

A scenic landscape featuring a large, dense forest of tall evergreen trees on a hill in the background. In the middle ground, a white, two-story house with a dark roof sits on a grassy hillside. The foreground is a dark, calm body of water, possibly a lake or pond, with the reflection of the surrounding trees and hills visible on its surface.

xitee

# Sustainability statement

“We are shaping a sustainable and digitalized future with flexible IT solutions.”

# Message from xitee's Managing Director

Dear xitee friends and partners,

I'm excited to share with you our commitment to sustainability, a value that lies at the core of our identity as an IT service provider dedicated to making your business lives easier. At xitee, we strongly believe that progress and innovation should not come at the cost of the environment or the well-being of our global community.

## Our Guiding Principles

### Respect for All

At xitee we live our company values – respect, responsibility & freedom, and reliability. We respect our colleagues, their opinions, ideas and way of life. We support the family lives of our colleagues and we truly believe that work-life balance matters. Therefore, we implemented a model of a hybrid work which allows us to support on-site presence in the office, customer visits and working from home office. Since the very beginning, the team of xitee consists of people of different nationalities and cultures and we truly enjoy the diversity we have in our team.

### Investment in People

We are committed to fostering personal and career growth within our organization. By supporting our colleagues in their professional and personal lives, we strive to create an environment that promotes overall well-being. Furthermore, we established a culture of error and we constantly learn by that.

### Giving Back

xitee is proud to be actively involved in various charity projects, with a particular focus on initiatives benefiting children or young adults. We believe in using our success to contribute positively to the communities we operate in.

### Environmental Responsibility

Sustainability isn't just a buzzword for us, it's a way of life. We are working hard to reduce our environmental impact by minimizing plastic and metal waste. Our commitment extends to embracing virtual meetings and train travel to cut down on unnecessary car business trips, contributing to a greener future.



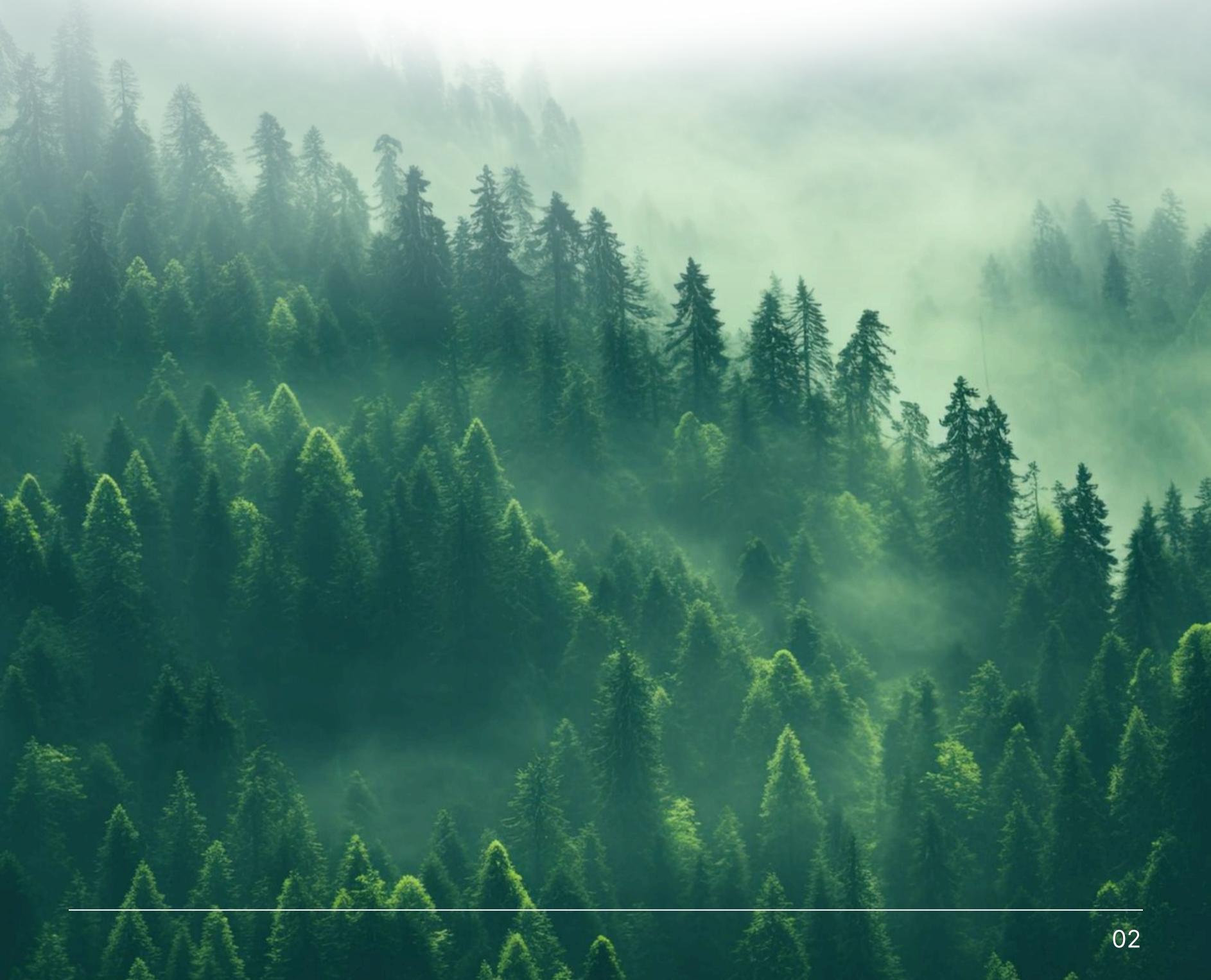
Personally, the principles of **Environmental, Social, and Governance (ESG)** hold a special place in my heart. I am committed to embedding these values into the core of xitee, ensuring that our success is equal with positive contributions to society and the planet.

