environment that is more responsible, transparent, and ethically aware.

## Key Performance Indicators

KPI	2020	2021	2022	2023	2024	2025	Goal
Employees trained on ethics	100%	100%	100%	100%	100%	100%	Constantly updated code of conduct shared within the company.
Potential incidents reported through the whistleblowing procedure	0	0	0	0	0	0	External confidential advisor is appointed, our goal is to keep the incidents at zero.
Confirmed incidents (breach of internal policies or a legal non-compliance)	0	0	0	0	0	0	Our goal is to keep the incidents at zero.
Equal pay	100%	100%	100%	100%	100%	100%	The salary of women compared to that of men with a comparable position, education and experience should be equal.
Percentage of employees who are trained on discrimination	-	100%	100%	100%	100%	100%	Every employee is trained on: - anti-harassment and discrimination, awareness of cybersecurity and data protection, ethics, anti-corruption etc. -General training about the company: introduction, its services, solutions, values, procedures and policies etc.

## Conclusion

Sisterna continues to demonstrate its unwavering commitment to upholding ethical principles in all facets of its operations. The high percentage of employees trained on ethics reflects our dedication to ethical awareness and the successful implementation of ethics training programs.

As we continue to operate in an ever-changing business landscape, we recognise the importance of maintaining an ethical foundation. We believe that transparency, accountability, and a strong commitment to ethics will not only protect our company's reputation but also foster a positive working environment and long-term trust among all stakeholders.

Sisterna is committed to regularly reporting on these key performance indicators, making adjustments as necessary, and continually improving our ethical framework to ensure we meet the highest ethical standards in the years to come.