



Sustainability report 2022

EVS Broadcast Equipment

→ evs.com



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About this report

Report published in April 2023. The 2023 Sustainability Report of EVS Broadcast Equipment is a comprehensive overview of our efforts towards sustainability in the fiscal year 2022¹. This annual report covers all of our entities worldwide.

As a follow-up to our first sustainability report for the fiscal year 2021, we strive for continuous improvement and increased transparency in our reporting process. This report showcases the contributions and results of each team member in promoting sustainability at EVS. Together with the Leadership Team and our Board of Directors we are committed to ensuring the long-term financial success and sustainability of our company.

In 2021, we started to view sustainability as a mission and integral part of our strategy. We realized that individual actions alone will not be enough and that long-term profitability can only be achieved in a healthy and sustainable world. This realization led to the definition and launch of our ESG strategy in 2022.

In 2023, we will focus on revising our materiality matrix and setting clear long-term sustainability targets.

We are proud of our commitment to sustainability and are eager to continue our efforts towards a brighter future.

This report is considered as our non-financial statement according to art. 3:6 and 3:32 of the Belgian Code on Companies and Associations. It was prepared in accordance with the GRI Standards for the period Jan 1st, 2022 to Dec 31st, 2022.

1. Our sustainability reporting period is aligned with our financial reporting period.

Contact

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Foreword by the CEO

At EVS, we are proud of the impact we have with our products and solutions on the world. We are proud to say that our EVS live production solutions create emotions for billions of people all over the world, every day on any type of screen.

As a market leader, it is our duty to bring this impact in a sustainable way. With our ESG program, it is our ambition to increase our focus on the environmental and societal issues that are linked to our business. We will use the innovation and creative capabilities of our team members to find solutions.

“Focus on Profitable Growth” – is the title of our Strategy Map for 2023. It is made clear to all our team members that in 2023 we have to adopt a mindset focused on profitable and sustainable growth.

We believe that we need a more proactive approach towards sustainability and that a long-term commitment is necessary. Already accountable, our learning organization heads towards an even more sustainable way of doing business. Our impact on the environment, the people and society needs to be taken into account in all our decision-making as it matters to us as much as it does to our customers. In 2023, we will reassess our material topics and build an ambitious 2030 strategy based on our most material topics.

As you will read throughout this report, we already carried out initiatives to realize a positive impact, keeping in mind the picture of the world we want our children to live in. We want to be a trusted partner not only for our live broadcast expertise and excellence but also for our sustainable journey.

In 2022, we took a first step in this journey by calculating our first “Carbon Footprint”. This was a first tangible analysis of our environmental impact and it allowed us to identify our biggest emission sources.

Social challenges are as numerous as environmental challenges. At EVS, we strongly believe in the words of Jim Collins, “Great vision without great people is irrelevant”. Our effort in this domain were recognized by receiving the Top Employer Belgium 2023 certification. On the community side, we continued to support education, sport and culture throughout the different social actions that we have taken.

We are a Customer Intimacy company, it's our DNA. Being customer-oriented is what helps us further strengthen our leadership reputation and realize our growth ambitions. We help our customers produce the most demanding live content by providing them peace of mind and a lower total cost of ownership. We provide the highest quality products, solutions and services with the reassurance that we can adapt to rapid changes in our industry and our society in general. Agility, innovation and our focus on ‘customer success’ is what helped us to sustain our growth momentum and realize record revenue results in 2022. We trust this will also help us address the social and environmental challenges we all face.

We intend to further invest in the future by supporting young talents, environmental initiatives, and our community in general.

Sustainability is not what we should do. Sustainability is what we need to be.

I welcome you to understand our vision by reading this sustainability report.



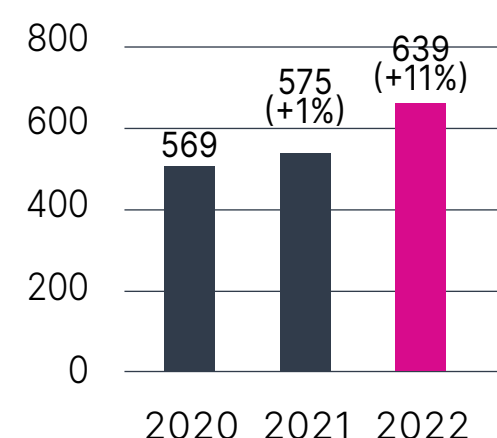
We intend to further invest in the future by supporting young talents, environmental initiatives, and our community in general.

Serge Van Herck / CEO

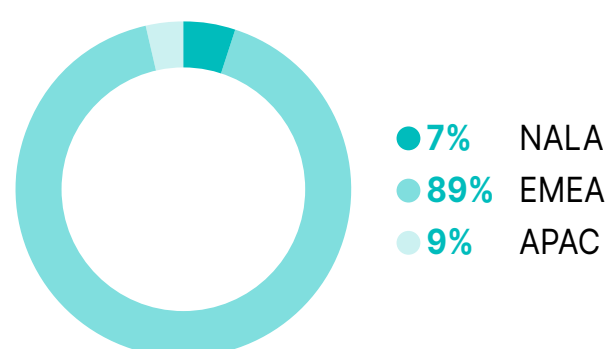
EVS at a glance



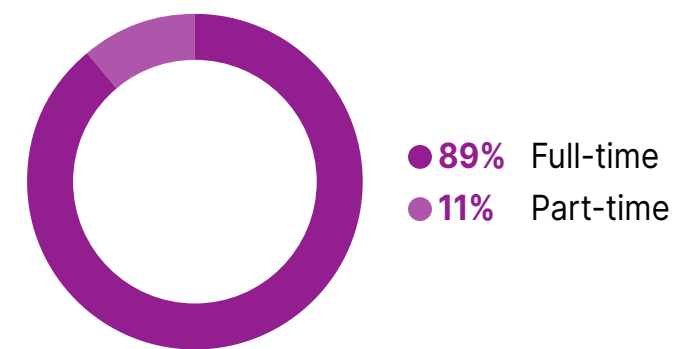
Number of team members at the end of the year²



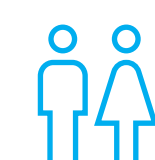
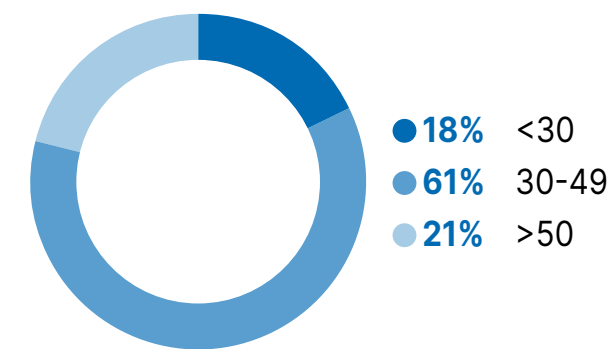
Team members distribution per region



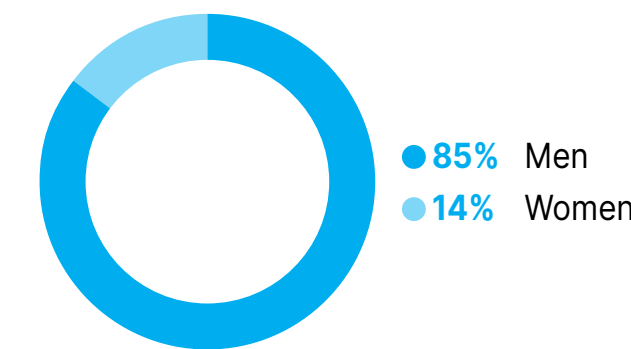
Team members distribution per work type



Team members distribution per age average



Team members distribution per gender



34
nationalities

We create return on emotion

EVS, a broadcast and media technology company, was founded in 1994. Headquartered in Liège, Belgium, the company has a global presence with over 600 team members working in 20+ offices around the world. In its early years, EVS was known for its pioneering work in tapeless television technology, including the launch of the Live Slow-Motion (LSM) system, which quickly became the standard replay technology for all broadcast sporting events worldwide.

Who are we ?

As a globally recognized leader in live video technology for broadcast and media pro-

ductions, our passion and purpose are to help our customers craft compelling stories that elicit the highest emotional response. Through our cutting-edge technologies and customer-focused teams, we strive to deliver the best possible solutions to our customers, ensuring they can create engaging and impactful content. We take pride in our industry-leading position and remain committed to driving innovation and excellence in all that we do.

What do we deliver ?

Our technology is used by customers worldwide to deliver live sports images, entertainment shows, and breaking news content to billions of viewers in real-time. Through our innovative solutions, we enable our custom-

ers to engage and captivate their audiences with high-quality and impactful content. We are proud to play a key role in bringing some of the most exciting and engaging moments in sports, entertainment, and news to audiences all over the world.

