

Sustainability Approach at TrAxxion SA

“Creating.Impact.Together”

Introduction

This document is a summary of the different key elements of our approach to sustainability within TrAxxion. It describes how we function and highlights the various structural processes to ensure company governance holistically driven by sustainability and our declared purpose of **having a positive impact on key aspects of corporate and societal life through our work.**

Our Governance

TrAxxion Expert Network operates as a unique collaborative network, where our senior experts, though not employees of TrAxxion, work under its branding and contribute their specialized knowledge to various projects. The Board of Directors is our highest decision committee – but decision taking in general involves stakeholders at many different levels.

At the heart of the network lies a commitment to three core values: No-nonsense, Brutal honesty, and True expertise.

Core Values of TrAxxion Expert Network

- No-nonsense reflects the network's approach to using the best-suited tools and practices in an efficient and straightforward manner. Experts within the network provide pragmatic solutions, cutting through complexity to deliver results that truly benefit the customer.
- Brutal honesty is a value that ensures transparency with clients and peers alike. Whether it's delivering tough feedback or confronting difficult truths, this honesty is crucial for maintaining high standards of communication and effectiveness within the team.
- True expertise emphasizes the importance of having professionals with real-world experience, who not only excel in their respective fields but also have a strong collaborative mindset. The experts are handpicked by TrAxxion's partners, ensuring that each individual has the competence and credibility needed to work cohesively within the network.

Memorandum of Understanding (MoU)

To maintain the integrity of the network, both TrAxxion and the experts sign a Memorandum of Understanding (MoU). This agreement stipulates the responsibilities of both parties, including allowing TrAxxion to use experts' images and vitae on its website and promoting their expertise under the TrAxxion branding. The MoU also includes the elements of our Code of Ethics.

Commitment to Social and Environmental Responsibility

TrAxxion also places great importance on social and environmental responsibility, integrating these values into its decision-making process. The company is committed to making a positive impact on society and the environment, which is reflected in its mission to conserve the environment and contribute to sustainable economic development. Our internal training sessions include material focused on these



issues, ensuring that all members of the company are aligned with the company's broader social and environmental goals.

Financial controls

In terms of financial controls, we have established a workflow in our ERP system which allows us to control all the incoming invoices (4-eyes principle). Accounting and salary management are outsourced to ensure maximum external control and compliance.

Stakeholder Engagement and KPIs for Accountability

To ensure continued progress and accountability, TrAxxion incorporates regular stakeholder meetings, impact assessments, and surveys to measure its social and environmental outcomes. These evaluations help the company track its progress and refine strategies to maximize its positive impact. The results from these efforts are incorporated into Key Performance Indicators (KPIs). We also track the number of stakeholder meetings and the number of BoD (Board of Directors) meetings held each year. These KPIs help measure both the engagement with stakeholders and the strategic oversight provided by the board, ensuring that TrAxxion remains accountable and focused on its long-term goals.

Organizational Structure and Transparency

Furthermore, TrAxxion maintains a transparent and accountable organizational structure. An internal organizational chart outlines management and reporting responsibilities, with clear job descriptions for all roles within our governance structure. The company also conducts management team meetings to make strategic decisions and review operational performance. Furthermore, we have listed decisions that have to be approved by all the directors (shareholders' agreement). The Board of Directors (BoD) is integral in overseeing the company's strategy and ensuring that social and environmental performance is regularly reviewed and aligned with the business objectives. Financial performance, excluding salary information, is shared with experts and employees at least annually, promoting transparency and trust within the organization. The board of directors is also disclosed to the public, ensuring that the company's leadership is known and accountable.

By maintaining these robust systems and values, TrAxxion Expert Network not only ensures high-quality outcomes for its clients but also demonstrates a strong commitment to social and environmental responsibility.

Corporate culture

At Traxxion, we foster a unique and dynamic work environment that encourages an entrepreneurial spirit, where our team members are not just employees but experts who choose to work with us because they are aligned with our purpose. While Traxxion has one employee, the majority of our experts are not employees in the traditional sense but they work with the company under a shared vision and contribute to our collective success. They are driven by a passion for their work and a commitment to making a meaningful impact.

