



nomios

ESG Report 2024

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A word from our CEO

At Nomios, our commitment to excellence in cybersecurity is matched only by our dedication to sustainability, integrity, and responsible growth. In 2024, we have continued to embed ESG principles deeply into our strategy, operations, and decision-making processes, ensuring that our impact extends far beyond protecting digital infrastructures.

This year has marked significant progress on our ESG journey. We have advanced our climate goals by formalising our commitment to the Science-Based Targets initiative (SBTi) initiative, developed our double materiality assessment to align with evolving regulatory landscapes, and strengthened our governance structures to ensure transparency and accountability across our Group.

Equally important has been our focus on people and culture. We have invested in initiatives that empower our teams, foster diversity and inclusion, and enhance well-being—reflecting our belief that our people are at the heart of everything we do.

As we look to the future, we do so with a sense of urgency and optimism. We understand that ESG is not a box-ticking exercise but a dynamic, strategic imperative that drives innovation, enhances stakeholder trust, and creates long-term value. We are determined to lead by example, demonstrating that sustainability and business success go hand in hand.

I am proud of the strides we have made and of the dedication shown by our people across all our regions. Together, we will continue to build a more secure, sustainable, and responsible future.

Sebastien Kher
CEO

“**At Nomios, we believe that integrating ESG principles into our business strategy is fundamental to our mission of delivering secure and sustainable digital solutions.**”





Introduction

- Purpose of the report
- Reporting scope and approach
- Alignment with global frameworks
- 2024 highlights

Purpose of the report

This report captures Nomios Group’s progress on Environmental, Social, and Governance (ESG) matters during 2024. It reflects our commitment to embedding ESG principles into our business and demonstrates the progress we have made to integrate sustainability into our strategy, governance, and operations.



Reporting scope and approach

This report covers Nomios Group’s activities in France, the Netherlands, the UK, Poland, Belgium, Germany, and Italy. It includes the actions and initiatives of all our wholly owned entities.

Our approach to reporting aligns with our commitments under the UN Global Compact and the Science-Based Targets initiative (SBTi). Our emissions calculations have been created in line with the GHG protocol. Our social policies and commitments have been created following the guidance of ESRS and GRI standards, while making sure that these also align with the Corporate Sustainability Reporting Directive (CSRD).

We are developing our double materiality analysis to identify and prioritise ESG topics most relevant to our business and our stakeholders. While some Group-wide data consolidation is still underway, this report reflects the best available information at this stage of our ESG journey.



2024 highlights

This year, we completed our first Group-wide greenhouse gas inventories, laying the groundwork for clear and consistent emissions reporting. We carried out a double materiality assessment to identify the issues that matter most to our business and stakeholders.

Our ESG governance has been strengthened, ensuring oversight at both Group and local levels. We continued to invest in diversity and inclusion efforts, reflecting our belief that everyone should have the opportunity to thrive at Nomios.

Across our regions, we also deepened our community partnerships and volunteering activities, reinforcing our commitment to social engagement.



Nomios 2024 ESG highlights



Complete our first Group-wide GHG inventories

The foundation for consistent reporting



Identified priority ESG issues through a double materiality assessment



Enhanced ESG oversight at both Group and local levels



Invested in diversity and inclusion to ensure everyone can thrive at Nomios



Deepened community partnerships across our regions



Expanded volunteering initiatives to support social engagement



About Nomios

Nomios is a leading Pan-European provider of cybersecurity solutions, managed security services, and secure networking for blue-chip clients across key markets. Our business is built on deep technical expertise, strong customer relationships, and a clear commitment to supporting our clients in navigating an increasingly complex digital landscape.

We operate in France, the Netherlands, the UK, Poland, Belgium, Germany, Italy, and have a sales office in the United States. Our teams in each region deliver a blend of professional services, system integration, and managed services, helping clients design, build, and secure their digital infrastructures. This local presence, combined with our strong vendor partnerships, ensures that we can deliver tailored solutions that align with each client's specific needs.

Our offering includes a full suite of services, from managed Security Operations Centre (SOC) and Vulnerability Operating Centre (VOC) to high-level consultancy and project-based engineering. We also maintain strategic partnerships with more than forty technology leaders, including Cisco, F5, Juniper, Fortinet, and Palo Alto Networks, giving our clients access to best-in-class solutions.

Nomios is owned by its management team, staff, and Keensight Capital. As of year-end 2024, we employ close to 700 people, whose expertise and dedication are at the heart of our success. For the 2024 financial year, the Group generated a consolidated revenue of EUR 460 million, generated EUR 144.1 million of gross margin and achieved an EBITDA result of EUR 48.6 million¹.

We see ESG as integral to our strategy. For us, it is not an add-on but a fundamental part of how we operate—from managing our environmental footprint to the way we engage with our people and partners. Our approach to sustainability is pragmatic and focused: we aim to make a measurable impact while ensuring that our business remains agile, resilient, and ready to meet the challenges of a rapidly evolving market.

¹ See Keenos | SAS consolidated financial statements for more information on the Nomios Group's financial metrics.



ESG priorities and materiality

Double materiality assessment
Alignment with the UN Global Compact and SDGs

Double Materiality Assessment

Building on this foundation, we are currently working with ERM, a specialist sustainability consultancy, to develop a comprehensive Double Materiality Assessment (DMA), in line with the requirements of the Corporate Sustainability Reporting Directive and the latest guidance of EFRAG. Regardless of the evolution of this regulation, Nomios truly believes that a comprehensive DMA is the accurate way to derisk our business and create value.

This assessment, expected to conclude at the end of Q2 2025, will strengthen our understanding of both the impact of Nomios' activities on people and the environment (impact materiality) and the financial implications of ESG risks and opportunities on our business (financial materiality).