Customer success

EVS became a key player in the live production industry, offering reliable and innovative technologies and providing first-class support to customers located around the world. Our focus on customer success has allowed us to remain at the forefront of the industry, and we are committed to helping our clients grow as the industry evolves. To deliver on this promise, we continue to invest in the latest technologies, including our pioneer-

ing work in IP, artificial intelligence, multiple video resolutions, and the Cloud-based implementation. Through these efforts, we remain ahead of the curve and empower our customers with smart, reliable, and scalable solutions that enable them to produce the best live stories today and in the future.

2. For this section we speak about team members in headcount rather than in FTE equivalent.

Our vision & mission

We create return on emotion

Our values

At EVS, we are guided by seven core values that we embody globally. These values strengthen our corporate identity and define our day-to-day interactions with our customers, partners, and with each other. We are customer success-oriented. We value teamwork. We are accountable. We are passionate. We aim for excellence. We focus on innovation. We are agile.

Our value chain

As a technology company, we rely on service and manufacturing partners from all around the world.

Below is a diagram of all the partners with whom EVS interacts on a frequent basis:

Within the value chain, the relationship of EVS with key suppliers is important. We rely on vendors to supply us with hardware and software components. We have a strategic procurement framework, which allows us to carefully assess our supply chain risks, not only in terms of criticality and dependency, but also in terms of sustainability. The recent shortages on the components market have forced EVS to become much more proactive

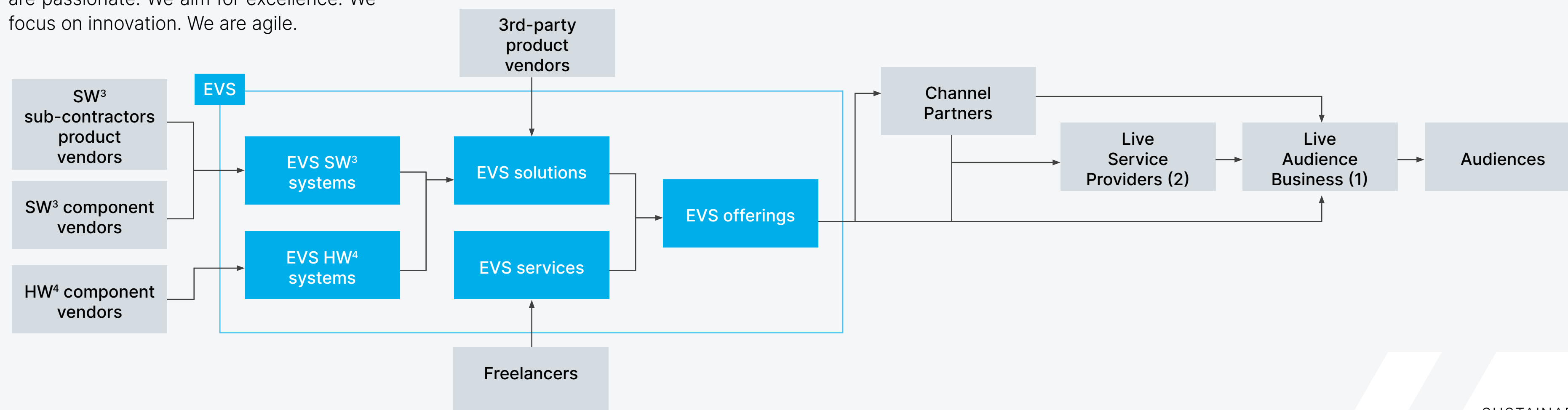
in the management of its supply chain. In some cases, this has led to a voluntary increase of our inventories. In other cases, this has led to a redesign of our solutions as to ensure we can continue and provide the quality of our solutions to our customers. The risks linked to our strategic procurement framework are monitored by our procurement department.

Research and development are very important for EVS: more than half of our team members work within the R&D department to ensure the continuous adaptation of our solutions to the latest technologies and market trends. This strong position allows us a certain flexibility in our collaboration with partners. Within the R&D context, we also work in strategic partnerships as to ensure we create an end-to-end ecosystem of our solutions. Within this context, we primarily

work with external contractors for the development of software solutions.

Finally, we also entertain strategic partnerships in the sales and support environment. Our Channel Partners program ensures that we have certified sales and support channels that help us in specific areas or geographies. The relationship with our Channel Partners is managed through a process of certification of our partners. This certification ensures EVS that all our partners act within a clear framework, have the right knowledge and certification as to represent EVS in front of our customers.

Our customer can also in some cases be our partners. When we serve a Live Service Provider with our solutions, this customer in turn will create content for a LAB customer who in the end will touch the end viewers, our audience.



Live Audience Business (1) (LAB)

Customers leveraging EVS products and solutions to create content for their own purpose

Broadcasters, Stadium, House of Worship, Corporate Media Centers, Sports organizations, Government & institutions, University & Colleges

Live Service Providers (2)

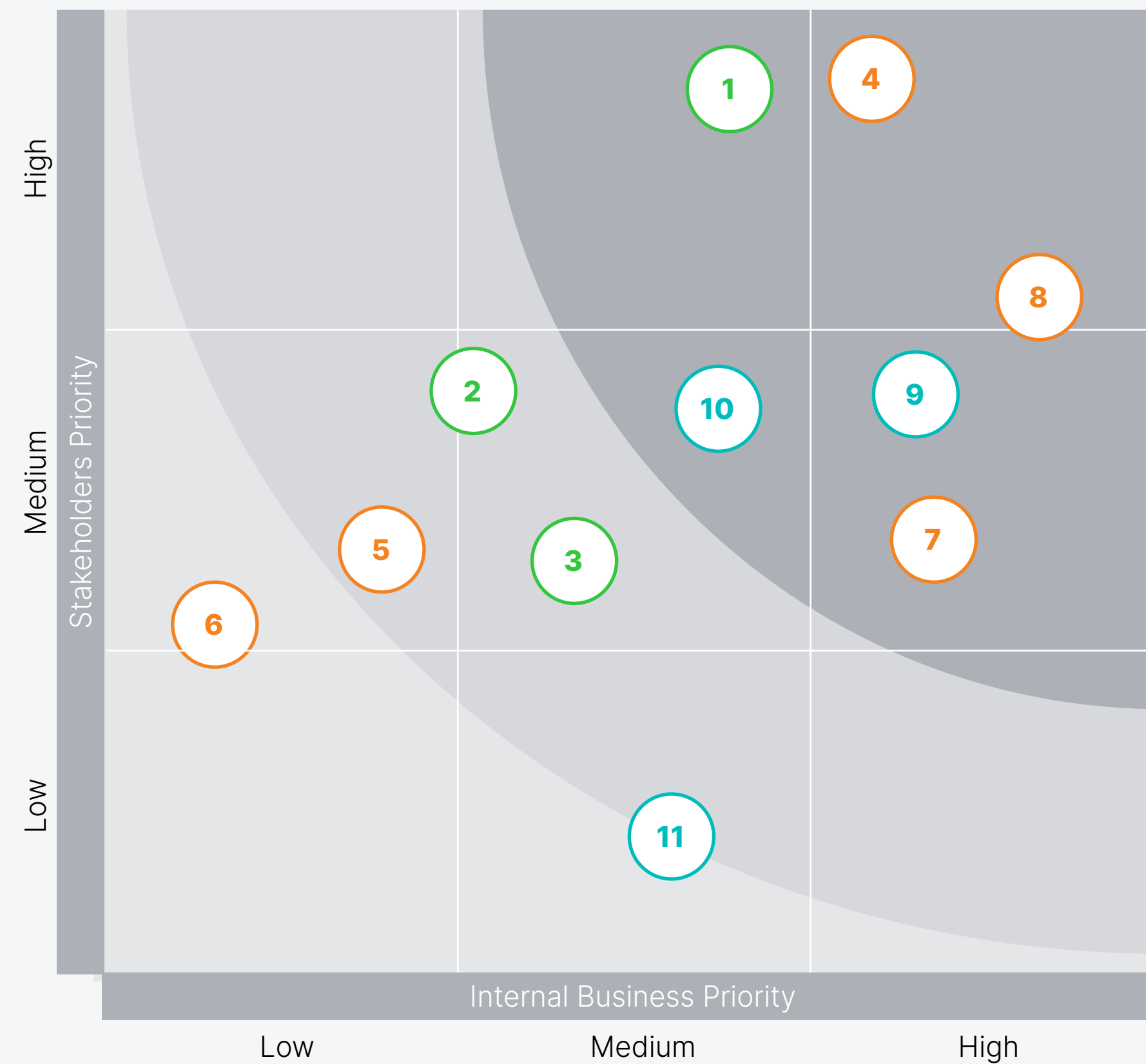
Customers leveraging EVS products and solutions to serve "LAB customers"

Rental & facilities companies, Production companies, Freelance operators,
Technology partners & system integrators buying for their own purpose

3. Software.
4. Hardware.

Our sustainability strategy

Materiality Matrix



- 1. Energy requirements of EVS products & solutions
- 2. Recycled input materials used
- 3. Company Carbon Footprint



- 4. Well-being of team members
- 5. Diversity & Inclusion
- 6. Local social contribution
- 7. Talent management
- 8. Customer Experience



- 9. Cyber Security
- 10. Sustainable Supply Chain
- 11. Business Process Management

- High importance for external stakeholders and for EVS business
- Medium importance for external stakeholders and for EVS business
- Low importance for external stakeholders and for EVS business

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The materiality matrix enables us to visualize the sustainability topics that are of the highest importance for our company and our stakeholders.