Adhesion to Purpose

The core of what binds everyone at Traxxion is our adhesion to purpose. Each person involved is deeply committed to the mission of the company. We don't simply aim to deliver services; we strive to make a difference by aligning our goals with the needs of our clients and our broader social and environmental values.



Corporate Culture

We nurture a corporate culture that values collaboration, transparency, and inclusiveness. Our team is encouraged to help each other, share knowledge, and support one another's growth. We operate with total transparency and participation, making sure every voice is heard and valued. This inclusive environment helps create a sense of ownership and trust, empowering everyone to contribute to the success of the company.

Afterwork & Social Events

Work-life balance is key at Traxxion, and we actively create opportunities for team bonding and relaxation. Every month, we host an afterwork gathering to unwind and connect with colleagues in a casual setting. Additionally, we organize four social events per year, where the entire team comes together to celebrate achievements, engage in fun activities, and strengthen relationships.

Internal Training

Learning and development are central to our approach. We offer internal training to ensure that our experts are continually developing their skills. These training sessions are vital for fostering a culture of continuous improvement and excellence, keeping everyone at the top of their game.

Annual Discussions

We believe in open communication and regularly assess individual and team progress through annual discussions. These discussions provide an opportunity for feedback, goal-setting, and reflection, helping experts understand their growth path and contribute meaningfully to the company's objectives.

Revenue share

We believe in rewarding the experts who contribute to our success, which is why we follow an 80-20 revenue share, where 80% of the revenue of the missions goes directly to the experts working on the project, recognizing their valuable input.

Expert Involvement in Pitching and Scoping

Experts are integral to the early stages of any project. They are always involved in pitching and scoping missions, ensuring that the solutions we present to clients are rooted in deep expertise and well-defined from the start.

Social KPIs

At Traxxion, we track key social performance indicators (KPIs) that help us ensure that we stay aligned with our mission of fostering a positive, inclusive, and supportive culture. The key social KPIs include:

- Number of trainings held annually to track our commitment to continuous development.
- Number of social events organized to ensure that the company's culture and team bonding remain strong.
- Number of experts by theme (billable services) to track the diversity of expertise available across various sectors.
- Years of experience and average experience within the company, to ensure that our team possesses a wealth of knowledge and skill.
- Nationality and languages spoken, ensuring we maintain a diverse and globally-minded workforce.
- Average age, which helps us understand the demographic diversity and generational balance within the team.



At Traxxion, our team is more than just a group of employees. They are experts united by a shared vision, entrepreneurial spirit, and commitment to excellence. We create an environment that encourages growth, fosters relationships, and supports everyone's success, ensuring that together, we can achieve our objectives.

Considering the Environment

At TrAxxion, we aim to reduce the negative impacts of our activities on the environment mainly through better emissions management as well as improved energy efficiency.

Greenhouse Gas Emissions Management Summary

Our company regularly monitors and records its greenhouse gas (GHG) emissions for Scope 1, Scope 2 and Scope 3. Through our very lean business model, the carbon intensity (not considering our 100% compensation) is very low compared to industry standard in advisory. To minimize our emissions, we constantly educate our experts, have established home office guidelines, host our webpage through certified carbon neutral services, actively promote carpooling and online meetings whenever possible.

Since 2022 we have decided to offset 100% of our Scope 1,2 and 3 emissions through the purchase of certified carbon credits. We do this through a local organization (grainedevie.org).

Waste and Water

Given the low volume of waste production and water consumption, we do not monitor or record these subjects. Of course, we separate all our waste and dispose "toxic" waste (i.e. printer toners) through certified channels. We also make sure through our landlord that the waste is disposed of responsibly and that water consumption is limited as much as possible.

Community Engagement

TrAxxion SA demonstrates a structured and evolving commitment to diversity, equity, inclusion, and broader social and environmental responsibility through a range of internal and external practices.

Diversity, Equity & Inclusion

The company fosters an inclusive work environment by including a statement of commitment to diversity, equity, and inclusion in all of its job postings. Additionally, it conducts reviews of job descriptions and role requirements to ensure that the language used is inclusive and equitable. At TrAxxion we measure diversity across our organization and ensure through our transparent salary and participation structure a maximum compensation equity.