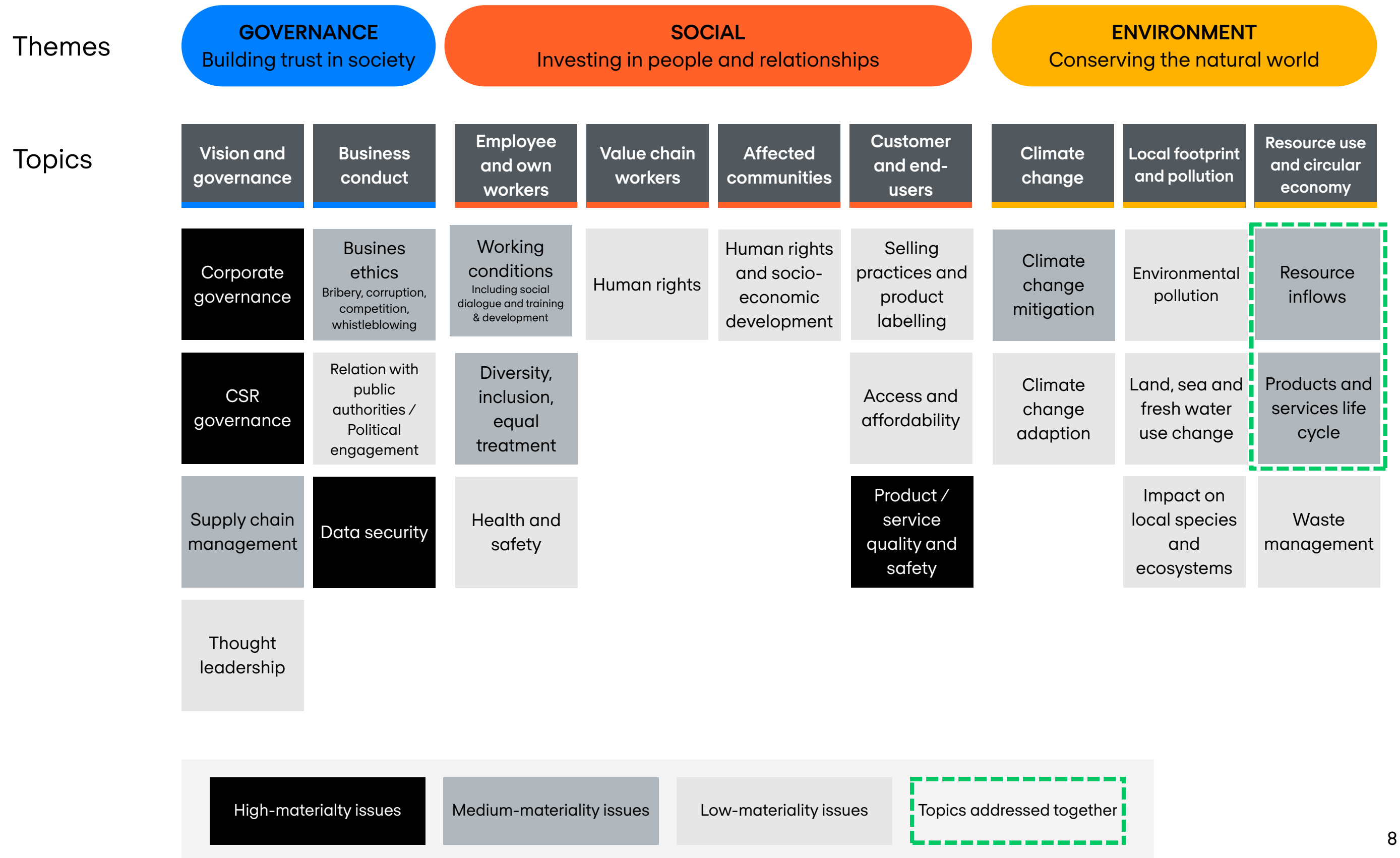
This work includes a structured and stakeholder-based approach, beginning with our entity scoping, value chain mapping, and the identification of key ESG topics relevant to our business operations and their associated impacts, risks and opportunities. Internal stakeholders, experts in their field, have been included throughout the process to ensure a proper reflection of our daily activities and strengthen internal ESG buy-in.

Each impact, risk and opportunity is assessed using a standardised scoring methodology based on likelihood and severity, and mapped with a materiality matrix to determine its importance for Nomios. The final output is to be presented to top management to ensure appropriate action and strategic alignment.

Efforts together with ERM to assess our Double Materiality in 2025

- 15+ internal stakeholders embarked on the journey
- 20h+ hours of discussions on the impact of ESG on Nomios
- 50+ impacts, risks and opportunities identified

Double Materiality framework



Alignment with the UN Global Compact and SDGs

In parallel with our materiality work, Nomios continues to align its ESG strategy with global frameworks, including the UN Global Compact and the Science-Based Targets initiative (SBTi). Our commitment to the UN Global Compact’s ten principles—covering human rights, labour standards, environmental responsibility, and anti-corruption—remains a cornerstone of our approach.

We also use the United Nations Sustainable Development Goals (UN SDGs) as a guide to shaping our sustainability efforts. While not every goal applies equally to our business, we focus on areas where we can make the most meaningful contribution. From the 2023 report, we continue to highlight key SDG themes relevant to our sector:

- **Decent Work and Economic Growth**: supporting secure, high-quality employment and safe working environments.
- **Industry, Innovation and Infrastructure**: strengthening digital infrastructure for cybersecurity and secure networking.
- **Responsible Consumption and Production**: promoting sustainable practices in our value chain, including hardware recycling and sustainable procurement.
- **Climate Action**: reducing our greenhouse gas emissions and contributing to global climate goals.

Our materiality assessments are essential to refining and focusing our ESG strategy. They help ensure that our efforts remain aligned with stakeholder expectations, regulatory requirements, and Nomios’ strategic objectives, while contributing to a more sustainable and resilient business.

United Nations Sustainable Development Goals

We have identified four sustainable development goals that best align with our business activities and/or social impact.



We promote decent work by fostering a safe, inclusive workplace and partnering with suppliers who uphold fair labour practices and sustainable growth.

We’re strengthening digital infrastructure by embedding sustainability into our business and evolving from a traditional integrator to a consultancy for secure, low-emission networking and cybersecurity solutions.



We promote responsible consumption by partnering with suppliers who meet strong ESG standards, enabling us to offer greener IT solutions. Our focus includes sustainable procurement and recycling of networking hardware to reduce environmental impact.

We take climate action by actively reducing our greenhouse gas emissions, with a focus on Scope 3, and by supporting carbon offset initiatives like Reforest to help meet global climate goals.





Governance and ESG oversight

ESG governance structure
Roles and responsibilities
Policies and procedures
Integration into business strategy
Continuous improvement
EcoVadis

ESG governance structure

Strong governance is essential to embedding ESG into Nomios' operations. Our governance model reflects the importance we place on accountability, transparency, and continuous improvement. ESG oversight is anchored at Group level, where the Supervisory Board (Comité de Surveillance), which we will refer to as the "Board" for ease of reference, retains ultimate responsibility for Nomios' ESG performance and strategy.

An ESG Steering Committee, reporting to the Board, provides strategic guidance and monitors progress on key ESG initiatives. The committee includes senior leaders from relevant functions—such as legal, HR, finance, and operations—ensuring that ESG considerations are fully integrated into decision-making processes.

Supervisory Board (Comité de Surveillance)

Philippe Crochet Chairman (Président) of the Supervisory Board

Sébastien Kher CEO (Président) of Keenos I and Member of the Supervisory Board

Jean-Christophe Cini Member of the Supervisory Board

Rémi Louvel Member of the Supervisory Board

René Bonvanie Member of the Supervisory Board

Keensight Capital Member of the Supervisory Board

ESG Steering Committee



Tim Fleur
Chief Legal Officer
Nomios Group



Romain Quinat
Chief Marketing Officer
Nomios Group



Clare Thompson
Chief Human Resources Officer
Nomios Group



Reinier Veldhuis
Finance Manager
Nomios Group



James Allen
Sales Director
Nomios UK&I



Jan-Willem Sipman
Sales Director & Sustainability Lead
Nomios Netherlands



Maria La Chica
Project Manager &
ESG Compliance Manager
Nomios UK&I



Laurie Delmond
Executive Assistant
Nomios Group

Roles and responsibilities

Each Nomios region has designated ESG leads responsible for implementing Group-level strategies locally and reporting on progress. These ESG leads work closely with local management teams to tailor initiatives to their specific markets and regulatory requirements. At Group level, the ESG programme is led by the General Counsel, who coordinates ESG activities across the Group. The General Counsel is supported by a cross-functional team that includes risk, compliance, HR, and operations.

This structure ensures that ESG is embedded in our business at every level, from strategic planning to daily operations, enabling us to respond to stakeholder expectations and regulatory developments effectively.

Policies and procedures

Nomios' commitment to ESG is underpinned by a suite of policies that guide our business conduct and risk management.

These include our Code of Conduct, Anti-Corruption Policy, Whistleblowing Procedure, Data Privacy Policy, and Supply Chain Management Policy. Each policy is reviewed regularly to ensure alignment with evolving regulatory standards and stakeholder expectations.



Integration into business strategy

We see ESG as a driver of long-term value creation, not a standalone initiative. ESG considerations are integrated into our investment decisions, product development, and client engagements. This integrated approach ensures that we can anticipate and manage risks, capture opportunities, and strengthen our relationships with key stakeholders.