Topics that are considered important for both EVS' stakeholders and EVS as a business are located in the upper right corner of the matrix. The topics in the middle of the matrix are considered to be of medium importance to both EVS' stakeholders and EVS as a business. Finally, we have low importance topics that are located at the bottom left of the matrix. That does not mean they are not important but that they are of a lesser urgency to tackle immediately.

The analysis of the matrix shows that the "Well-being of our team members", "Talent management", "Customer Experience", "Cyber-security", "Energy requirements of EVS products & solutions" and "Sustainable Supply Chain" are most material for us.

This materiality matrix is meant to be reviewed on a regular basis as our business but also the world around us evolves. In order to prepare for the upcoming directive regarding sustainability reporting (CSRD), an

update of our materiality matrix is planned in 2023. We will analyze the risks and opportunities that sustainability presents to EVS in more detail as well as the impacts that EVS has on climate, environment and society.

In 2022, we already slightly adapted our materiality matrix to allow for greater clarity. The following adaptations were done:

- "Sustainable sourcing of materials", "Local suppliers" and "Suppliers ESG practices" are now part of the broader topic "Sustainable supply chain"
- "Anti-discrimination" is part of the broader topic "Diversity & inclusion"
- "Attraction and retention of talents" is part of the broader topic "Talent management"
- "Climate changes and major incident" has been renamed "Company carbon footprint"
- "Business Process Management" has been added

We divided our material topics into three categories: Planet, People & Communities and Governance.

Planet



- **Energy requirements of EVS products and solutions.** Type of energy and quantity of energy required to use EVS products and solutions.
- **Recycled input materials used.** Recycled materials used in EVS products and services.
- **Company carbon footprint.** Actions taken to limit the environmental impact of our own activities.

People & communities



- **Well-being of EVS team members.** Physical and psychological well-being of our team members.
- **Diversity & inclusion.** Foster a climate that favors diversity and inclusion. Zero tolerance for discrimination of any kind.
- **Local social contribution.** Impact of EVS activities on the local community, involvement in the local community.
- **Talent management.** Policies defining how to attract, retain, boost team members in order to have the right person in the right place at the right time in the company.
- **Customer experience.** Customers' satisfaction on every aspect of the services and solutions including ESG practices.

Governance



- **Cyber Security.** Limitation of the risks linked to the use of informatics, and the ability to recover operations after a cyber-attack.
- **Sustainable supply chain.** Management of environmental, social and governance risks in the supply chain (labor practices, human rights, business ethics, energy and climate change, waste management, management of supply chain disruptions and conflict minerals). Focus here is to find, where possible, local suppliers to limit environmental impact.
- **Business process management:** Optimization of our processes to improve efficiency and enhance customer satisfaction

Although business ethics is not part of our materiality matrix, it is obvious that the **topic** is of the utmost importance for us. The reason why it does not appear in the matrix is because there is no priority to work on this topic as we are already compliant with all regulations. We will still report on these topics in our sustainability reports.

In 2023, we will define our strategy and ambitions (measurable) for each materiality that we will announce in our next Sustainability Report (reporting on 2023 that will be published in 2024).



Our sustainability framework

Planet

Customer carbon footprint

Material topics covered:

- Energy Requirements of EVS Products and Solutions
- Recycled input materials used

Company Carbon Footprint

Material topics covered:

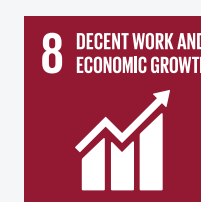
- Company carbon footprint



People

Material topics covered:

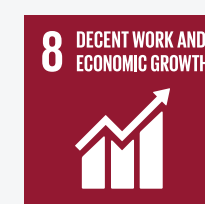
- Talent management
- Diversity & Inclusion (Workforce)
- Well-being of team members



Communities

Material topics covered:

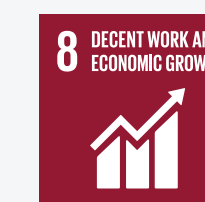
- Local Social Contribution
- Customer Experience



Governance

Material topics covered:

- Cyber Security
- Sustainable Supply Chain
- Business Process Management



Business ethics

Material topics covered:

- Code of Conduct
- Anti-corruption or bribery
- Human rights



Stakeholders engagement

At EVS, we understand the importance of engaging with our stakeholders and strive to build strong relationships with them. We approach each stakeholder group differently, tailoring our methods to best meet their needs and concerns.

To consider the opinions of our customers regarding our services, we implemented a satisfaction survey. To ensure that our sustainability strategy meets their expectations, we also regularly analyze their non-financial reports. Additionally, in December 2022, we launched customer interviews to discuss and work actively with their sustainability teams to better target their needs. We are also planning stronger partnerships with some of them as we will be part of their working group to study their own environmental impact.

Regarding our suppliers, our purchasing team engages with them frequently through calls and emails. Starting from 2023, we intend to use Ecovadis to survey our biggest suppliers. Discussions with the platform are on-going.

We also actively seek feedback from our shareholders and investors through interviews and dedicated surveys.

Since our team members are a top priority for us, we make sure it is publicly known within our company who our sustainability team members are so everybody knows who to contact if they have questions. We conduct an engagement survey each year to gather their feedback and provide them with the necessary information through our intranet SharePoint page. For the first time in 2022, we have also organised the first edition of “ESG Open Doors” to share our sustainability strategy and collect their feedback to ensure that our material topics are still in line with their priorities.

Overall, our stakeholder approach is centered on listening and responding to the needs of each group, and we are dedicated to building and maintaining strong relationships with all our stakeholders.

Stakeholders	Approach
1 – Customers	<ul style="list-style-type: none">• Analysis of their non-financial reports;• Satisfaction surveys;• Interviews with their sustainability teams
2 – Suppliers	<ul style="list-style-type: none">• Suppliers are engaged frequently throughout the year through calls and emails
3 – Community / Society	<ul style="list-style-type: none">• Communities are engaged throughout communication with associations;• Wider communication with communities is done through social media.
4 – Shareholders / Investors	<ul style="list-style-type: none">• Interview of some shareholders
5 – Team members	<ul style="list-style-type: none">• Engagement Survey;• ESG survey and results communicated (December 2021);• “ESG Open Door” to allow all team members to ask their question and re-assess our materiality (2022);• ESG Sharepoint page (intranet) provides necessary information and the possibility for two-way communication between employees through the comment section on this page.





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Sustainability governance

At EVS, several administrative bodies play an important role in the development, roll-out and implementation of the ESG-strategy. We have created a governance structure that embeds sustainability throughout our entire organization.



Board of Directors

- The Board of Directors determines the strategy of EVS, including the sustainability strategy.
- Twice a year the sustainability strategy is discussed during the Board of Directors meeting.
- **In 2023, one board member will take the role of Sustainability Sponsor.**

Leadership Team

- The Leadership Team is responsible for the management of EVS' operations, including the implementation of the sustainability strategy and the validation of the content of the sustainability report.
- Six times a year (minimum) the sustainability strategy is discussed during the Leadership Team meeting.
- **In 2023, each pillar of the ESG strategy will be allocated to a specific Leadership Team member** who will be in charge of defining the relevant targets and action plan for its pillar.

Sustainability Team

- Sustainability Team is made-up of team members from various department (HR, Finance, Business Application, Customer Success, Engineering, Legal, Marketing...) and led by Dounia Czorniak – Deputy CPO within the HR team.
- The role of the team is to monitor the progress and implementation of the sustainability strategy and provide reporting.
- The team meets once a month to discuss the sustainability topics.

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The Sustainability Team

The Sustainability Team was created in 2021. As ESG is a wide topic that involves a lot of departments within EVS, we asked team members from various departments (HR, Finance, Business Application, Customer Success, Engineering, Legal, Marketing...) to be part of this team.

