

2023

SUSTAINABILITY REPORT



Indigita



Dear Reader,

I am pleased to introduce Indigita's 2023 Annual Sustainability Report, showcasing the company's growth and accomplishments.

This marks the third consecutive year in which we have exceeded our initial business goals. Undoubtedly, this achievement is attributed to the commitment ingrained in our organizational culture, the diversity of our globally composed team, consisting of 56% women and 44% men, with an average age of 33.

In the digital realm, Indigita's solutions have thrived, having successfully supported over 4000 professional users with our digital compliance solutions inApp and inApp Tax.

We continued our commitment to education by further enhancing the skills of nearly 3000 professionals in cross-border, compliance, risk management, ESG, cybersecurity and data protection.

Last but not least, a significant step in Indigita's Corporate Social Responsibility commitment is our recent affiliation with the UN Global Compact initiative, aligning the company's strategy with global sustainability goals.

I invite you to delve into the report, anticipating an insightful read.



Sincerely,

Achille Deodato
CEO, Indigita SA

MAIN HIGHLIGHTS 2023

Our team is the dynamic blend of international experiences and equal representation of genders, which serves as a cornerstone for the exponential success of our business, both in Switzerland and beyond.

1108

e-Learning courses
deployed

93%

employee overall
satisfaction level

Gender ratio:

56%

women

44%

men

10

nationalities

13

languages

4000

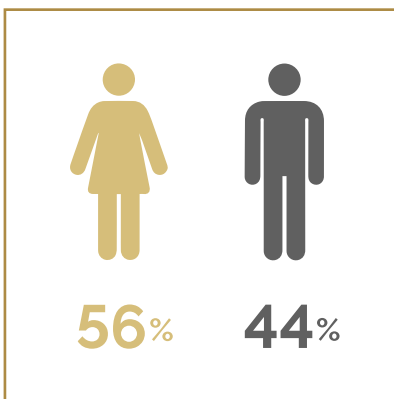
inApp and inApp Tax users
x2 compared to the previous year

DIVERSITY AND INCLUSION

Indigita takes pride in its diverse and inclusive workplace, with a team embodying individuals from various nationalities, reflecting a commitment to global perspectives.

Embracing diversity with an average team age of thirty three, we foster dynamism and inclusivity. Representing ten nationalities, our team proudly displays flags, embracing varied perspectives worldwide.

Proficient in thirteen languages, we celebrate linguistic diversity. With the addition of 16% new talents, growth is prioritized.



AVERAGE AGE



10

NATIONALITIES

Argentina, France, Germany, Italy, Mauritius, Netherlands, Portugal, Russia, Spain, Switzerland

13

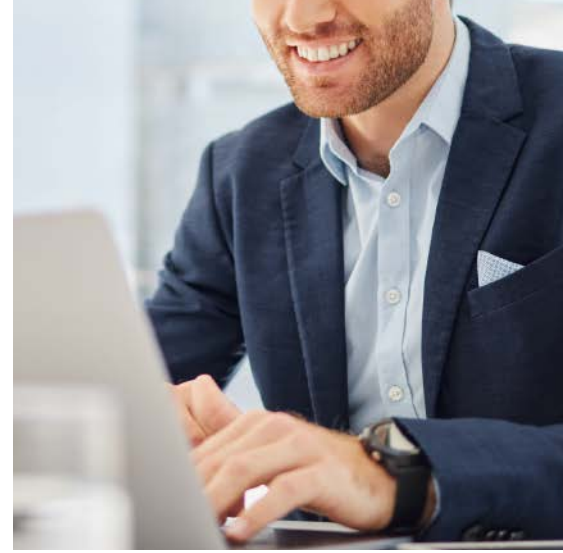
LANGUAGES

Albanian, Chinese, Dutch, English, French, German, Italian, Korean, Moroccan Arabic, Mauritian Creole, Portuguese, Russian, Spanish