Continuous improvement

Our governance framework is designed to evolve. We regularly review and refine our ESG governance processes to reflect regulatory changes, stakeholder expectations, and best practices. This includes annual reviews of ESG policies, Board-level briefings on ESG risks and opportunities, and continuous dialogue with stakeholders to understand their evolving priorities.

EcoVadis

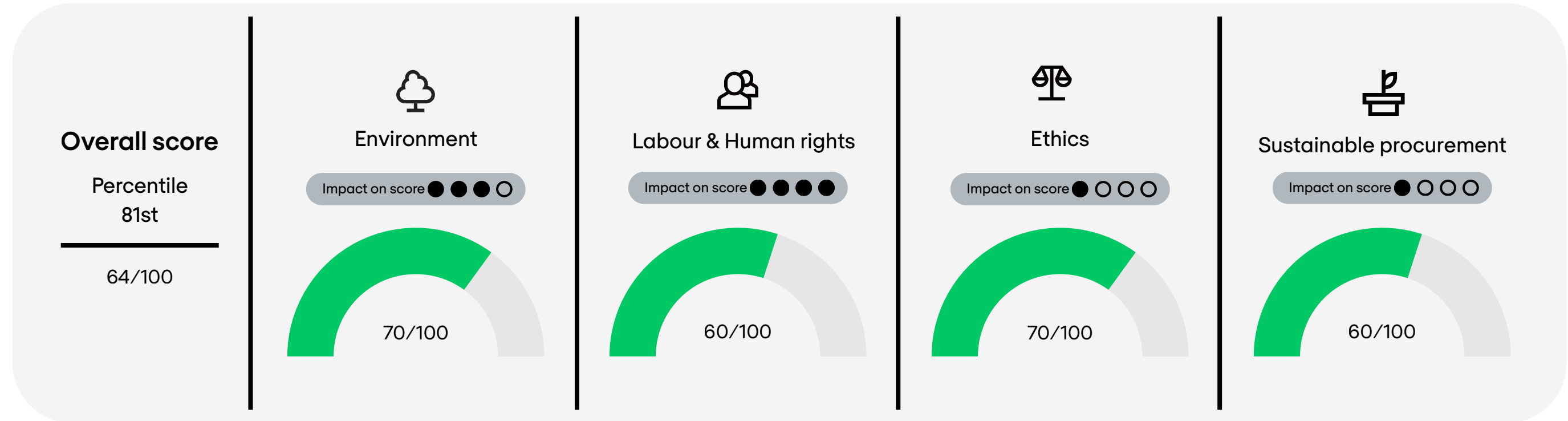
EcoVadis is an important benchmark for Nomios' ESG performance, providing an independent, data-driven assessment of our environmental, social, and governance practices. In 2024, Nomios achieved Bronze Certification across the Group, reflecting our commitment to continuous improvement.

Our goal is to improve thereon with the next audit round, demonstrating our progress towards best practices and increased stakeholder trust.

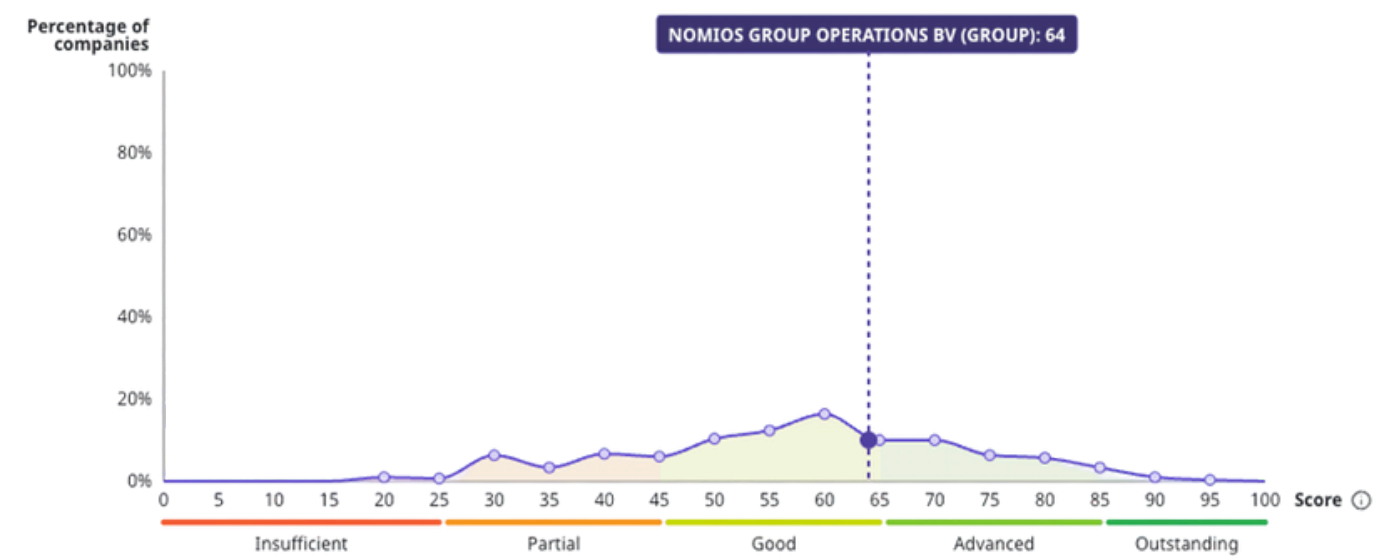
The EcoVadis assessment process has proven valuable in identifying strengths and areas for improvement, informing our ESG roadmap and strategy. We see EcoVadis not merely as a reporting tool but as a catalyst for enhancing performance and embedding ESG principles into our daily operations. The following benchmarks have been achieved by our operational entities:

