



Syntax Sustainability: Shaping the Future – Acting Sustainably

Environmental | Social | Governance

Agenda*

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**Clickable Agenda*

Introduction

Management Statements

Sustainability and Governance

Today, it's not only the quality and price of products and services that matter, but also the conditions under which they are produced. Companies must demonstrate accountability towards society and the environment.



Today, a company's success is not measured by positive business results alone, but also by its social responsibility. At Syntax, we see it as our duty to champion issues such as sustainability, diversity, inclusion, and a fair and safe working and business environment.

Christian Primeau, Global CEO of Syntax



In the fiscal year 2024, Syntax continued its dedicated commitment to sustainability, aligned its practices with global initiatives, and received recognition for its efforts. This report provides a detailed overview of the measures undertaken in the areas of environmental protection, social responsibility, and economic stability.

Dirk Schawag, CFO Europe of Syntax



Introduction

What is important to us

Areas of Action at Syntax

As a company, we want to make our contribution to people and the environment. As an IT service provider, energy efficiency, CO₂ offsetting, and the promotion of social projects are just as important to us as providing the best possible working conditions for our employees.

This is implemented by means of internal and external regulations (Code of Conduct), numerous CSR projects, participation in the United Nations Global Compact initiative, and certifications. Our commitment is based on the following four pillars:



Sustainability & Environment

- Energy-efficient IT: green data centers (PUE value), CO₂ offset projects
- Environmental standards: Certifications: EcoVadis Rating & Integrity Next
- Mobility ("Green Fleet"): Job Bike, Job Ticket, Hybrid Car
- Sustainability among suppliers, customers, and partners: Discussions with suppliers and customers, as well as integration into strategic alliances



Employee Experience

- Occupational Health & Safety: Corporate Health Management
- Personal Development: Training/Continuing Education, Sponsorship & Mentoring Programs; Opportunities for Young Talent: Internships, Vocational Training, etc.
- Diversity & Equal Opportunities/Inclusion: Women in Tech, Inclusive Hiring Policies & Promotion Processes
- Work-Life Balance: Flexible Working Hours, Remote Work



Society & Social Affairs

- Corporate Social Responsibility Projects
- Employee Resource Groups
- Employee Training & Development
- CSR Projects: e.g., Syntax Service Week, "Kinderhelden", Knowledge Factory



Corporate Governance

- Compliance & Certifications
- (ISO certifications, EcoVadis Rating, and Integrity Next)
- Prevention of corruption/bribery
- Data protection/security
- Responsible AI
- Whistleblowing

Global Initiatives and Recognition

UN Global Compact

The Foundation of our Business

Syntax is a member of the [UN Global Compact](#) and aligns its business strategy and objectives with the ten principles of this initiative. We are committed to reporting on concrete measures so that Corporate Social Responsibility (CSR) does not remain an unfulfilled promise.

By actively promoting the Global Compact and assuming social responsibility, we aim to support the achievement of its two main objectives:

Integrating the ten principles into our corporate strategy worldwide and promoting activities and partnerships that contribute to achieving the UN Sustainable Development Goal.

- **Measures:** Continued active participation in the UN Global Compact initiative. Regular reporting on progress in line with the initiative's ten principles, which cover human rights, labor, the environment, and anti-corruption.
- **Key Indicator:** Annual submission of the Communication on Progress (COP) to the UN Global Compact.
- **Progress:** Consistent submission of COP reports with transparent disclosure.
- **Outlook:** Sustained commitment to the principles of the UN Global Compact and continuous improvement in reporting.



Global Initiatives and Recognition

UN Global Compact

The United Nations **Sustainable Development Goals** are a global call to action to end poverty, protect the planet, and promote prosperity for all. Syntax is committed to contributing to these goals to strengthen its role as a responsible company in the global community. Not only are we focusing on sustainable business practices but also supporting the development of

a sustainable economy and society. This commitment emphasizes Syntax's focus on creating long-term value, minimizing risks, and achieving positive social and environmental impact.