As we move forward, we invite each member of the xitee family to join us on this journey toward a more sustainable and responsible future. Together, we can create meaningful change, not just in the world of IT but in the global community we are proud to be a part of.

Thank you for being a part of this incredible journey.

Warm regards,

**Rainer Schumacher**



# About us

Since 2004, xitee has been offering IT services with special expertise in the areas of healthcare, finance & energy and digital business sectors. We are based in Prague and Brno (Czech Republic) and operate mainly for our customers in Germany, Austria, and Switzerland. Our goal is to understand our customers' needs in digitalization & digital transformation and provide appropriate and adaptable services. Since 2019 we are part of the Germany-based HBSN group.

**WE MAKE OUR CUSTOMER'S BUSINESS **LIFE EASIER.****

## Our values

Our companies' values are reflected in our work and mutual relations.



# Our services

**We enable health!** Our vision is to improve healthcare through digital transformation so that it is more accessible, efficient and effective for all participants.



IT Consulting



IT Architecture &  
Software design



Software Development



Software Testing



Cloudfication



Managed IT Services



Data protection &  
Information security  
services

provided by our subsidiary  
[Cybrela s.r.o.](#)

**Cybrela**



Revenue 2023 of  
approximately 12  
Mio. €



Number of  
Employees: 75



While our main **communication** language is English, our team speaks **14 different languages!**



# Sustainability approach

xitee is on its way to a more sustainable future – in August 2022 we started our sustainability program for a more sustainable office life. Our Managing Partner Rainer Schumacher initiated the topic of sustainability in our company and a lot has happened since then. We defined focus areas and had team workshops to set goals and find measures. The responsibility for the topic in the company lies with several people who regularly exchange information and align our further strategies.

**Our focus areas in the sustainability program:**

 Procurement

 Mobility

 Green Software

 Social

 Communications

 Infrastructure and Energy

 Governance

We want to **take an active part** in the movement **against climate change**. Therefore, we **defined an action plan** and continue to improve our sustainability performance.



# Governance

Corporate governance is the regulatory framework for the management and control of a company. For us this includes complying with legal requirements, focus on the interests of all stakeholders and the consideration of ecological and social impacts of our activities.

To meet the requirements of excellence, we have implemented an integrated management system consisting of ISO 9001 Quality Management, ISO/IEC 20000-1 IT Service Management, ISO/IEC 27001 Information Security Management standards and since 2010 we undergo audits regularly. This year we also obtained ISO 14001, the internationally recognized environmental management system certificate. These standards support us to plan, implement and monitor measures. Information security and cybersecurity are crucial to us. With our management system and our own guidelines, we are very well-equipped and regularly undergo further training in this area.