2023: CONSOLIDATION YEAR

+16%
NEW HIRES

EMPLOYEE TRAININGS AND COMPETENCIES



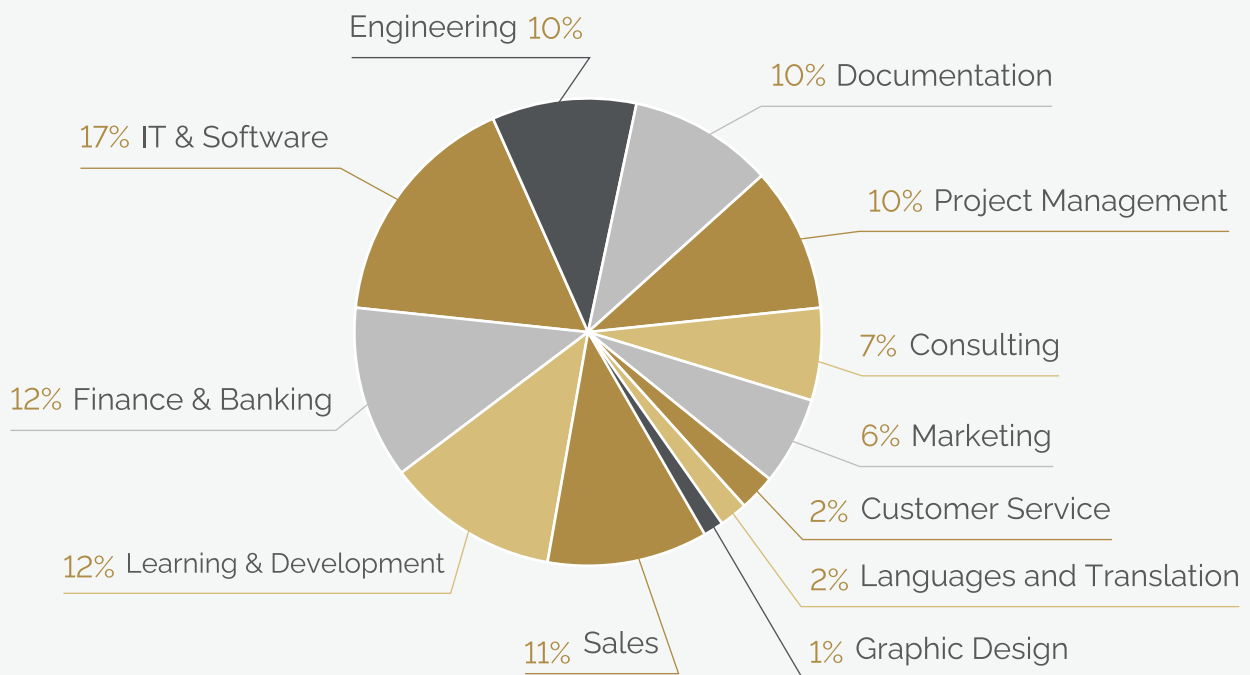
The diverse landscape of our workforce, where a spectrum of competencies converges to shape the collective skill-set of our team. This highlight delves into the rich tapestry of expertise that defines Indigita.

Moreover, nurturing the professional growth of our team is a top priority, therefore we empower our employees through continuous learning opportunities.

TRAININGS



COMPETENCIES OF EMPLOYEES



EMPLOYEE SATISFACTION LEVEL



Indigita's employee satisfaction rate is a testament to creating an environment where each individual thrives, contributing meaningfully to our collective success.

Insights from our annual internal anonymous survey unveil the positive sentiments and heartbeat of our employees within the company, providing a valuable window into our thriving workplace culture.



93%

EMPLOYEE OVERALL SATISFACTION LEVEL



RESPECT AND VALUE FROM COLLEAGUES:

100%

Our employees feel respected and valued by the management and teammates, which indicates a healthy and positive work environment.



SENSE OF BELONGING:

94%

The majority of respondents feel a strong sense of belonging, which enhances team productivity and contributes to the company's success.



VALUE OF OPINIONS:

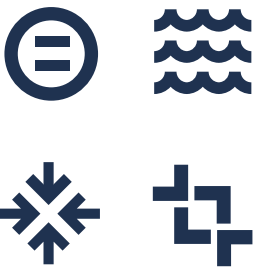
91%

Our employees know their opinions are valued, fostering a culture of respect and continuous improvement.

IMPACTFUL PARTNERSHIPS



WE SUPPORT UN GLOBAL COMPACT



In 2023, Indigita joined the United Nations Global Compact, pledging to integrate the Ten Principles into the company's operations. Aligned with this influential initiative, Indigita is dedicated to upholding human rights, ensuring ethical labor practices, protecting the environment, and combating corruption.

This strategic commitment fulfills fundamental responsibilities and actively contributes to global sustainability goals.

THEODORA FOUNDATION

Indigita celebrated birthdays with a purpose, contributing to Theodora Foundation for each staff member's special day.

In 2023, with support of Indigita, Theodora Foundation brightened the lives of many children by spreading laughter and joy with

60 GIGGLE DOCTORS.

Indigita takes pride in being part of this initiative, embodying our commitment to Corporate Social Responsibility and making a positive difference in the lives of those in need.



BUSINESS ACHIEVEMENTS



In 2023, our business achievements reached significant milestones. Deploying 1108 e-Learning courses on our Learning Management System and witnessing a remarkable 120% growth in inApp and inApp Tax users, we are enabling businesses in financial and other economic domains.



NEW FEATURE

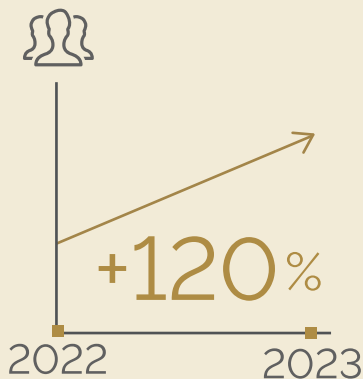
ESG ratings of financial products

The inclusion of ESG functionality as a new feature signifies Indigita's commitment to providing cutting-edge solutions for financial institutions, addressing both current and future needs within the evolving financial landscape - in line with the increasing emphasis on sustainability and responsible business practices.

WEB APPLICATIONS

substantial growth

NUMBER OF USERS **4000**



TO KNOW MORE ABOUT INAPP



TO KNOW MORE ABOUT INAPPTAX



E-LEARNING COURSES

Indigita has significantly expanded its suite of e-Learning courses, offering targeted educational resources for professionals in financial and other economic domains.


2813
NUMBER OF TRAINEES ON THE INDIGITA LMS


30
TOTAL NUMBER OF E-LEARNING COURSES


1108
COURSES DEPLOYED IN 2023

TO KNOW MORE ABOUT E-LEARNING



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