Health



Environmental Protection



Promotion & Development



Social Commitment



Diversity & Inclusion



Further information: <https://sdgs.un.org/goals>

Global Initiatives and Recognition

EcoVadis Rating

EcoVadis Ratings 2023

Syntax achieved an excellent sustainability rating from EcoVadis, a leading sustainability rating agency. EcoVadis scorecards enable the evaluation and comparison of companies' environmental, social, and ethical performance and help organizations continuously optimize their efforts. Syntax continues to strive for improvement and a continuing, steady increase in its EcoVadis rating.

- **Measures:** Achieve an excellent sustainability rating for Syntax's environmental, social, and ethical performance from EcoVadis, a leading sustainability rating agency.
- **Key Indicator:** EcoVadis Silver and Bronze Rating Score.
- **Progress:** Achieved 60 out of 100 points in the last assessment.
- **Outlook:** Continuous optimization of sustainability performance with the goal of achieving a higher rating.



Global Initiatives and Recognition

Integrity Next

Integrity Next (Europe, Canada und USA)

Syntax is part of the Integrity Next platform, which enables a comprehensive assessment of suppliers in the areas of sustainability and compliance:

- We monitor our supply chains for social, environmental, and governance-related criteria.
- We ensure that our practices comply with international standards and legal requirements.
- Transparency, sustainable practices, and ethical standards are consistently integrated and promoted into our business processes.
- We meet international standards and legal requirements.



ESG-Management

Environmental | Social | Governance

ESG Management

Environmental Social Governance (ESG) describes the extent to which a company incorporates environmental, social, and governance related aspects into all areas of its operations.



Environmental

- Energy efficient IT
- Sustainable mobility
- Efforts towards a sustainable ecosystem with suppliers, partners and customers



Social

- Corporate Social Responsibility
- Community commitment
- Education and development
- Employee satisfaction
- Diversity and equal opportunities



Governance

- Compliance with regulations and certifications
- Prevention of corruption and bribery
- Data protection

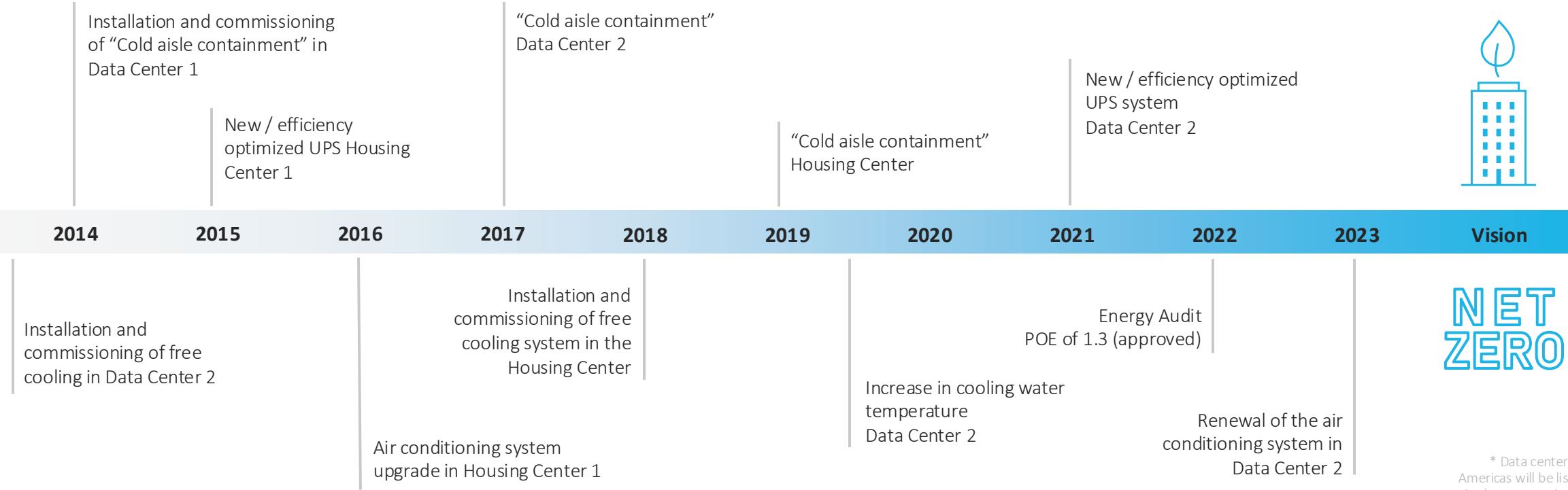
ESG Management

Environmental



Syntax-owned data centers in Europe*

Continuous optimization of our data centers with the vision: NET ZERO.