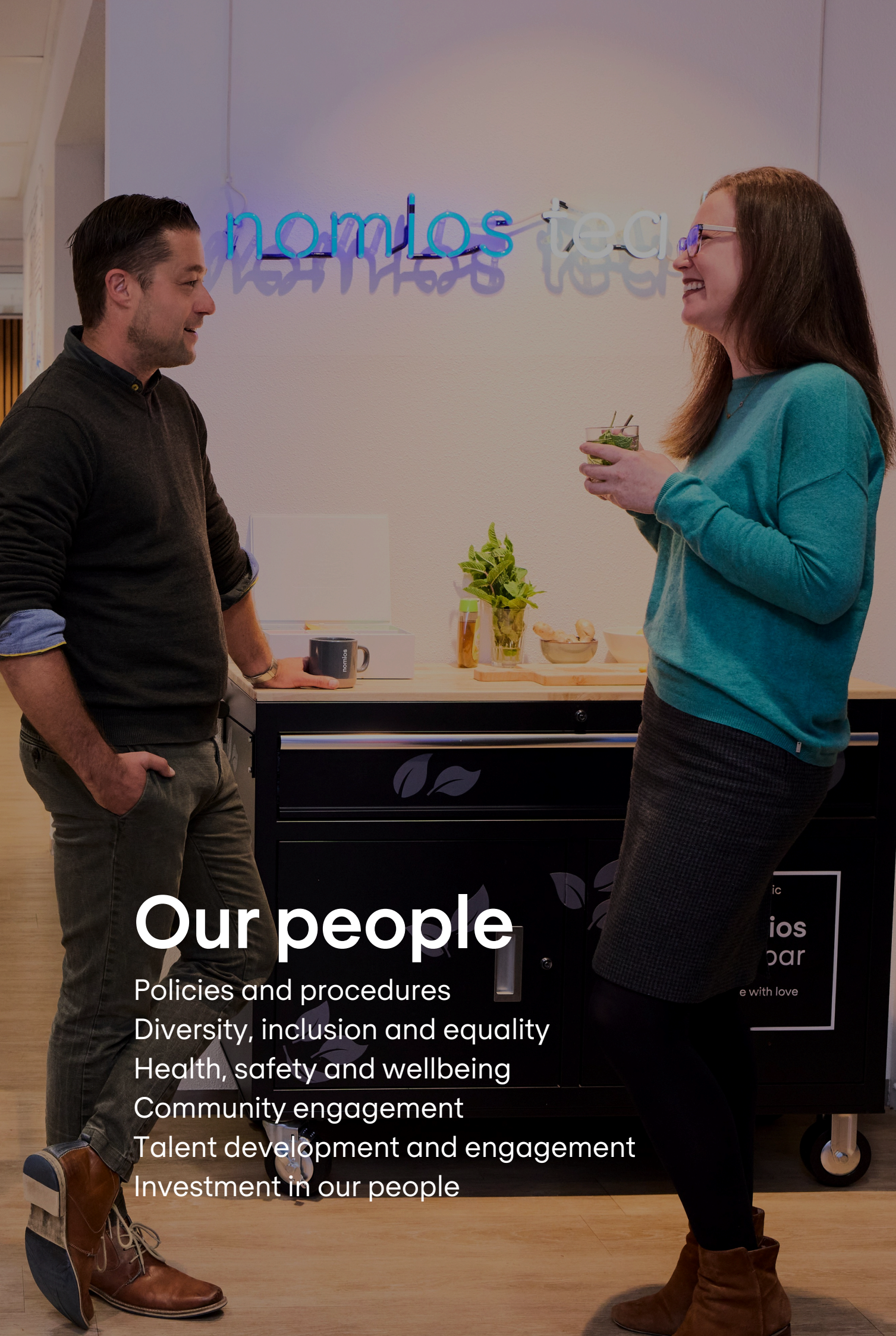


EcoVadis assessment of Nomios Group



“ We are proud of our Bronze EcoVadis Sustainability Rating for Nomios Group. It's our goal to further improve our sustainability rating in future assessments.





Our people

- Policies and procedures
- Diversity, inclusion and equality
- Health, safety and wellbeing
- Community engagement
- Talent development and engagement
- Investment in our people

Our people are at the heart of Nomios' success. We believe that an engaged, inclusive, and healthy workforce drives innovation, resilience, and long-term growth. We strive to create a supportive and inspiring environment where every employee can thrive.

Policies and procedures

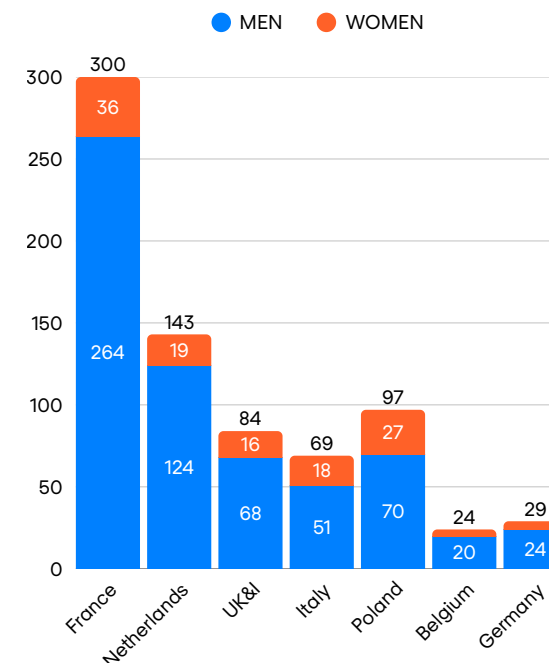
Nomios is a European Group with strong common values, but is led in a way that local management has a large margin to lead the local operation in a way that aligns with the local customs and expectations – which is to be expected from a cybersecurity company. This has an impact on how we set-up our policies and procedures. The Nomios Group has defined several head-line policies and procedures within Nomios Group, which give a basis

on which we expect our individual Group Companies to base their local policies, on a comply or exceed basis. Each individual country can apply these policies and adjust where needed to make it fit their culture – as long as the baseline is met.

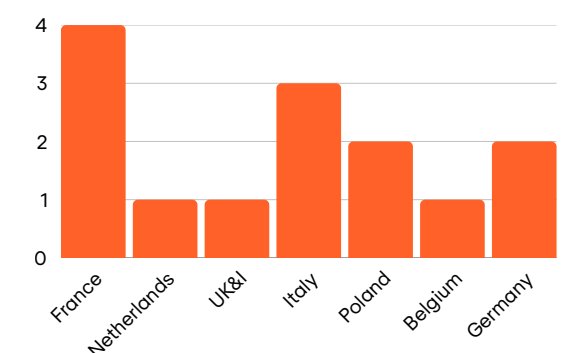
A few examples of our people policies are:

- Code of Conduct
- ESG Principles
- Ethical Business Conduct
- Gifts and Entertainment Policy
- Whistleblower Policy
- Health and Safety Policy
- Social Dialogue Policy

Workforce composition

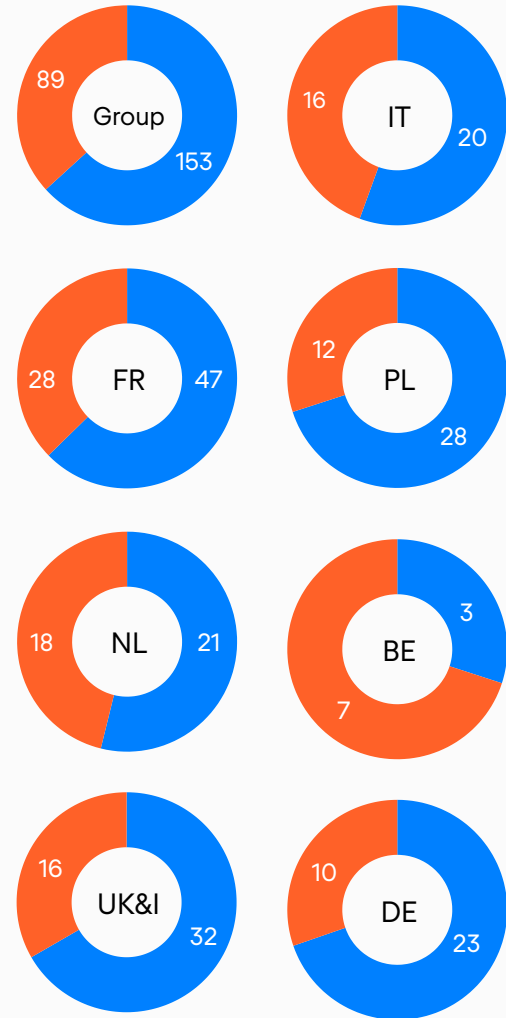


Women employed in management positions



Hires vs. Departures

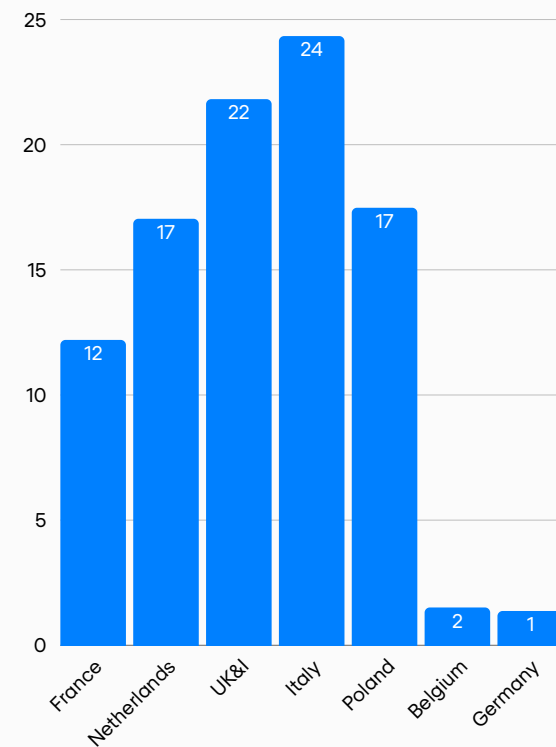
Organic new hires Departures



Work related injuries

- France: 6
- Netherlands: 0
- UK&I: 0
- Italy: 0
- Poland: 0
- Belgium: 0
- Germany: 0