ISO 9001



ISO 14001



ISO 20000-1



ISO 27001

We have established many structures for optimal internal communication. We have fixed monthly, quarterly, and annual meetings in which different news and plans are discussed. Additionally, we have informal sessions once a month where we either share news about xitee or have professional or self-related developmental sessions for our employees, for example on healthy sleeping. Beyond that we share updates via our monthly newsletter and our intranet which also functions as our knowledge base. External stakeholders stay informed via our homepage, social media, and direct contact channels.

## Who is important to us? All **our clients, partners and suppliers...**

...as well as the chambers of commerce (CZ-DE, CZ-NL, CZ-CH) that we are members of are important stakeholders for us. We are part of the German healthcare digitalization partner HBSN GmbH (Health Business Service Network) that offers a wide range of services in the healthcare sector. Another important stakeholder is our subsidiary Cybrela who specializes in data protection & information security. We cooperate with NGOs and support different czech organizations. According to our values we meet all our stakeholders with respect and at eye level.



Our employees can use up to **5 days for training** each year.

Our employees are our most important assets, and we do our best to make them sustainable happy. We have flexible working hours and possibilities to work from home. We invest in our employees and always educate ourselves on the latest trends. Whether trainings, workshops, certifications or further education and studies – our employees' development is always a priority.

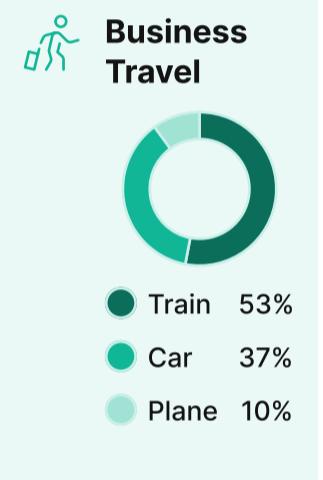
## Environmental

We acknowledge natural resources to be prerequisites of our existence. Therefore, we all have to take care of the environment and act and work as much resource-efficiently as possible. From procurement and resource consumption to waste management, we have reviewed our sustainability performance and have already implemented numerous measures.

**Beginning with procurement, we would like to share a few steps we took:**

- Our coffee and cascara for example is from the social roastery Naturpark12.
- Our fruit, vegetables and apple juice are mostly locally sourced.
- We replaced our lights and faucets by energy efficient ones.
- We avoid plastic bottles thanks to our drinking water distributor.
- We replaced conventional honey with **Bio Honey** from a family beekeeping business.
- To be able to recycle even better, a bin for glass was added.

An important part of our sustainability program was to gain a better overview of our contribution to the greenhouse gas emissions. With this knowledge, we can take more targeted measures to reduce our emissions. Our biggest source of emissions is electricity consumption. A greener energy mix would allow us to achieve savings (more on this in the outlook).





## Greenhousegas Emissions 2022

- Scope 1: 46,9 t CO<sub>2</sub>-eq
- Scope 2: 61,1 t CO<sub>2</sub>-eq

## Greenhousegas Emissions 2023

- Scope 1: 44,1 t CO<sub>2</sub>-eq
- Scope 2: 54,7 t CO<sub>2</sub>-eq

**This corresponds to** the consumption of **12 people in the Czech Republic in one year.**

In the area of waste management, we focus on waste avoidance and circular economy. Our toners, for example, are refilled and later recycled. Unused IT and office equipment is donated to charitable organizations. We are pioneers within the tenants in the building so thanks to our measure, the whole building started sorting metallic waste at the beginning of 2023 for further recycling.

Nevertheless, as we are always reaching higher, we agreed to stop consuming products in metal and plastic packaging, especially drinks in cans and yoghurts in plastic cups.

The way to sustainability is also important for us regarding the premises so we started discussions with our landlord not only regarding waste management and energy savings but we are currently discussing switching to a green energy mix that is probable to happen in 2025.



# Social

It is important for us to fulfill our social responsibility not only as an employer but also as a service provider. Social responsibility means fulfilling our obligations above and beyond is the required.