In 2022, we expanded our team, from 6 to 13 members, to meet the high ambitions we have in terms of Sustainability. With a talented and dedicated team, we are now well-equipped to take on new challenges and continue our growth trajectory.

To achieve this, we carefully selected voluntary team members from various departments and functions to join the team. This diversity of backgrounds and perspectives has added to the strength and creativity of our team.

Everyone has committed to a minimum of 6 months until April 2023, and it is planned that the team and our process will be reviewed at that time.

Current Team:

- **Martin Castin** – Innovation Engineer
- **Elisa Crepin** – Business Operations Analyst
- **Geoffrey Crespin** – Senior Solutions Architect – Live Video
- **Dounia Czorniak** – Deputy CPO
- **Nicolas Bayers** – Head of Legal
- **Loïc Bologne** – Head of Workplace and Procurement
- **Yvan Bosak** – Senior HR Officer
- **Manfred Eisele** – VP Sales, DACH
- **Valérie Hospied** – Head of Corporate Digital Transformation
- **Floriane Magera** – Innovation Engineer
- **Dilan Riley** – System Engineer
- **Kristel Skilbecq** – Senior Executive Assistant
- **Sébastien Verlaine** – Head of Marketing and Communications

Sustainability is part of our DNA; we live it on daily basis, we put in action our mindset and we act to preserve our future.

Loïc Bologne

The implementation of ESG guidelines has become a standard requirement of our customers. We not only want to meet this requirement, but also be a role model for our industry.

Manfred Eisele

Cyber security used to be an inconvenience sometimes, but now it's a necessity all the time.

Geoffrey Crespin

Sustainability is not a choice anymore. It is not a buzz word anymore either. It is the reality all company should engage with if they want to be part of the future. Becoming the number one in our live video industry will go through our responsibility towards the world.

Dounia Czorniak



Risk management

Every company has risks, and EVS is no exception. What differs is the way companies manage those risks. With the idea of anticipating and managing potential risks, we have implemented a risk framework with multiple objectives:

- Allows a structured identification of risks: risks are reviewed periodically by the Leadership Team.
- Allows a structured and consistent evaluation of risks (based on a predefined impact grid) throughout the entire company. In this phase, a risk matrix is drawn up. Each risk is evaluated in terms of impact and likelihood.
- Provides a prioritization of risks (to be more selective in the risks that require attention).
- Focuses on mitigation of the prioritized risks.

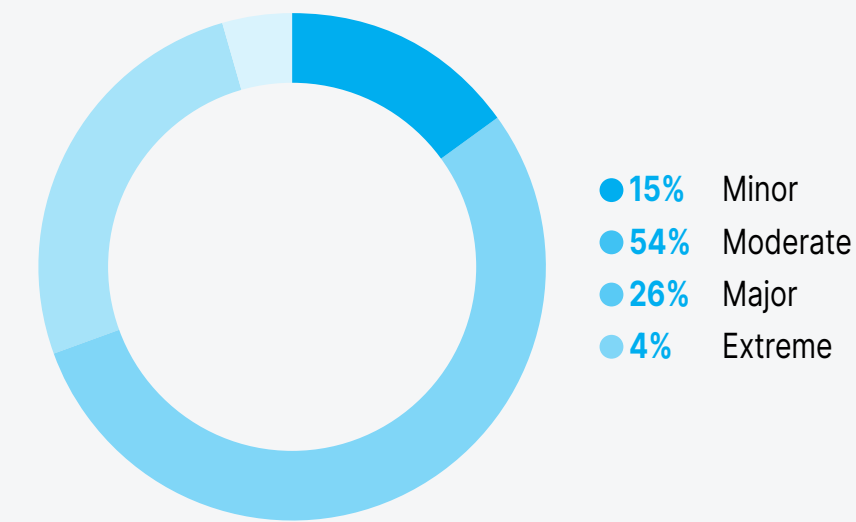
This approach allows:

- Better focus & use of resources.
- Better steering of the company through an alignment at Leadership Team / Board level.
- Easier alignment with overall strategy.

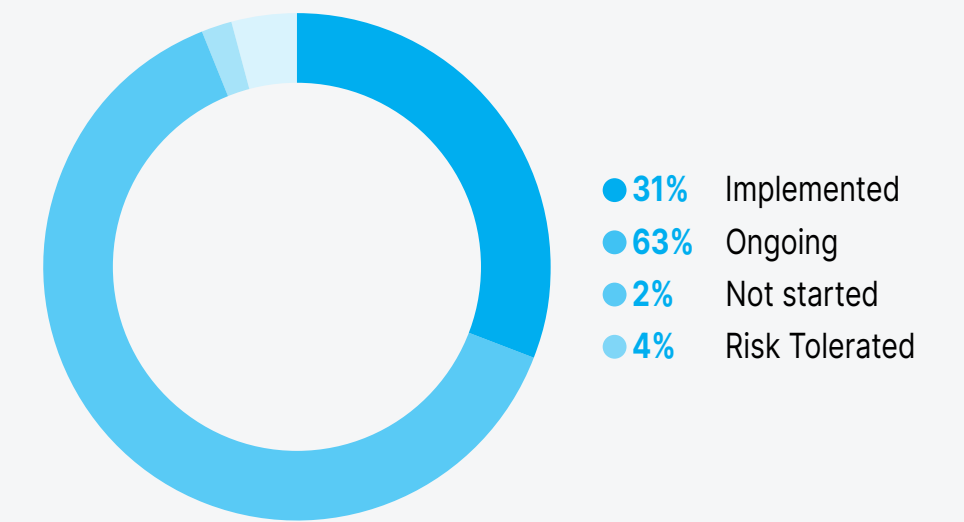
Our focus is mainly on high priority risks; however, we record all identified risks as a way of being in line with the EVS global strategy, ensuring coherence and helping achieve our business objectives. It also helps us to assess whether we allocate resources efficiently.

In 2022, 46 risks⁵ are identified and monitored. Inherent risks are assessed based on the combination of potential impact (according to a pre-defined framework⁶) and likelihood. For each risk, mitigating treatment (treat, terminate or tolerate) and actions are defined with Management. The mitigating actions are then tracked and monitored to ensure progress is made to reduce the impact or occurrence of the risk. The distribution of risks by inherent risk assessment and mitigating actions status is shown here:

Risks by Inherent Risk Assessment:



Risks Mitigating Actions Status:



5. The 46 risks identified are all risks related to EVS activities and not only ESG-related

6. For more details on our pre-defined risk framework, please consult our financial report – section Risk management



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Global Risks Categories with link to sustainable development high materiality aspects :

Not all risks identified have an impact on ESG material topics. Below, we highlighted the set of important global risk categories that were assessed as having links with our ESG material topics:

Risk Category	Risk Description	Impact	Likelihood	Inherent Risk Assessment	Mitigating Actions	Mitigation Tracking	Link with ESG material topics
Information / Cyber Security	Absence of a clear information security framework to address cyber security risks may lead to shut down of critical systems and business interruption	Major	Likely	Extreme	Set-up of a landscape where security risks and vulnerabilities are detected and addressed; included as part of business continuity planning	Implemented	Cyber security
Components shortage and client impact	Changing market dynamics of the components' shortage and its impact on price, margin and delivery terms	Moderate	Likely	Major	Continuously validate the potential shortages, take strategic decisions and minimize price impacts through bi-weekly Management meetings	Implemented	Sustainable supply chain, Business Process Management
Vendor diversification / multi-sourcing	Failure to properly identify procurement needs (Material Resource Planning / Demand Forecasting), to set up a dual or multi-source strategy for critical components or to perform effective monitoring of vendor performance may lead to inadequate purchases or business interruptions	Major	Possible	Major	Set-up of the Strategic Procurement Framework by procurement and supply chain	Ongoing	Sustainable supply chain, Business Process Management
Climate changes	Failure to anticipate negative impacts from climate changes and the transition to a lower-carbon global economy (policy and legal actions, technology changes, change in market demands) may lead to business interruption	Moderate	Rare	Minor	Set-up of business continuity plan in case of negative event (incl. extreme weather); contract proper insurance for floods and fire; increase usage of renewable energy (e.g. solar panels); perform carbon footprint analysis with 3rd party and act on it; reduce environmental and financial impact (fiscal deduction) of company cars by transitioning to electric fleet; obtain CDP score to quantify and disclose ESG rating to stakeholders	Ongoing	Company carbon footprint, Energy requirements of EVS products & solutions

Risk Category	Risk Description	Impact	Likelihood	Inherent Risk Assessment	Mitigating Actions	Mitigation Tracking	Link with ESG material topics
Talent pool development	Failure to develop sufficient and diversified talent pool to anticipate future needs and succession of key people in the organization may lead to loss of critical knowledge and potential business interruption	Major	Possible	Major	Formalize talent development reflections including identification of key people, inventory of tasks performed, identification of potential succession, planning for handover	Ongoing	Talent management, Well-being of Team members, Diversity & Inclusion
Customer and product diversification	Failure to expand customer base and products offering may lead to overdependency on a small number of key customers with a small number of key products	Major	Possible	Major	External growth in order to expand the products offering and the customer base Internal growth – expansion of customers base for existing products and for newly developed solutions beyond XT servers	Ongoing	Customers’ experience, Business process management
Intellectual Property rights	Risk of breaching 3 rd party Intellectual Property Rights during product development may lead to material penalties	Extreme	Possible	Extreme	Proactive IP Management monitoring, including Open Source, copyright and patent management	Implemented	Business process management, Cyber security, Business ethics



Environmental matters

As an IT company, we are aware that our operations have an impact on the environment.