* Data centers in Americas will be listed in the next version of the report

ESG Management

Environmental



Syntax-owned data centers in Europe*

Continuous investment in energy efficient technologies in our data centers

The biggest lever for improving energy efficiency lies in optimized air conditioning in server rooms. Several approaches are available.

One simple measure is the strict separation of cold and warm air, thus optimizing air flow in the data center. This minimizes the fan speed of the recirculating air-cooling units and saves energy. The recirculating air-cooling unit draws in warm air, cools it, and blows it into the cold aisle at the appropriate temperature. A further step is to increase the room temperature or air intake temperature in the data center's cold aisle. This approach shortens the time for forced cooling and increases the time for free cooling via the ambient air. Therefore, many cloud providers are now building their data centers in northern, cooler regions such as the Scandinavian countries. Forced cooling is not necessary in arctic regions.

However, those who would like to have their servers located in their own country don't have to compromise on sustainable IT. Even in Germany, the climate allows for operation without air conditioning for large parts of the year.

Energy Audit

Digitalization requires more computing power and constant availability of IT resources. With these demands, electricity consumption and CO₂ emissions increase in equal measure. As part of our responsibility to use our resources sparingly, we have placed great importance on an efficient and sustainable IT infrastructure for many years. To achieve this, we are continuously updating our data centers to the latest energy standards. Regular independent energy audits confirm the high efficiency of the measures implemented.

* Data centers in Americas will be listed in the next version of the report

ESG Management

Environmental



Syntax-owned data centers in Europe*

Power Usage Effectiveness

We and our partners use the PUE value as a measure for evaluating energy efficiency. The PUE value is an industry-specific indicator of energy efficiency in data centers. This value compares the total energy consumption in the data center (servers, cooling, technical controls, lighting, video surveillance) to the energy consumption required by the computers operating there. A PUE value close to 1 would mean that the data center consumes no additional energy other than the power for the servers. Therefore, the closer the PUE value is to 1, the more efficient the data center is.

The PUE values for Syntax's data centers are determined at regular intervals as part of an energy audit:

Data Center Germany: PUE value ~ 1.32

These values are therefore comparable to those of other modern data center operators.

Use of Green Energy Sources

Syntax places great emphasis on the use of renewable energy to make a significant contribution to reducing CO₂ emissions and promoting environmental sustainability. By using green energy sources, the company demonstrates its commitment to environmental protection and responsibility towards future generations. This strategy not only supports Syntax Systems' sustainable business goals but also strengthens the trust of customers and partners in its environmental responsibility.

Measures: Increase the share of renewable energy sources, ensuring that more than 60% of energy consumption is covered by renewable energies.

Key Indicator: Percentage share of renewable energies in the overall energy mix

Progress: Increased to over 60%

Outlook: Sondierung weiterer Möglichkeiten zum Ausbau der Nutzung erneuerbarer Energien.

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ESG Management

Environmental



Digital Sustainability Projects for Customers

Syntax IoT Foundation

- Our Syntax IoT Foundation platform delivers real-time data collection, monitoring, and analytics tailored for industrial applications.
- The solution provides actionable insights for optimizing processes, reducing costs, and improving operational efficiency across connected assets and systems.
- It contributes to system sustainability by providing predictive maintenance, energy management, and operational performance improvement.