Gender pay gap in % *



* Calculations are based on the contractual base salary

Diversity, inclusion and equality

We are committed to building a diverse workforce that reflects the communities and markets we serve. Diversity at Nomios means embracing different perspectives, backgrounds, and experiences—ensuring everyone has the opportunity to contribute and grow.

We continue to embed diversity and inclusion in our recruitment, training, and career development processes, and we track our progress to hold ourselves accountable.

Health, safety and wellbeing

We prioritise the health, safety, and wellbeing of our employees, going beyond compliance to foster a culture where people feel valued and supported.

Our approach includes policies, training, and initiatives that address both physical and mental health, ensuring a safe and respectful workplace.

VP GO | Nomios Netherlands

The Dutch office organised a 4-week wellbeing challenge for their employees. A fun competition to:

- Increase awareness of people's health
- Create a healthier workforce with real value
- Boost our positive culture.

ETHICS	FR	NL	IT	DE	BE	POL	UK
% of employees trained on Ethics	100%	0%	100%	0%	0%	0%	100%
Number of reports related to whistleblower	0	0	0	0	0	0	0
Number of confirmed corruption incidents	0	0	0	0	0	0	0
Number of confirmed information security incidents	0	8	0	0	1	0	4

nomios

Community engagement

Our commitment to social responsibility extends beyond our core business operations. Across our European offices, Nomios employees actively participate in community initiatives that reflect our values and contribute positively to society.

Engagement examples

Vendredi Platform | Nomios France

Employees use dedicated time to volunteer with local charities, including Les Restos du Cœur and animal protection organisations, strengthening community ties and social impact. Selfless Week (Nomios UK&I): Employees support environmental conservation efforts by working with local authorities to maintain biodiversity, including clearing invasive vegetation in nature reserves.

Holiday Giving with Swings & Smiles | Nomios UK&I

Our UK&I team volunteered to support children with disabilities and their families, assisting with holiday gift-wrapping and community outreach.

Environmental partnerships | Nomios Netherlands

We support reforestation projects in collaboration with Trees for All and Reforest, contributing to ecological restoration and carbon offsetting.

STEM engagement | Nomios France and Nomios UK&I

Employees participate in cybersecurity education workshops for schools, promoting digital literacy and safety.

Local charity partnerships

Across our offices, teams engage in food drives, local fundraising, and mentoring programmes, reinforcing our commitment to social and community impact.



Pictures from left to right:

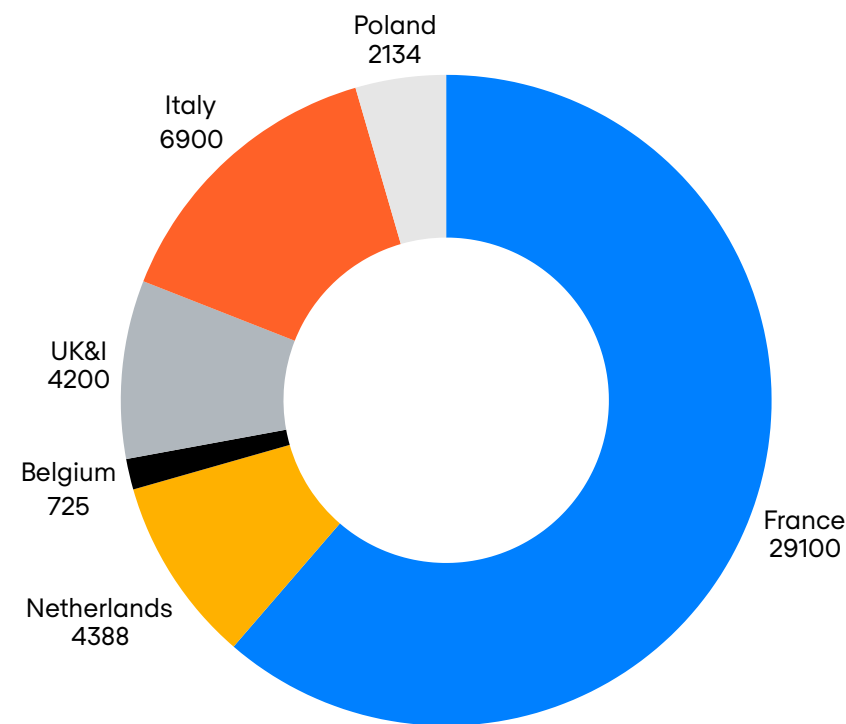
- Pink October | Nomios France
- VP GO kick-off | Nomios Netherlands
- Cleaning | Nomios France
- Selfless Day | Nomios UK&I
- Race for the Cure | Nomios Italy

Talent development and engagement

We are committed to building a diverse workforce that reflects the communities and markets we serve. Diversity at Nomios means embracing different perspectives, backgrounds, and experiences—ensuring everyone has the opportunity to contribute and grow.

We continue to embed diversity and inclusion in our recruitment, training, and career development processes, and we track our progress to hold ourselves accountable.

Training hours



Investment in our people

By investing in our people—through diversity and inclusion, wellbeing, talent development, and community engagement—we create a workplace where employees are empowered to excel and contribute to Nomios’ success. These efforts ensure that Nomios remains an employer of choice, fostering a culture of excellence and social responsibility.

Company awards of Nomios UK&I

Nomios UK&I has been named a 'Great Place to Work' for three years in a row.

Nomios UK&I
Updated November 2024.

Company awards of Nomios Germany

Top 2024 Company

Company awards of Nomios France

The impact of cybersecurity

Strengthening critical infrastructure

Promoting digital trust and data privacy

Empowering communities through awareness

Supporting responsible innovation and growth

In today's connected world, cybersecurity is critical not only for protecting organisations but also for enabling societal resilience and sustainable development. At Nomios, we understand that our role goes beyond providing technical solutions: we contribute to the trust, stability, and growth of the communities and economies in which we operate.

By securing digital infrastructures, we support essential services, economic activity, and personal privacy—core components of the modern digital society. Our efforts align with broader sustainability goals, including the UN Sustainable Development Goals (SDGs), particularly those promoting resilient infrastructure, innovation, and strong institutions.

Strengthening critical infrastructure

Our cybersecurity services underpin the stability of vital sectors such as healthcare, finance, and public services.

Through offerings like our Managed Security Operations Centre (SOC) and Managed Vulnerability Operations Centre (VOC), we provide around-the-clock monitoring, threat detection, and incident response, ensuring that essential systems remain operational and secure.

These services support the development of resilient and sustainable infrastructure (SDG 9) and contribute to societal trust in the digital economy.