Globally, the IT sector represents about 4% of the greenhouse gas (GHG) emissions, which is roughly equivalent to the aviation sector⁷. Moreover, this sector is in rapid growth, and its energy consumption is increasing by 9% each year. It is therefore expected, if no action is taken, that the share of GHG emissions of the sector will increase significantly.

It is our responsibility to measure our impact both from our solutions and premises and find solutions to reduce it as much as possible.

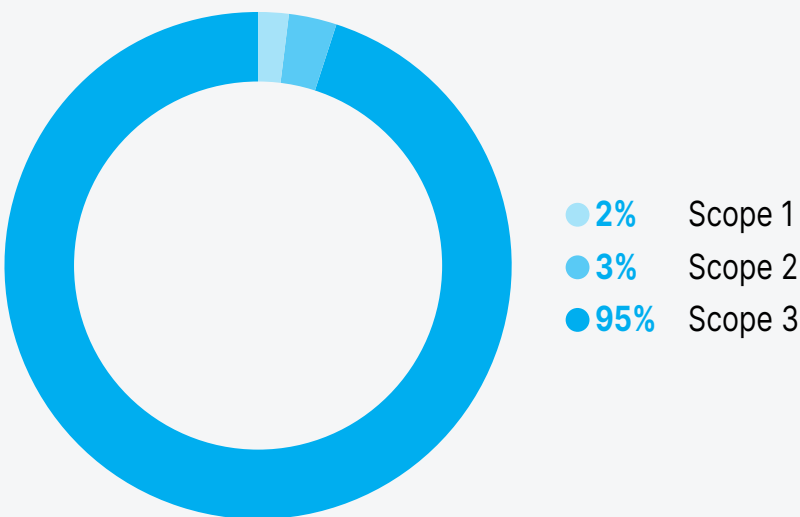
We want to become the number one in live production with sustainability in our mind.

1st Carbon footprint

In 2022, EVS performed its first carbon footprint using the Bilan Carbone® method. This methodology is fully compliant with the GHG Protocol and ISO 14069.

We considered the company's activities over its entire value chain. To have a complete picture of EVS' impact, we chose to include the 3 scopes of the Bilan Carbone® (scope 1,2 and 3). To do this exercise, we used our 2021 data.

Carbon footprint 2021 (% per scope)



As defined by the Bilan Carbone® methodology, the greenhouse gas emissions of a company are divided in different scopes.

- **Scope 1** are emissions that are directly emitted from sources owned or controlled by the company.
- **Scope 2** are emissions from the purchased energy;
- **Scope 3** emissions are a consequence of the company's activities but are emitted from sources that are not owned or controlled by the company.

The following emission sources were taken into account to calculate EVS's carbon footprint

- Office energy consumption
- Input purchasing 1 (linked to EVS products and solutions)
- Input purchasing 2 (linked to operations)
- Packaging
- Logistic
- Transport of people
- Waste
- Fixed assets
- Product use
- Product end-of-life

Scopes 1 and 2 represent 5 %, while Scope 3 represents 95 % of our total emissions.

This was our first carbon footprint calculation, which will allow us to take the right decisions and actions to reduce our impact on the world. To calculate our emissions, all our offices were considered (20 offices - 1 HQ, 5 R&D and 14 sales). Nevertheless, as this was the first time we were collecting these types of data, some of the requested elements were not available. As a consequence, there is some uncertainty in the overall outcome of our carbon footprint: we evaluate the uncertainty of the carbon footprint at 11%. The major sources of uncertainties are: Input purchasing 1 (linked to EVS products and solutions) and logistic due to missing data, and fixed assets due to the use of monetary ratios (less precise).

Major exclusions

Emission source	Scope	Excluded data
Input purchasing 1 (linked to EVS products and solutions)	3	Product purchasing of the MI subsidiary (R&D Gilze).
Input purchasing 2 (linked to operations)	3	Operational purchasing of R&D and sales offices.
Logistic (inbound)	3	Deliveries of supplier/subcontractor when transport is not organized by HQ.
Product use	3	Products assembled by the MI subsidiary (R&D Gilze).

7. https://theshiftproject.org/wp-content/uploads/2019/03/Lean-ICT-Report_The-Shift-Project_2019.pdf



The estimated carbon footprint of EVS is 305tCO₂e/m€ for the year 2021 (42.046 tons of CO₂e for €137.6m revenue).

- **Scope 1** : 659 tCO₂e
- **Scope 2** : 1.345 tCO₂e
- **Scope 3** : 40.043 tCO₂e

The most significant emission categories are:

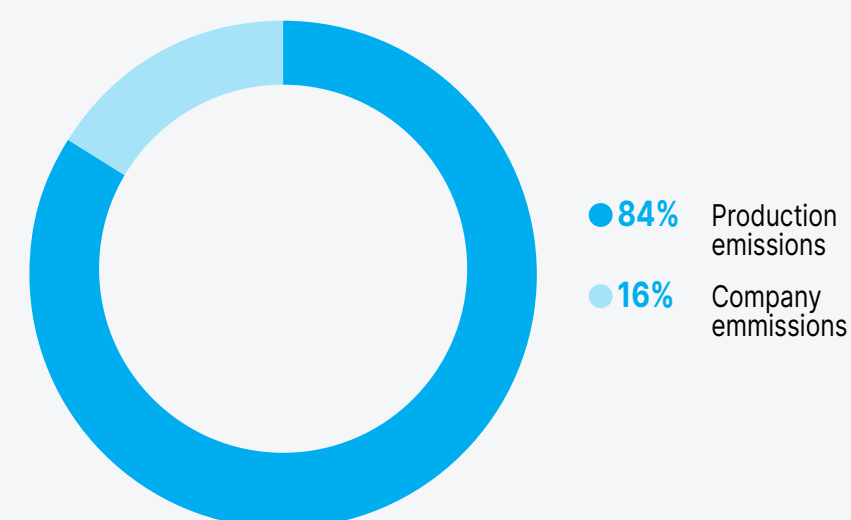
- 62 % electricity consumption of our products put on the market in 2021,
- 21.5 % inputs (purchases of components, products, etc.) related to EVS products and solutions,
- 6 % transport of people⁸,
- 3.5 % Energy consumed on-site.

These categories represent more than 93% of the total emissions of the Bilan Carbone® 2021 of EVS. In order to ease the carbon footprint understanding and build a clear action plan to reduce it, we decided to divide the emissions in 2 categories:

- Emissions linked to our products and solutions (product use, product end of life and Input purchasing 1 (linked to EVS products))
- Emissions linked to our company (all other).

These represent respectively 84% and 16%.

Carbon footprint 2021 (% per category)



What are the next steps?

In 2023, we will focus on:

- Improving data quality in collaboration with the different teams involved.
- Implementation of Sustainable Procurement Policies.
- Raising awareness of Eco-design in R&D.
- Raising awareness among all stakeholders and encourage them to take proactive initiatives.
- Define our reduction objectives.

In 2024, we will make a new Scope 1 and 2 calculation estimation to check our data quality and adjust if needed.

In 2025, we will proceed to a new calculation (all 3 scopes) based on the year 2024.

8. As transport of people was greatly impacted by the COVID-19 pandemic in 2021, we averaged 2021 with 2022 to get a better estimation of the “normal” impact of transport of people.

Company Carbon Footprint

Material topics: Company Carbon Footprint

Energy consumption within EVS

The energy consumed by our buildings represents 3,5 % of our total emissions.