Statistic Process Control

- Our innovative SPC solution, based on AWS and fully integrated with SAP DM, transforms manufacturing data into actionable insights, promoting improved quality control and process optimization.
- Our solution is tailored to the modern manufacturing landscape and brings statistical process control to the forefront of operations.
- It contributes to the sustainability of manufacturing systems by analyzing real-time data to provide immediate notifications of process errors and production failures, thus supporting quality management and resource conservation.

InteGreatDrones

- In collaboration with two universities and the Federal Ministry for Digital and Transport, InteGreatDrones focuses on the use of drones to collect data in inland ports, and their AI-supported analysis.
- This solution eliminates the need for costly fixed sensor infrastructure and simultaneously increases the efficiency of terminal equipment and personnel.
- Through optimized workflows and digitalization, it contributes to sustainability at inland ports by reducing operating costs by 15%, reducing personnel requirements by 25%, and reducing emissions by 20–30% through fewer empty runs, re-parking, and search operations.

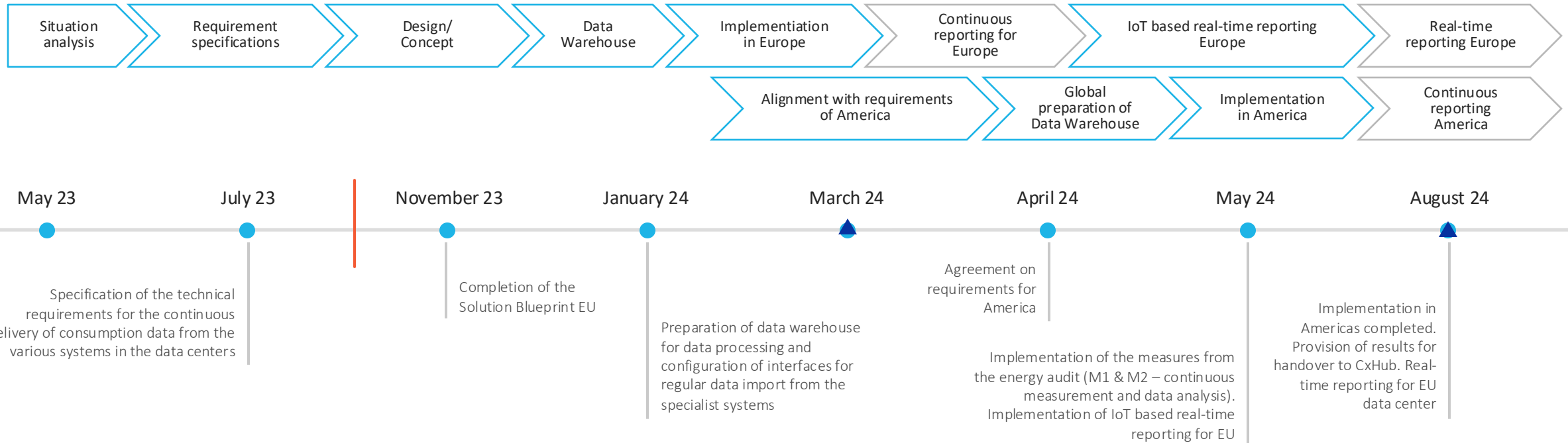
ESG Management

Environmental



Digital sustainability projects for customers

CxHub global energy data from data centers



ESG Management

Environmental



Sustainable Mobility

Car Policy

Syntax provides employees with a Car Policy to inform them about the procurement of company cars and all other related services.

The Car Policy contains important information on sustainability, including the regulations for the procurement of electric cars and hybrid vehicles, as well as a description of charging options on the Freudenberg Campus and the use of a Bahncard 100.

- Car policy with a sustainable selection of electric and hybrid vehicles
- Renewal of travel guidelines for more sustainable business travel and responsible use of natural resources
- Carpooling
- Bahncard 100 first class as an alternative to a company car
- Offer of job bikes for all employees



ESG Management

Social



Corporate Social Responsibility



Corporate Social Responsibility (CSR) is an integral part of Syntax's strategic vision. This means that we are committed to promoting responsible business practices, focusing on environmental sustainability, social justice, and ethical corporate governance to make a positive contribution to society and the environment.