Promoting digital trust and data privacy

Data privacy is a cornerstone of digital trust. We help clients design, implement, and maintain data protection measures that comply with national and international regulations, embedding privacy by design into every solution. By safeguarding sensitive information, we reinforce trust in digital systems and support the development of safe and inclusive communities.

Empowering communities through awareness

We engage with clients, partners, and communities to raise awareness about cybersecurity risks and best practices. Through educational workshops and partnerships, our teams share knowledge that empowers organisations and individuals to navigate the digital landscape securely. This work promotes inclusive and equitable education and lifelong learning opportunities.

Supporting responsible innovation and growth

A secure digital environment is a prerequisite for innovation and economic development. Our end-to-end solutions enable organisations to embrace new technologies confidently while managing risks effectively. By supporting responsible digital transformation, we contribute to sustainable economic growth and decent work.

Cybersecurity is more than a technical discipline—it is a responsibility that intersects with broader societal goals. At Nomios, we are committed to providing solutions that not only protect digital assets but also support sustainable development, economic stability, and trust in the digital age.

By aligning our work with the UN Sustainable Development Goals, we ensure that our impact extends beyond our immediate clients to the communities and economies we serve.

Educate our audience on important cybersecurity trends and challenges

7 cybersecurity challenges for the upcoming year 2025.

- 1. AI IN CYBER**
AI boosts threat detection, but also empowers attackers with smarter phishing and scams.
- 2. ZERO-DAY RISE**
These threats are hard to detect and patch, posing serious risks.
- 3. SUPPLY CHAIN RISK**
Attacks through vendors can compromise entire ecosystems.
- 4. CLOUD MISCONFIGURATIONS**
A leading cause of data breaches in cloud-first environments.
- 5. AI-FIRST DEFENCE**
Organisations need AI to stay ahead of increasingly sophisticated threats.
- 6. INSIDER THREATS**
These are harder to detect and amplified by remote work.
- 7. HUMAN FACTOR**
Still the weakest link in security, phishing and errors are still very common.

At Nomios, we recognise that reducing our environmental footprint is integral to our business and our responsibility as a corporate citizen. Our environmental strategy focuses on aligning with the Science-Based Targets initiative (SBTi), reducing greenhouse gas emissions, and embedding sustainable practices across our operations and value chain.

Policies and procedures

As mentioned in the policies and procedures section under 'Our people' we have strong common values across Nomios Group. We have defined several head-line policies and procedures within Nomios group on which we expect our individual Group Companies to base their local policies.

A few examples of environmental policies are:

- Environmental Policy
- Waste Management Policy
- Supplier Code of Business Conduct
- Supplier ESG Principles

Climate impact and carbon reduction

In 2024, we completed our first complete Group-wide greenhouse gas inventories across key regions, laying the groundwork for consistent emissions reporting.

This marks a crucial step towards setting science-based emissions reduction targets that align with the SBTi framework. Our goal is to ensure that our climate commitments are both ambitious and credible.

Environmental responsibility

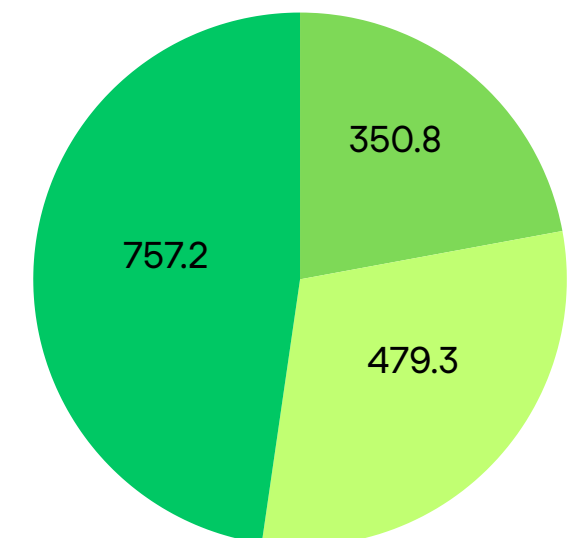
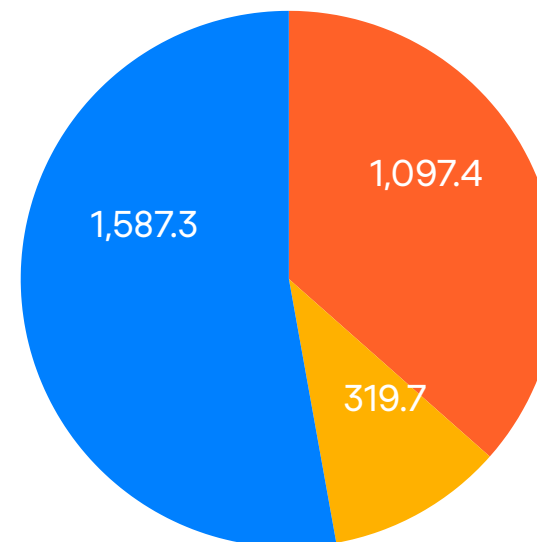
- Policies and procedures
- Climate impact and carbon reduction
- Energy use and efficiency
- E-waste and circular economy
- Sustainable procurement and supply chain
- Green IT and innovation

Scope 3 divided (tCO2e) | Nomios Group

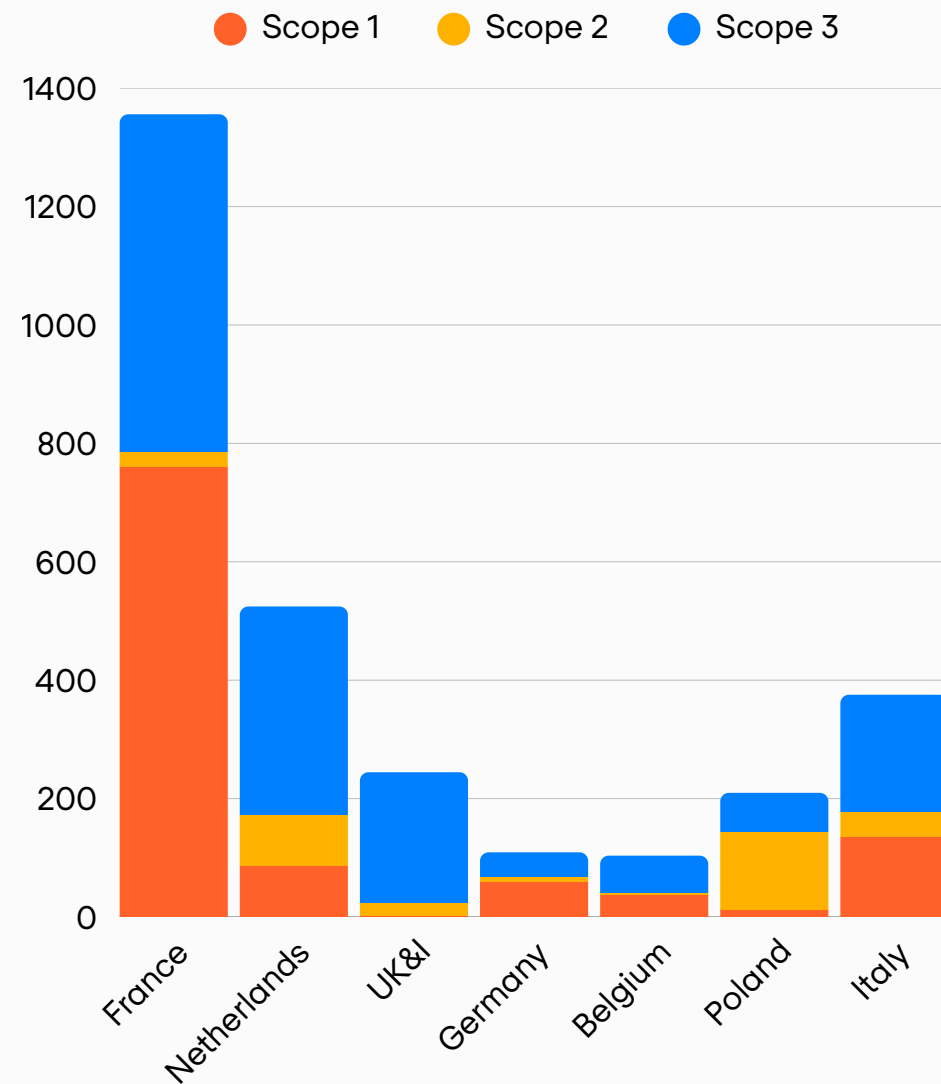
- Fuel & energy
- Business travel
- Employee commuting