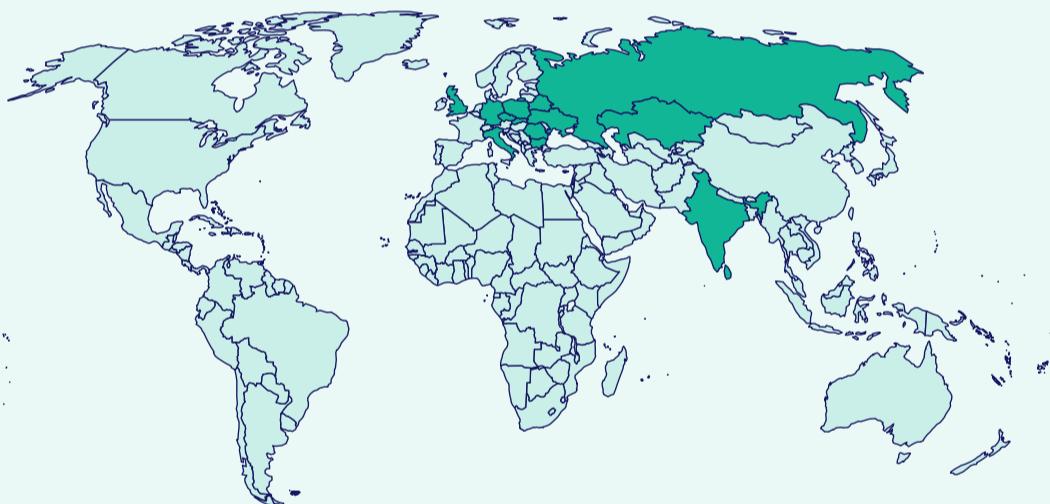
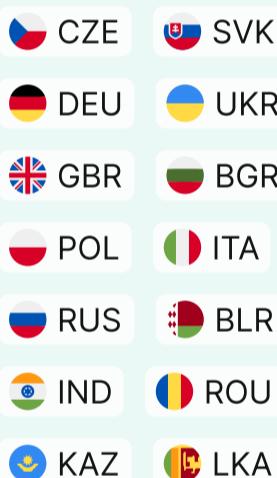
**Inclusion, diversity, and gender equality are central components of our philosophy.**

We believe, if we offer a productive and comfortable work environment, our employees will be more effective. Therefore, we offer for example, refreshments at the office, a contribution to sports activities and language courses. In our office we have relax zones with ping-pong, table football and sunny terraces. Another focus is green employee mobility – we offer contributions to public transportation to motivate and help our employees to a more sustainable journey.



## Diversity of employees

♂ Male **62%** : ♀ Female **37%** : Ⓛ Non-binary **1%** | Average age: **36** | Nationalities: **14**



One event **we especially enjoyed** in 2023 was our **“Clean the Forest” volunteering event**. In partnership with Čistý les organization **we came together and collected bags full of plastic waste**. We had a good time and left a **positive impact on our environment**.

We want to share our social commitment and help wherever we can. This year we took on two pro bono cases. We are providing continuous support for Act for Others and we did mock interviews with CV reviews and 1:1 career shadowing for Nadání a dovednosti. Our subsidiary Cybrela offered cybersecurity sessions for the German-Czech, Swiss-Czech and the NL-CZ Chamber of Commerce and for Deutsche Schule Prag. At Deutsche Schule Prag we informed parents and children how to securely behave on the internet.



**We supported 10 Charity projects in 2023.** Some were supported financially, for others we volunteered our time and expertise.



# Outlook

## What we're **still working on**.

Sustainability is an important component of xitee's corporate culture. We take responsibility for our actions and know that we are far from finished. But we are motivated to do our part and continue to have sustainability goals:

- We are currently working on a solution to switch to a greener energy mix. As we are dependent in this issue on other tenants in the building, we hope to find an agreement by the end of 2024. Therefore, we hope to be able to reduce our scope 2 emissions with a greener energy mix until 2025.
- To reduce our aluminum waste, we have stopped buying drinks in cans. We plan to replace them with a dispensing machine in Q2 2024.
- We will offset all our business travel starting 2022.
- In the first half of 2024 we will organize an awareness workshop, where we will draw employees' attention to our new regulations and define and introduce together even more measures.



# On this statement

This sustainability statement was issued in June 2024. The statement will in future present the progress of xitee in economic, social and environmental terms every two years.

The data given refer to the period 01.01.2023 - 31.12.2023, unless explicitly stated otherwise. This statement has been prepared with great care and the presented data has been verified. However, errors cannot be excluded. In addition, the report contains forward-looking estimates and statements made on the basis of existing information. Due to various influencing factors, future developments may deviate from the from the assumed estimates and statements due to various influencing factors. No claim is made to completeness.

If you have any questions regarding this statement, please contact: [sustainability@xitee.com](mailto:sustainability@xitee.com).

xitee