"In the age of AI, Syntax is committed to responsible innovations which benefit society. Our mission to empower people and organizations worldwide is based on four core commitments:

- *Diversity and inclusion*
- *Community commitment*
- *Environmental awareness*
- *Mental health and well-being*

Syntax invests significant resources annually in sponsorships, partnerships, and Service Week to promote positive social change. Our CSR programs support education, improve living conditions, and promote environmental awareness."

CSR Team Syntax

ESG Management

Social



Corporate Social Responsibility

Employee Resource Groups (ERG)

Black Community Initiatives

This group focuses on **supporting the Black community** through networking, mentoring, and professional development.

It promotes awareness and **equal opportunity** within the company. It organizes **events and discussions** to celebrate its culture and history and works to ensure that employees' voices are heard and valued.

LGBTQIA+

This group is committed to creating a **safe and inclusive environment** for LGBTQIA+ employees.

It organizes **events and activities that promote understanding and acceptance** of LGBTQIA+ issues and offers training, coaching, and mentoring to support employees regardless of their sexual orientation or gender identity.

Veterans

This group **supports employees who have served in the military** and provides a community where veterans can network, share experiences, and support each other in their transition to civilian careers.

It organizes events and activities that **recognize and celebrate the contributions of veterans** and advocates for policies and practices that support veterans' needs.

Accessibility

This group **focuses on supporting employees with physical disabilities and neurodiversity** and is committed to creating an inclusive workplace.

It works to **improve accessibility**, provides disability awareness training, and organizes events to promote **understanding** and inclusion.

“Women in Tech”

This group aims to **promote and support women** working in technology at Syntax by **offering networking opportunities** such as events, workshops, and discussions, as well as mentoring and resources for professional development in the technology industry.

It also **promotes gender equality** and seeks to address the challenges women face in the IT industry.

ESG Management

Social



Corporate Social Responsibility

Mental Health and Wellness

01 Wellness Program	Providing resources for nutrition, exercise, and stress management, including yoga classes, mindfulness workshops, and physical health promotion.	04 Mental health awareness	Conducting events and activities that raise awareness of mental health issues and reduce stigma. Supporting organizations that address mental health and provide related services.
02 Local sport teams & groups	Regular physical activity in local sports teams such as soccer teams, hiking, cycling, and running groups.	05 Safe emotional environment	Maintaining an open-door policy to ensure a supportive and non-judgmental workplace.
03 Safe physical environment	Ensuring ergonomically designed workplaces and providing rest rooms or relaxation areas.		

ESG Management

Social



Community Commitment

We strive to give back to our communities through various educational, environmental, and social programs. Initiatives like Syntax Service Week strengthen employee commitment and well-being while supporting children, improving educational facilities, and raising awareness about environmental protection. Our Global Community Engagement Program empowers employees to contribute to meaningful social change through the following actions:

01

Local Commitment

Each country invests in local community commitment tailored to specific needs and aligned with our global program and impact goals. In many of our countries, we provide our employees with two days of volunteer time per year, enabling them to support local initiatives and actively make a difference in their communities.

02

Education in mathematics, computer science, natural sciences, and technology

Promoting STEM education through partnerships with schools and universities, scholarships and grants, STEM workshops and events, and mentoring programs.

03

Fundraising & Volunteering

Supporting projects in the areas of children, physical and mental health, education and the environment.

ESG Management

Social



Community Commitment

Syntax continues to promote these initiatives to make a positive impact and actively shape a sustainable future.