Total tCO2e | Nomios Group

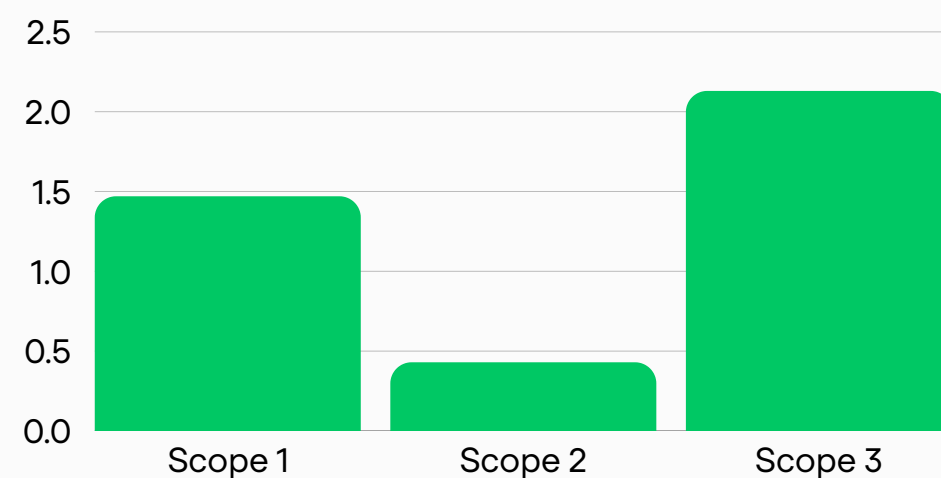
- Scope 1
- Scope 2
- Scope 3



Scope 1, 2 and 3 per country (tCO2e)



tCO2e / FTE | Nomios Group



Energy use and efficiency

We continue to invest in improving the energy efficiency of our offices and data centres, even where we operate in leased premises. We work closely with landlords and facility managers to advocate for renewable energy sourcing and sustainable building management.

E-waste and circular economy

Our technology-focused business generates electronic waste that we manage responsibly. We have implemented processes to collect, manage, and recycle hardware at the end of its lifecycle. Our goal is to extend the lifecycle of equipment and reduce the environmental impact of our operations.

Sustainable procurement and supply chain

Our supply chain represents a significant part of our environmental footprint. We engage with key suppliers to promote sustainable practices, including responsible sourcing, energy efficiency, and waste management.

Our procurement policy requires that all suppliers adhere to applicable environmental regulations and align with Nomios' values, and Nomios has set out a specific Supplier Code of Conduct and ESG Supplier Principles. Over 2025, it will work further to formalise ESG onboarding of new suppliers, as we see a large opportunity here.

Green IT and innovation

Sustainability is also about innovation. We continue to develop and promote green IT solutions, including energy-efficient networking, secure cloud solutions, and software-based approaches that reduce hardware dependency. These innovations not only support our own ESG goals but also help our clients achieve theirs.

Our environmental strategy is pragmatic, focusing on measurable progress and continuous improvement. We remain committed to reducing our impact on the environment while delivering on our promise of excellence to our clients and stakeholders.

Our ESG journey is driven by a clear roadmap that aligns with Nomios' strategic goals and stakeholder expectations. This roadmap reflects both our near-term actions and our longer-term ambitions, ensuring we remain agile, accountable, and impactful.

Near-term priorities (2025)

In the short term, we will focus on consolidating our ESG data collection processes across all regions to ensure a consistent and robust reporting framework. This includes:

- Finalising our greenhouse gas inventories across scopes 1, 2, and 3.
- Setting ambitious yet achievable Science-Based Targets to reduce emissions.
- Implementing the recommendations from the ongoing double materiality assessment, including entity scoping, value chain mapping, and ESG risk management.
- Strengthening governance by integrating ESG KPIs into leadership scorecards and executive incentives.
- Expanding local ESG initiatives, including volunteering, community engagement, and training on ESG topics.

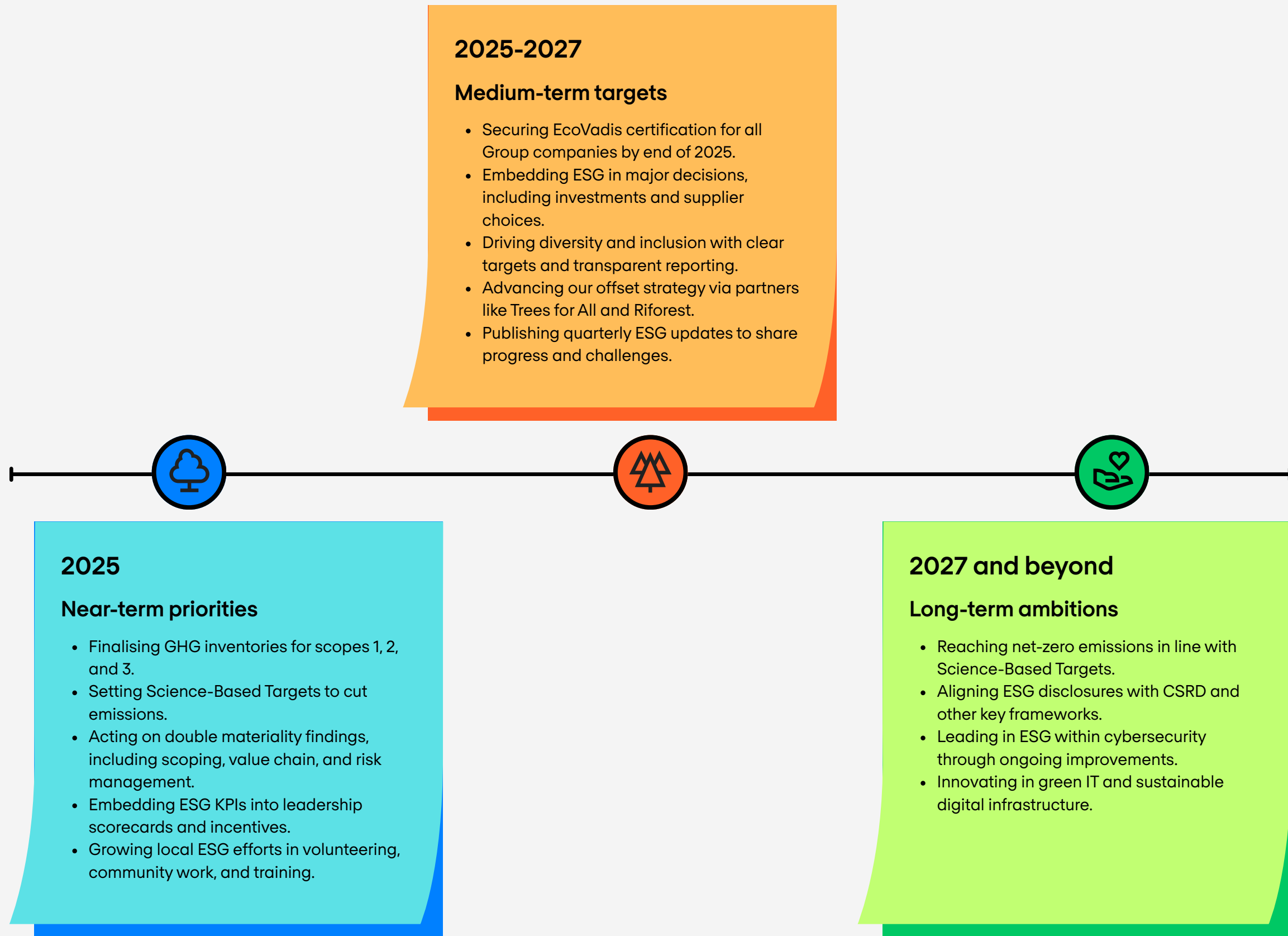
Medium-term targets (2025-2027)

