

twoday



Sustainability
in twoday

Our priorities

Every day, we work to amplify our contributions within sustainability and environmental responsibility. Our actions and goals are divided into three main pillars: **A Better Tomorrow, People First, and Enabling Customer Sustainability.**

1. A **better** tomorrow

We aim to grow sustainably while reducing our environmental impact across our value chain.

A carbon neutral twoday

Slowing down global warming is a task requiring efforts from all of us. In twoday, we are committed to becoming carbon neutral by 2030. These are some of the initiatives we've set in motion to achieve carbon neutrality:

- We're conducting a comprehensive carbon footprint assessment.
- We're implementing energy-efficient, scalable cloud solutions to reduce the energy consumption of online services.
- We're developing an IT Hardware Strategy that enables us to reduce our e-waste.

Reducing e-waste

In twoday, we have embedded circularity into our operations to minimize e-waste and maximize resource efficiency. This is how we do it:

- We're extending the life of twoday's hardware through maintenance and upgrades, reducing the need for new devices.
- We're ensuring that all e-waste is recycled across twoday offices.
- We're educating twoday employees about reducing, reusing, and recycling office operational waste.

Towards a green supply chain

In twoday, we're conscious about the impact that our own operations and our suppliers' operations have on our planet. This is at the top of our priority list:

- We're transitioning to renewable energy sources to power our operations.
- We're collaborating with sustainable vendors and subcontractors.



2. People first

We work to create a culture that allows people from all backgrounds to thrive in tech.

Culture of diversity and inclusion

In today, we're committed to fostering a diverse and inclusive workplace where all individuals are valued, respected, and given equal opportunities to thrive. Diversity and inclusion are fundamental to our success as a company, driving innovation, creativity, and collaboration.

- We recognize and appreciate the uniqueness of our people.
- We embrace individuals as they are so that everyone can feel like they belong.
- Our culture encourages being true to yourself, with a flat organizational structure and a down-to-earth attitude.
- We genuinely enjoy each other's company, forming a warm and heart-driven community.
- We're ensuring that our hiring practices and workforce represent the diversity of the communities we serve.

From goals to action

- **Inclusive Growth**
We're promoting inclusion across all company operations and engage the employees in task forces dedicated to ensure diversity, equity, inclusion, and belonging.
- **Employee Wellbeing**
We're instituting programs and initiatives that focus on mental, physical, and emotional well-being.
- **Continuous Learning**
We're empowering our team with mandatory trainings on topics like hidden disabilities and unconscious biases.
- **Community Engagement**
Encouraging employees to engage with tech communities and NGOs to attract more diversity to tech roles.



Develop technology talent

For our people to find fulfilment and purpose at work, we offer a range of development programs and continuous learning opportunities. At twoday, you can move horizontally and vertically while exploring different departments, teams or locations.

This is some of what we do to attract and retain the best talent in tech:

- We establish learning and development opportunities equally accessible for all twodayers, tailored to their career aspirations and areas of expertise.
- We forge partnerships with universities to offer teaching that effectively closes the gap between formal education and hands-on competence.
- We run skill building and career exposure programs.



3. Enabling **customer** sustainability

We develop high-impact sustainable tech solutions for our customers.

Digital solutions improving society

In twoday, we develop sustainable digital solutions that have a positive impact on the environment and society. We use data-driven insights to improve existing solutions in the public and private sector. Every day, we're developing digital solutions replacing manual business processes and increasing productivity in all industries.

We're always looking for new ways to enable customer sustainability. This is at the top of our agenda:

- Develop new software that enables organisations to meet their sustainability commitments.
- Give twodayers more sustainability competence to make it a prioritized topic in product development.
- We're launching at least 10 new offerings/projects each year leading up to 2030. The aim of the projects is to support our customers in meeting their environmental and sustainability objectives. This includes advanced solutions like AI Agents and Sustainability Analytics.