Germany

CSR-Week

- Support for the Friedrich Secondary School
- Urban gardening in Weinheim
- Inclusion project at the Martins School
- Bergstrasse Nature Conservation Center
- Support for youth, and disabled services at the Pilgrim House
- Support for the Sonnenkinder (Sun Children)
- Kinderhelden (Children's Heroes) mentoring program
- Plant for the Planet
- Knowledge Factory: STEM for schools

Mexico

- Social commitment: More than 500 people benefit from various initiatives
- Fundraising campaigns & volunteer work: 50/50 matching program

South Africa

- Woodside Special Care Center Support
- Nelson Mandela Day
- Support for IT education for youths
- Eskom Expo sponsorship for young scientists

Canada

- Enfant Soleil fundraising campaign
- Charles Bruneau Foundation fundraising campaign
- Donations to the Leski Foundation
- Let's Bond Urban Ball partnership
- Père Noël Project
- Second Harvest donations and volunteering
- Mackenzie Health Foundation fundraising

USA

- Clothing and food donations for local organizations
- Girls Who Code collaboration

Slovakia

- Alexandra Rexova sponsoring

CSR-Week:

- Support for schools
- Environmental projects
- Support for inclusive sport

Morocco

- INSAF Foundation
- Hands Off My Child Foundation

Spain

- Beach clean-up in Barcelona

ESG Management

Social



Employee Satisfaction

Employee Experience

Syntax is a leading global employer with a lot to offer its employees:

- Through a differentiated employee value proposition, we attract and retain a global workforce of highly qualified experts by living our core values.
- With a dynamic and professional work environment, we encourage personal development and skills development through tailored programs and training.
- This creates a culture of flexibility, trust, and empowerment, as our recent employee engagement survey demonstrates.
- Rooted in a history of change, enabled by an entrepreneurial mindset.



At Syntax, our employees have the opportunity to work in an environment characterized by flexibility, autonomy, and trust. We believe this enables commitment without compromising work-life balance. Our Global Flex program encourages working from wherever our Syntax employees do their best work.

Dessalen Wood

Syntax, Chief People Officer

ESG Management

Social



Employee Satisfaction

Great Place to Work Certification

The Great Place to Work certification is a globally recognized award that companies receive for high employee satisfaction and a positive work environment. The certification is based on anonymous surveys on aspects such as corporate culture, working conditions, and leadership. For Syntax, this certification strengthens the employer brand and increases its attractiveness to existing and potential new employees. The certification process supports continuous improvements in the work environment, thus contributing to the long-term development of the company.



<p>90%</p> <p>Great Place to Work Statement</p> <p>of employees say, taking all factors into account, that Syntax is a great place to work</p>	<p>92%</p> <p>Fairness</p> <p>Of employees believe that management promotes inclusive behaviors and avoids discrimination</p>	<p>87%</p> <p>Care</p> <p>of employees believe that managers show an interest in the well-being of their employees by promoting a balance between work and private life</p>
<p>86%</p> <p>Pride</p> <p>of employees view their workplace, their team, and their company positively</p>	<p>87%</p> <p>Collegiality</p> <p>of employees feel welcome at their workplace, and like a member of a community</p>	<p>86%</p> <p>Credibility</p> <p>of employees consider management to be credible and trustworthy</p>

ESG Management

Social



Benefits for Employees in Germany*

Health

- Work-Life Balance
- Flexible working hours and 30 days of vacation
- Working models (remote / hybrid / on-site)
- Occupational health service
- Vaccinations, preventive medical examinations, etc.
- Corporate health management
- Screenings, courses, and keynote speeches
- Health studio (Weinheim campus)
- Psychosocial services (Weinheim campus)
- Canteen subsidy and fruit basket
- Global health sessions
- Health days
- Mental Health First Aid (Weinheim campus)

Insurance & Pension Plans

- Company pension plans
- Protection advisory services
- Company health insurance fund (BKK Freudenberg)
- Accident insurance
- Capital-forming benefits

Office & Mobility

- Modern office equipment
- Height-adjustable desks
- Modern IT equipment
- Home office subsidy
- Global Tourist
- Job bikes, company car & railcard
- Free parking
- AirPlus credit card

Corporate Benefits

Various discounts on renowned products, brands, and numerous events

Team Spirit

- Company & Team Events
- Syntax Service Week (CSR)
- Self-organized sports groups
- Updates in the Syntax EU Call & Global Town Hall
- Employees recruit employees

Training & Personal Development

- Guided onboarding program
- Mentors and mentors
- Training, certification, and continuing education opportunities
- Individual development plans

* Benefits for the Americans will be listed in the next version of the report

ESG Management

Social



Global Talent Development Programs

Learning Management System (LMS) & LinkedIn Learning

- Syntax's commitment to talent development is supported by our LMS, which offers regular live training sessions, workshops, and a library of training materials.
- Experienced employees, subject matter experts, and competency leaders create and teach various courses that help employees expand their knowledge and apply it to their projects.
- LinkedIn Learning offers employees numerous training and certification opportunities.