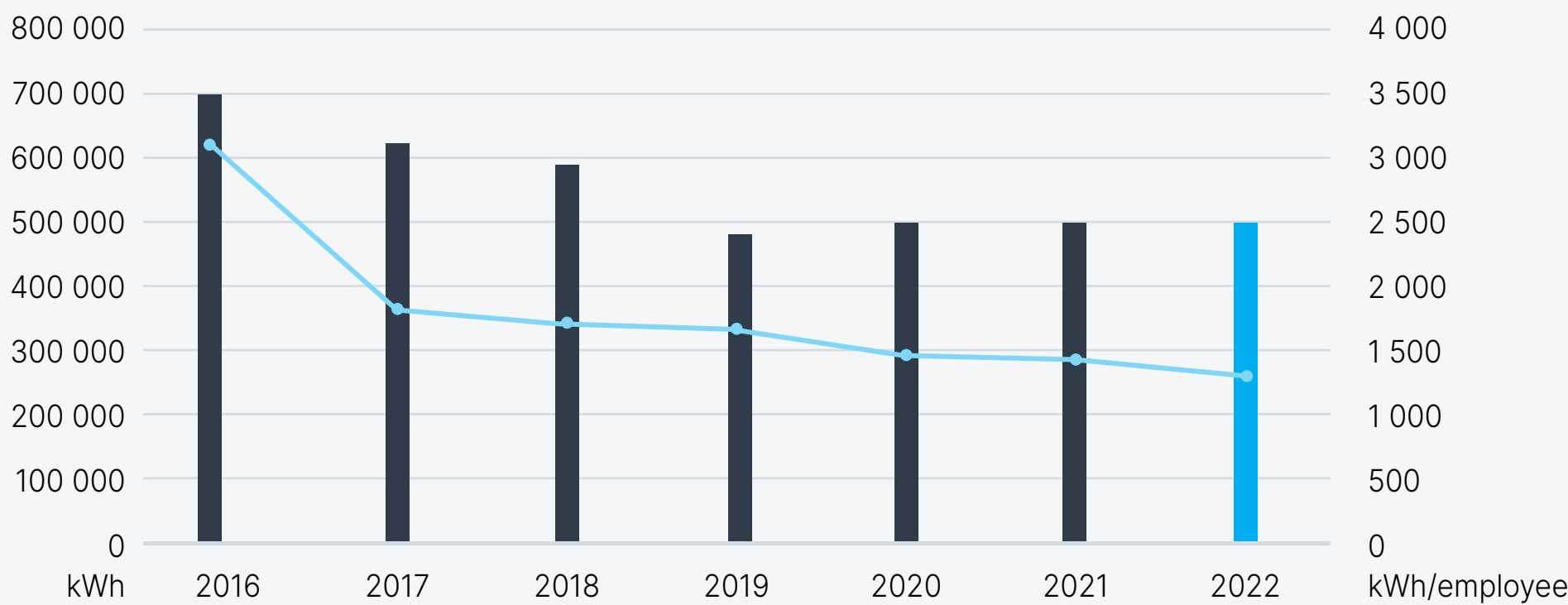
Our EVS HQ accounts for half of the emissions (52%) related to on-site energy use. This is justified as HQ is the biggest office of EVS (52% of the staff is based in Liege).

However, the high consumption linked to the powerful IT equipment and the size of the building is counterbalanced by its “smart” design, the production of renewable electricity

via photovoltaics and by the energy efficiency improvement actions carried out by EVS Team in recent years. Electricity is the only energy used in the Liège Headquarter building (power, heating, cooling).

After a huge decrease in consumption between 2016 and 2019, the consumptions of our Headquarter are stable since 2019. However, proportionally, our consumption per employee continued to decrease from more than 3kWh/employee in 2016 to just under 1.3 kWh/employee in 2022.

EVS HQ | Energy consumed



Note: Total of energy consumed (produced and purchased on the grid). In 2020, we increased our solar energy production from 600 panels to 2300 panels.

At 31/12/2022	2022 Total energy consumption (GWh)	2022 Self-Production	2022 Purchased	2021 Self-Production	2021 Purchased	2020 Self-Production	2020 Purchased
Headquarter (1 office)	5	9.19 %	4.63 GWh	9.78%	4,6 GWh	3.81%	4.9 GWh
R&D (5 offices)	0.9						
Sales (11 offices)	0.1						

The best energy remains the one that is not consumed.

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EVS HEADQUARTERS, Liège Belgium

EVS headquarters, located in the forest surrounding the Liege Science Park, includes office space, training rooms, server rooms, and production rooms covering 23,000m². This all-glass building allows users to enjoy pleasant natural light and the green setting. The project designers also considered all the sustainability aspects of a new construction, from both a technical and a environmental point of view.

Since we moved to the new HQ in 2015, we have been continuously investing to reduce the impact of our building.

- We have installed solar panels on the roof of our building. In 2020, we increased our green production from 600 to 2300 solar panels. Today, it covers 10% of our total energy demand.

- We collect rainwater from our roof. This water is used for outdoor maintenance, sanitary facilities and to cool the server rooms through adiabatic cooling (a process of reducing heat through a change in air pressure caused by volume expansion). The total capacity is approximately 220 m³ of rainwater which allow EVS HQ to be autonomous during +/- 30 days.
- Our headquarters is also the playground for hundreds of bees. Two beehives have been installed next to our building in 2020. This way, we hope to play a role in helping reverse their decline and supporting our local ecosystems.



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Energy workgroup

Created in 2022, the Energy Workgroup is composed of Leadership Team members, Facility specialists, R&D and Projects.

The main objectives of the Energy Workgroup are:

- Follow the energy consumption and plan some specific campaigns.
- Challenge the users on remaining consumptions.
- Keep an eye on the financial impact.
- Prioritize the actions which allow energy consumption decreases such as specific development on our machines.

These developments aim to be also used on the customer side.

2023 ambition: reduce the energy consumption of our premises by 15% compared to 2022.

In 2023, we will install smart readers in our main offices:

- Gilze (The Netherlands)
- Fairfield – New Jersey (United States of America)
- Paris (France)
- Toulouse (France)
- Darmstadt (Germany)

This will allow us to measure our consumption in these offices more precisely and follow up on the impact of the actions we take to reduce it.

Mobility

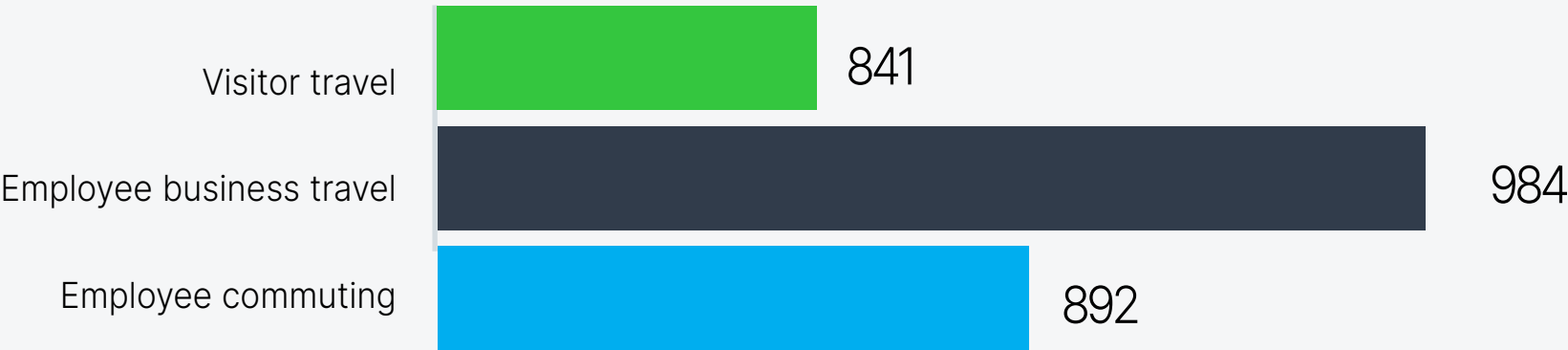
The transport of people (team members commuting and business travels) represents 6% of our total emissions in 2021.

Team members’ business travel accounts for most greenhouse gas emissions in this area: nearly 70% of emissions.

Visitor travel⁹ accounted for just over 30% of the mobility emissions.

Our focus will therefore be on team members mobility.

Mobility (per travel type in tCO₂e)



Travel type	Travelled distance (km)	CO ₂ e emissions (tCO2e)	Weight in the total carbon footprint
Employee commuting	4,693,536	892	2.0%
Employee business travel	5,951,088	984	2.2%
Visitor travel	3,005,956	841	1,9%
Total	13,650,580	2 717	6%



9. The carbon footprint impact of visitor travel is highly uncertain due to the assumptions made and the exclusion of certain flows due to lack of data.