Inclusive Supply Chain

TrAxxion actively promotes supplier diversity by tracking the ownership diversity of its suppliers and implementing policies that prioritize regional vendors and partners.

To ensure ethical and sustainable sourcing, the company assesses the social and environmental impact of its key suppliers. This is done through a combination of policy sharing, mandatory self-assessments, and regular audits conducted at least every two years. Evaluations focus on governance standards, including ethics and anti-corruption practices.

Local Impact

TrAxxion operates solely from its headquarters located in Grevenmacher, with no other offices. The company is deeply rooted in the local economy. 100% of its ownership is held by non-accredited investors,



reflecting an inclusive and community-based ownership model. In addition, the majority of the ownership is based in the same geographic area as our workforce and the majority of our customers. More than 60% of TrAxxion's non-labor expenses are spent with independent suppliers located near the headquarters. We are also committed to impactful banking through our partnership with a B Corp certified local bank – Banque de Luxembourg.

Community Engagement

The company maintains strong involvement in civic life. It engages in community and pro-bono services, advocates for improved social and environmental policies, partners with charitable and community organizations, and offers discounted products or services to underserved populations.

TrAxxion provides its employees with hours of paid time off per year to participate in community service. Volunteer efforts are closely monitored and recorded, employees contributing a total of > 1.000 hours during per year on average of the past years.

Donations & Stakeholder Collaboration

We allow employees and customers to help decide which charitable organizations should receive company donations. Our focus is always on local social and environmental organizations in line with our purpose to create local impact.

TrAxxion also engages with stakeholders, including competitors, by participating in public forums and panel discussions focused on social and environmental topics, thereby fostering broader industry collaboration.

Supply Chain Management

All of the company's significant suppliers are required to comply with a formal code of conduct. This code includes adherence to local laws and regulations, respect for international human rights and labor standards, and the payment of a living wage for both employees and contractors.

These suppliers are evaluated using multiple methods. TrAxxion shares its policies and expectations, requires completing customized self-assessments, and conducts routine audits or reviews at least once every two years to verify compliance and performance.

Customers Relationship

Services offered

TrAxxion SA provides impact advisory services that help organizations enhance their governance, strategy execution, operational excellence, digital efficiency, and financial results through embedding sustainability holistically on their strategy reflections. This holistic approach enables organizations to better understand their strengths and unique value propositions, but also weaknesses and risks, resulting in a coherent strategic focus on long-term benefit realization with their customers, suppliers, partners, employees and the community.

We also offer impact training, conferences, and digital planning services that support continuous learning, reduce waste, cut waiting times, and mitigate financial risk. These services contribute to increased social and environmental impact for businesses and other organizations, aligning with our core mission in sustainability consulting.

Customer satisfaction

It is important for us to verify the impact of our work through evidence of operational improvements among most of our client organizations. To evaluate the effectiveness of our services, we assess near-



term outcomes and survey beneficiaries, confirming that 75–99% experienced a verified positive impact through our work. We also track key performances one year after each engagement.

We are committed to managing the impact and value created for our customers through active feedback mechanisms and regular monitoring of customer satisfaction, which is shared internally to foster continuous improvement to develop our approach further.

Data protection

To ensure trust and compliance in our data practices, we maintain a formal, publicly available data and privacy policy. All users are fully informed about the type of data collected, how long it is retained, how it is used, and with whom it may be shared. Customers are also given clear choices about how their data is used. All our data handling and email marketing practices are fully GDPR compliant.

All access to customer project-related data is managed carefully within our team to ensure access only to relevant data for clearly identified experts. As part of your service, we also provide smaller organizations with a safe project data space free of charge that can be used by those customers to segregate access rights within their structures.

Innovation

What makes our offering distinctive is our structured and replicable approach to strategy development and execution, driven by a Project Management Office (PMO) framework. Based on our Engineering DNA we apply the structured and result focused approach to any project irrespectively of its nature or size. By applying this model with our stakeholders, it has influenced others in their personal and organizational development.