Talent Mapping

- The goal is to identify the unique skills, abilities, and potential of our employees and strategically match them with the right growth and development opportunities.
- We use a methodology based on the 9-Box Grid to map the potential and performance of our employees throughout their careers.
- Centralized talent profiles provide complete visibility into skills, experience, language skills, education, and career aspirations to leverage talent.

Situational Leadership Programs (SLII)

- Our SLII programs are dynamic and highly effective leadership models designed to empower and develop both leaders and team members.
- By developing leadership styles, leaders can balance leading and supporting, improve team performance, and foster a growth-oriented environment.

Shadowing & Mentoring

- Projects in which less experienced employees work together with more experienced ones.
- Experienced employees act as mentors to new graduates and employees, helping them develop their skills and confidence.

Continuous Learning & Technical Skill Groups

- Groups organized by qualifications, in which employees of different experience levels can exchange ideas and further develop their skills.

ESG Management

Governance



Code of Conduct (CoC)

Code of Conduct: The foundation of responsible governance

Syntax has implemented a Code of Conduct, that serves as a central guideline for ethical behavior and corporate integrity. This Code is an integral part of our governance strategy and reflects our commitment to transparency, fairness, and compliance with the law. It defines clear standards for the behavior of our employees, managers, and business partners, thus setting the framework for value-based corporate governance.

In an increasingly interconnected and regulated world, it is critical for a global company like Syntax to establish consistent standards that strengthen the trust of our stakeholders. The Code of Conduct was created to ensure that all employees worldwide adhere to these standards:

- Act ethically and responsibly, regardless of culture, region, or function.
- Comply with complex regulatory requirements relevant to our industry and our business activities.
- Avoid corruption, bribery, and conflicts of interest to protect the integrity of our business relationships.
- Maintain respect and fairness toward colleagues, customers, and partners and actively counteract discrimination or harassment.

Issues such as equal opportunities/inclusion, work-life balance, compliance, and data protection are always at the top of our agenda.

ESG Management

Governance



Code of Conduct

The importance of the Code of Conduct



Safeguards

- The CoC establishes mechanisms such as anonymous reporting channels that enable employees to report grievances or violations of company policies safely and without fear of reprisal.
- This strengthens internal control and risk management.



ESG Guidelines

- The CoC forms the basis for integrating ESG criteria into our business practices.
- It contributes to the successful implementation of governance objectives such as equal opportunity, responsible conduct, and diversity.



Compliance

- The CoC ensures that we comply with legal and regulatory requirements in all countries in which we operate.
- This minimizes legal and financial risks and protects our reputation.



Transparency & Trust

- Through clear codes of conduct, we demonstrate to our customers, partners, and investors that we conduct our business according to the highest standards.
- This builds trust in our brand and our services.



Corporate Culture

- Our CoC promotes a culture of responsibility in which ethical behavior and integrity are core values.

ESG Management

Governance



Supplier Code of Conduct

Sustainable Procurement

Ethical standards guide Syntax's business practices worldwide – and for us, they are just as important as economic success. To ensure this standard throughout our supply chain, Syntax expects all its suppliers to fully comply with applicable laws and adhere to internationally recognized environmental, social, and corporate governance standards. In particular, their activities should be consistent with the principles of the United Nations Global Compact.