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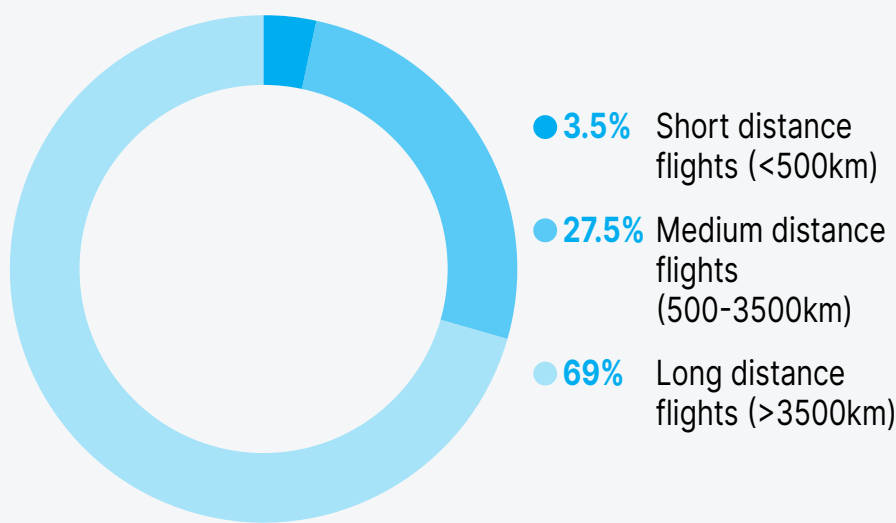
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Employee business travel

Team members’ travel accounts for 36% of the GHG emissions related to mobility and slightly more than 2% of total emissions.

Air travel is the main source of emissions. However, the majority of our flights are long distance flights. Short distance flights are limited and only for “emergencies”.

Carbon footprint 2021 (% per category)



In 2022 we introduced an air travel limitation in our travel policy. Travelling by plane is only allowed for trips over 400km. See the introduction of the travel policy: The Sky is not the limit... Our planet is! Please keep in mind your Carbon Footprint when travelling. Building a better future in which we further reduce our environmental impact is a responsibility of every company, of every organization and of every human being.

Employee Commuting

Team members commuting accounts for 33% of the mobility emissions. Low-carbon mobility (walking, cycling, public transport and electric cars) is estimated to account for just under 270,700 km (6% of commuting distances in 2021).

At EVS HQ, every team member has the opportunity to lease a company car. In 2022, 78% of our team members in Belgium choose to have a company car. This is a complex topic for EVS, as the location of the HQ makes it difficult for team members to come to the office using another means of transport than their car.

We have a clear ambition to decrease the CO₂ emissions of company cars by ordering electric cars.

	2022	2021
Order of electric car	59%	2%

In line with our will to move towards a 100% electric fleet, we plan to increase the number of charging stations within our offices.

At HQ, we currently have 72 charging stations.

We continue to fully reimburse public transportation costs for our team members who choose to use it. And in 2023, we will offer new alternative mobility solutions such as electric bicycles instead of or in combination with the car. We also offer a bicycle allowance, that is, a mileage allowance granted by EVS to its team members who use a bicycle to cover the entire distance between home and the place of work. In 2023, we'll increase this allowance to 0.27€/km.



Product environmental impact

Material topics: Energy requirements of EVS products and solutions, Recycled input materials used.

Being an IT company, it is no surprise that the environmental impact of our products is of uttermost importance. Indeed, our carbon footprint showed us that the electricity consumption of our products represents the most significant part of our GHG emissions. The electricity consumed by the products we put on the market in 2021 represents **62% of our total carbon footprint¹⁰**. It is thus the primary lever we can activate to reduce our footprint.

Meanwhile, the production and end-of-life management of our products represent about 22%¹¹ of our carbon footprint, showing that there are also important matters to work on.

The carbon footprint of our products is also increasingly important to our customers that care about their own carbon footprint and their electricity bills. We have observed that more customers request in their tendering process carbon footprint data and ESG questionnaires.

Energy requirements of EVS solutions

In 2022, EVS performed its first carbon footprint. For this exercise, we had to collect the total electricity consumption of our servers for the first time.

We estimated that the products we put on the market in 2021 will consume about **80GWh of electricity during their whole lifetime**, including the energy needed for their cooling. This number, however, represents a first estimation and needs to be refined for our next carbon footprint exercise.

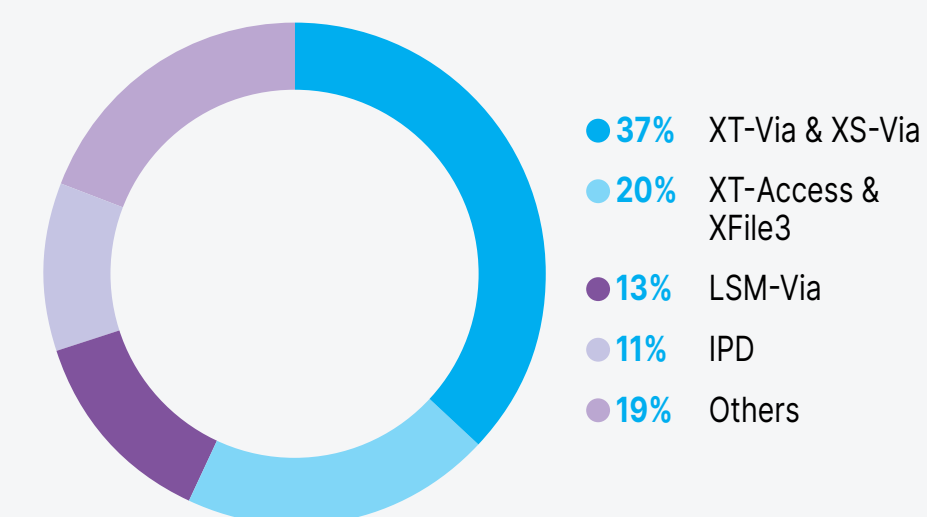
This data came from different sources with different degrees of precision. Indeed, the input (in Amps) consumed by our machines has sometimes been measured at realistic application usage, and sometimes at full charge, which represents an overestimation. Moreover, we don't have a precise view on how the customers use our machines, so we made some hypotheses. We believe our production center customers use their products on a 24/7 basis, while the ones in the outside broadcast segment use them less frequently. As we do not have precise data on this, we hypothesized 1200 hours per year usage.

It is also important to note that the EVS Media Infrastructure products were not included in the report but they will be included in our next carbon footprint. Those products are high usage products (24/7 usage assumption) and will therefore have a significant impact on the carbon footprint results.



Regarding the repartition of this energy consumption amongst our products, we observed without surprise that our flagship hardware servers XT-Via and XS-Via represent the biggest part of it, with 37%. It is thus the primary product on which we will put our energy consumption reduction efforts. It is also important to note that 4 families of products represent more than 80% of our energy consumption, which is also no surprise: these products also represent more than 80% of the machines we produced (excluding EVS Media Infrastructure). This is why XTAccess & XFile3, LSM-Via and IPD (IP Director and IPD-VIA) will be the next products on the list of our optimization efforts. However, we still need to analyze what is possible in terms of energy consumption reduction for these products.

Energy Consumption (2021)



10/11. As mentioned above, this was our first carbon footprint calculation and there is some uncertainty in the overall outcome of our carbon footprint (11%). Furthermore, products assembled by the MI subsidiary (R&D Gilze) were not taken into account in our analysis.



As the weight of this topic on our carbon footprint is important, EVS commits to lower the energy consumption of its products. In 2023, we will analyze what would be an achievable target and build an action plan to reach it.

Customers are increasingly demanding on the performance of our products and will probably continue to be: regarding image resolution (UHD of course has a higher energy consumption), SDI/IP flexibility, Artificial Intelligence functionalities, and many more features. This of course requires more energy. Finding the right balance between energy consumption and quality is the challenge that we will have to solve.