Our medium-term focus includes:

- Achieving EcoVadis certification across all Group companies by the end of 2025.
- Embedding ESG criteria into all major business decisions, including investment evaluations and supplier selection processes.
- Advancing progress on workforce diversity and inclusion by setting clear targets and reporting progress transparently.
- Continuing to develop our carbon offset strategy through partnerships with organisations such as Trees for All and Reforest.
- Enhancing transparency by publishing quarterly ESG updates to inform all stakeholders of our progress and challenges.

Future roadmap

Near-term priorities
Medium-term target
Long-term ambitions
Continuous improvement



2025

Near-term priorities

- Finalising GHG inventories for scopes 1, 2, and 3.
- Setting Science-Based Targets to cut emissions.
- Acting on double materiality findings, including scoping, value chain, and risk management.
- Embedding ESG KPIs into leadership scorecards and incentives.
- Growing local ESG efforts in volunteering, community work, and training.

2025-2027

Medium-term targets

- Securing EcoVadis certification for all Group companies by end of 2025.
- Embedding ESG in major decisions, including investments and supplier choices.
- Driving diversity and inclusion with clear targets and transparent reporting.
- Advancing our offset strategy via partners like Trees for All and Reforest.
- Publishing quarterly ESG updates to share progress and challenges.

2027 and beyond

Long-term ambitions

- Reaching net-zero emissions in line with Science-Based Targets.
- Aligning ESG disclosures with CSRD and other key frameworks.
- Leading in ESG within cybersecurity through ongoing improvements.
- Innovating in green IT and sustainable digital infrastructure.

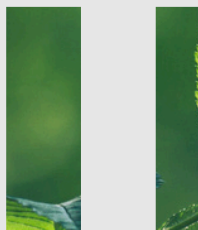
Long-term ambitions (2027 and beyond)

Our long-term goals centre on integrating sustainability into the very core of our business strategy, including:

- Achieving net-zero emissions in line with our Science-Based Targets.
- Fully aligning our ESG disclosures with the Corporate Sustainability Reporting Directive (CSRD) and other relevant frameworks.
- Maintaining ESG leadership in the cybersecurity sector by continuously improving our sustainability practices, stakeholder engagement, and governance structures.
- Fostering innovation in green IT solutions and sustainable digital infrastructures to support both our clients' and our own ESG goals.

Continuous Improvement

We recognise that ESG is an ongoing journey. We will regularly review and update our roadmap to reflect evolving stakeholder expectations, regulatory developments, and technological advancements. Through this iterative process, we ensure that Nomios remains at the forefront of ESG excellence in the cybersecurity industry.



Want to know more?

Get in touch with us today.

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All reported metrics are based on manual reporting performed by local Nomios employees, and Nomios therefore cannot exclude that there are (marginal) errors in comparison between the various operational entities or the quality of the data. Nomios will continue to improve the data collection and verification efforts as part of its continued commitment to this process.



Appendix

Reporting framework followed

This report has been prepared in consideration of the Global Reporting Initiative (GRI) Standards, focusing on material topics and disclosures relevant to our stakeholders.

Data used

The data in this report corresponds to the entities defined in page 4 [Reporting scope and approach](#) and does not include any subsidiaries onboarded in 2024.

Statement of use

Nomios has reported the information cited in this GRI content index for the period 1 January to 31 December 2024 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	PAGE	SECTION/COMMENTS
GENERAL DISCLOSURES			
GRI 2: GENERAL DISCLOSURES 2021	2-1 ORGANISATION DETAILS	24	Get in touch with us
	2-2 ENTITIES INCLUDED IN THE ORGANISATION'S REPORT	4	Report scope and approach
	2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT	3, 10	A word from our CEO ESG Governance Structure
	2-6 ACTIVITIES	6	About Nomios
	2-7 EMPLOYEES	14	Our people
	2-9 GOVERNANCE STRUCTURE AND COMPOSITION	10, 11	ESG governance structure
	2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY	22	Future roadmap
	2-23 POLICY COMMITMENTS	11	Governance and ESG Oversight
	2-27 COMPLIANCE WITH LAWS AND REGULATIONS	15	Our people, ethics reporting
	2-28 MEMBERSHIP ASSOCIATIONS	12, 13	Governance and ESG Oversight: Ecovadis
ECONOMIC			
GRI 205: ANTI-CORRUPTION 2016	205-3 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	15	Our people, ethics reporting

GRI STANDARD	DISCLOSURE	PAGE	SECTION/COMMENTS
MATERIAL TOPICS			
GRI 3: MATERIAL TOPICS 2021	3-1 PROCESS TO DETERMINE MATERIAL TOPICS	7	ESG Priorities and materiality
	3-2 LIST OF MATERIAL TOPICS	8	ESG Priorities and materiality: Double materiality framework
ENVIRONMENTAL			
GRI 302: ENERGY 2016	302-1 ENERGY CONSUMPTION WITHIN THE ORGANISATION	20	Environmental responsibility
	302-4 REDUCTION OF ENERGY CONSUMPTION	20	Environmental responsibility: Climate impact and carbon reduction
GRI 305: EMISSIONS 2016	305-1 DIRECT (SCOPE 1) GHG EMISSIONS	21	Environmental responsibility
	305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	21	Environmental responsibility
	305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS	21	Environmental responsibility
	305-5 REDUCTION OF GHG EMISSIONS	24	Long-term ambitions

GRI STANDARD	DISCLOSURE	PAGE	SECTION/COMMENTS
SOCIAL			
GRI 401: EMPLOYMENT 2016	401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	15	Our people: Hires vs Departures
	401-2 BENEFITS PROVIDED TO FTE'S	17	Our people: Investment in our people
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-6 PROMOTION OF WORKER HEALTH	15	Our people: Health, safety and wellbeing
	403-9 WORK RELATED INJURIES	15	Our people: Health, safety and wellbeing
GRI404: TRAINING AND EDUCATION 2016	404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	17	Our people: Talent development and engagement
	404-2 PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS	17	Our people: Talent development and engagement
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	14	Our people: Women employed in management positions
	405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN	14	Our people: Workforce composition
GRI 418: CUSTOMER PRIVACY 2016	418-1 SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA	15, 19	Our people, ethics reporting The impact of cybersecurity

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