It is essential that all Syntax Europa suppliers sign the Supplier Code of Conduct for the following reasons:

- Ensuring shared values and standards
- Compliance with legal and regulatory requirements
- Promoting sustainability in the supply chain
- Protecting human rights and promoting fair working conditions
- Commitment to integrity and combating corruption
- Strengthening collaboration and long-term partnerships



ESG Management

Governance



ISO Certifications

As a trusted partner for companies worldwide, Syntax relies on internationally recognized standards to meet customer requirements and legal requirements:

1. ISO 20000 – IT Service Management

This certification guarantees that Syntax provides efficient, high-quality IT services.

2. ISO 27001 – Information Security Management

This internationally recognized standard provides Syntax with a comprehensive foundation for securing sensitive data and minimizing security risks. In addition to ISO 27001, Syntax is also certified according to the TISAX standard, thus ensuring security requirements regarding information protection and process security in the automotive industry.

3. ISO 9001 – Quality Management

With ISO 9001, Syntax is committed to a continuous improvement process and the pursuit of the highest quality standards and customer satisfaction.

4. Outlook: ISO 14001 – Environmental Management

Syntax is pursuing ISO 14001 certification to strengthen its commitment to sustainability and environmental protection, to efficiently achieve environmental goals, and to minimize ecological impacts.



ISO-27001



ISO-20000



ISO-9001



ESG Management

Governance



Service Organization Control (SOC)

SOC is a framework for audit reports developed by the American Institute of Certified Public Accountants (AICPA). It is used to evaluate an organization's internal control mechanisms, particularly with regard to data protection, security, and compliance. SOC reports are often required by companies that provide services to other organizations and serve to build trust in the service provider's processes and security measures.

1. SOC 1 / ISAE 3402

With independent audits according to SOC 1 (AICPA) / ISAE 3402 (IFAC), Syntax satisfies its clients' interest in information about its internal control system (ICS). The implementation and effectiveness of the ICS ensure the reliability of IT management, accounting processes, data security, and other operational processes.

2. SOC 2

With independent audits according to SOC 2, Syntax demonstrates its commitment to security, availability, processing integrity, confidentiality, and data protection. The overall security and reliability of the systems, beyond purely financial controls, are the focus of the control system. The protection of sensitive client data is Syntax's highest priority.



ESG Management

Governance



Whistleblowing Europe*

Whistleblowing refers to the process by which an individual draws attention to malpractice, illegal practices, or unethical behavior within an organization.

Whistleblowing can concern a wide variety of issues, including:

Corruption, legal violations, public endangerment, discrimination or harassment, mismanagement or fraud, and data protection violations.

The goals of whistleblowing:

Exposing malpractice, promoting transparency, protecting the public, and improving the corporate culture.

Syntax aims to provide employees with a safe point of contact for whistleblowing. For this reason, an internal platform has been developed where employees can safely and anonymously draw attention to malpractice, illegal practices, and unethical behavior.

* Whistleblowing in America will be listed in the next version of this report



Summary and Future Commitments

ESG Management of Syntax

Sustainable Focus Topics 2024/25

In 2024, Syntax not only maintained its commitment to global sustainability initiatives but also received notable recognition. Going forward, we will continue to focus on continuous improvement, transparent reporting, and a resolute commitment to environmental, social, and economic sustainability.

Syntax has the following sustainability targets for the 2025 financial year :

01

Customer Experience

- Ensuring a positive customer experience and needs-based support.
- Partnership-based implementation of sustainability projects.

02

Regulatory

- Compliance with legal requirements (EU)
- Implementation of relevant ISO certifications, Integrity Next and EcoVadis ratings
- Recording of measurable energy performance indicators

03

Communication

- Focus on sustainability indicators
- Annual preparation and publication of a global ESG report
- Implementation of a VSME reporting system
- Creation of a sustainability video

04

Employee Experience

- Improved employee health benefits
- Working life flexibility
- Professional development and internal growth
- Global resource groups for integrity and community engagement

05

Sustainability Projects

- Investments in sustainable technologies and services
- Reduction of energy/electricity consumption
- Provision of respective CO₂ consumption figures to customers
- Optimization of sustainable collaboration with strategic partners SAP, AWS and Microsoft

Contact Details

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Syntax Systems

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