Product eco-design

The eco-design of our solutions is another aspect which we will focus upon in 2023. We aim to reduce the environmental burden of our products throughout their entire life-cycle and this starts in the design phase. We will analyze the following aspects:

- Reducing resources used in products and packaging
- Increasing recycled resources used in products and packaging
- Extending product lifetime to save resources
- Ensuring good product recyclability

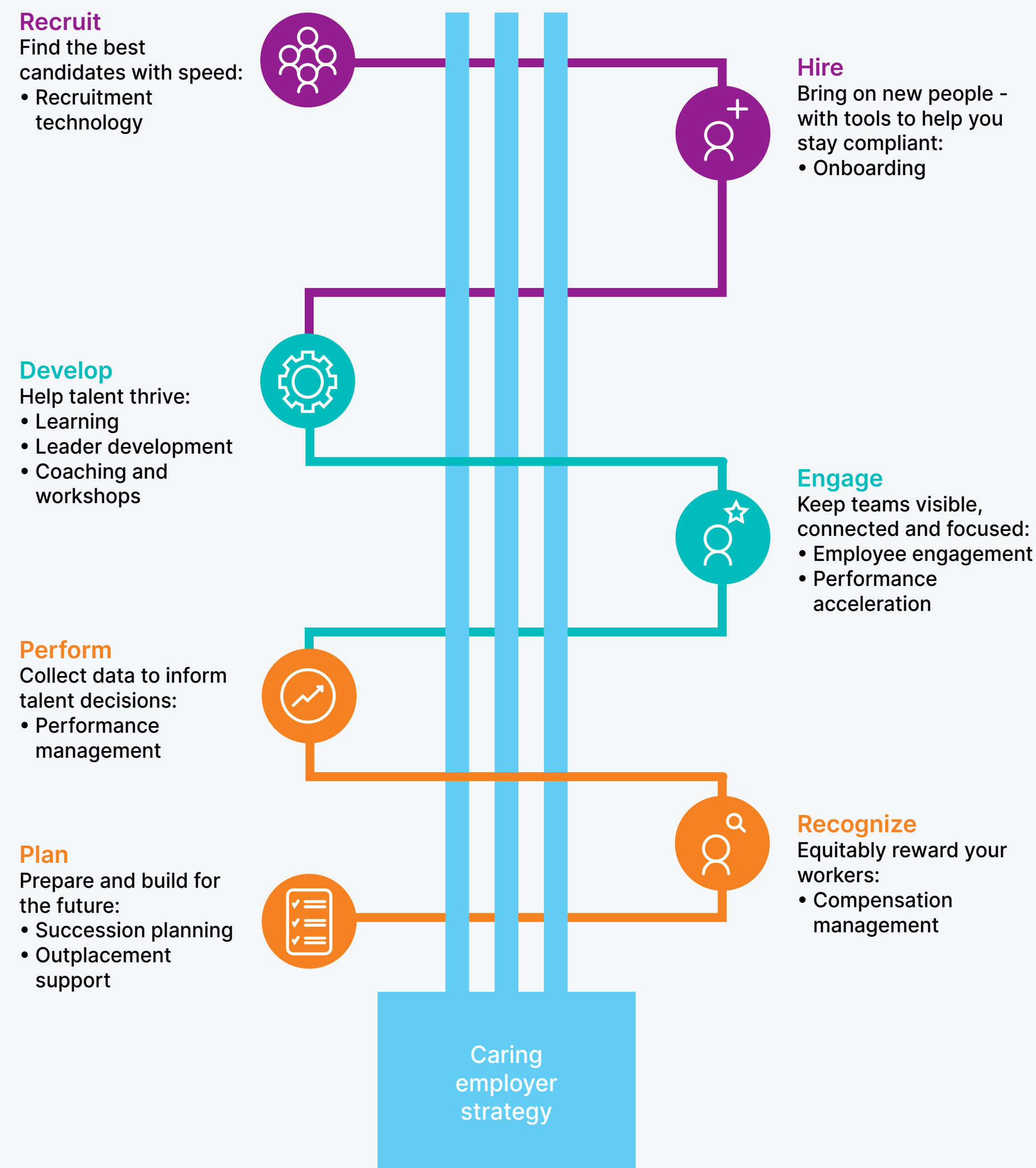
To undertake these challenges, EVS has become a member of the **institute for sustainable IT**, which is a group of organizations that strive to reduce the impact of their IT equipment and products. We believe this institute will provide good resources and advice to achieve our goal, both through the sharing of experience and knowledge, and through specialized training of our team members on subjects such as eco-design.

Another project which we are currently working on is the so-called “**Balanced Computing**”. This is the idea that overall resources, especially the ones needed on site for customers, should be a function of average need, not a peak need, which would result in a wastage of resources and electricity. To achieve this, we allowed certain products to be virtualized and deployable in the cloud. As such, they can be turned on and scaled on-demand as a function of the production needs. Moreover, as SaaS solutions represent costs on an hourly basis for the customer, they have an additional incentive to turn off these resources when they are no longer needed, thus saving energy.

Finally, we believe that there is a lot we can do to allow our customers to better handle their on-site equipment depending on their needs. We are planning to make **the standby** of our products more energy-efficient while making **the shut down mode** easier to trigger for our customers to allow them to save energy. This is, however, a long-term project as we do not want to break existing features or the robustness that our customers appreciate. Moreover, we clearly do not have control over the way our customers use our products and whether they use renewable energy to fuel them. We thus need to build on our relationship and help them make the best of our current and future products while consuming the right quantity of energy for the performance they need.



Social matters



Team members

Material topics:
Talent management, Diversity & inclusion, Wellbeing of team members

Talent management

The business world is changing – and employees' expectations evolve with it. Companies have to attract and retain the best talents and boost performance while ensuring they have the talented people they need to attain their business goals.

At EVS, we articulate our talent management effort around three key pillars:

1. Talent Attraction
2. Talent Development
3. Talent Retention

Our team members are our main asset. They are at the heart of the organization. They are the foundation of everything we do. Thanks to them, we are able to innovate, achieve excellence and offer our customers, all over the world, quality solutions with unparalleled support. Hence, we aim to provide a stimulating work environment for our talents so they can collaborate effectively to reach our common goals in a sustainable and ethical way.

At EVS, we are convinced that there is a significant relationship between talent management and organizational performance. Our

people policies are designed to create a future-ready workforce, while empowering them and creating an enriching team member experience.

Talent Attraction

The way employees see their work today is diametrically opposed to what we knew a few years ago. Nowadays, employees are considering resigning if the company they are working for no longer corresponds to their values or is not invested in the same things they value and believe in.

Thus, communicating our value proposition as an employer and communicating with our candidates is key to attract the best talents.

Remuneration and benefits

Our compensation strategy is designed to align with the skills and experiences of each team member and includes opportunities for profit-sharing. Additionally, we offer a variety of financial and non financial benefits tailored to the specific needs of each office, with a focus on continuously improving and optimizing these offerings. At the HQ for

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instance these benefits include a company car, mobile devices, health and group insurance, internet connection, healthy and balanced meals, sport activities, etc. All benefits are available to all team members, with the exception of the lease car in Belgium, which is only available to those working at least 3/5.

Social media

EVS is active on social media such as LinkedIn, Facebook, Instagram and Twitter. All our open positions are posted on social media, shared by our team members to their network but also advertised internally on our internal company website. 29% of the open positions are filled through internal mobility.

In 2022, EVS further optimized the digitalization of the recruitment process by acquiring a recruitment module compatible with our HR platform. This module will allow the recruitment team to publish job offers simultaneously on different job boards (Linked In, EVS website, etc.), centralize the applications received within the same tool and improve the onboarding experience.

EVS presence

EVS’ presence in job fairs and our relationships with top universities also increase EVS’ visibility in terms of recruitment all over the world.

Another way to promote EVS locally is to participate in the “Journée Découverte Entreprises”, a regional initiative open to all companies in the Walloon region of Belgium willing to open their doors to the local community. In 2022, EVS welcomed 520 persons who visited our Headquarters.

At 31/12/2022	Male	Female	< 30	30-50	> 50
New hires	83	15	39	47	12
Rate	85%	15%	40%	48%	12%

At 31/12/2022	NALA ¹²	EMEA ¹³	APAC ¹⁴
New hires	10	87	1
Rate	10%	89%	1%



Team building is an essential aspect of any successful organization. A strong team can improve communication, increase productivity, and foster a positive work culture. In 2018, we implemented a group called Ed Force at EVS, which organizes several fun activities throughout the year to strengthen the bonds between our team members. These activities not only provide a break from the daily routine but also allow team members to get to know each other on a personal level, which helps to build trust and a sense of camaraderie.

Overall, we are convinced that the activities organized by Ed Force 1 have a positive impact on our organization. Last December, out of the 350 team members in Liege, 300 registered for the Christmas Party. A real success!

We will continue to invest in team activities in the coming year to further improve the performance and satisfaction of our team members.

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12. North America – Latin America
13. Europe – Middle East
14. Pacific Asia

Talent Development

At EVS, we are committed to providing our team members with opportunities for development.

We offer a wide range of learning and development opportunities. These opportunities include live trainings, online trainings, reading materials, language classes, and internal and external development programs. These opportunities are available to all team

members. We have a Learning & Development catalogue that is accessible via our intranet. Through this catalogue, all our staff across the globe can access a varied range of training content classified by topic from their computers or mobile devices.

We believe that by investing in the continuous development of our team, we are investing in the success of our company.

	Formal	Informal
Synchronous	Private lessons	On-the-job-training
	Webinar	Coaching
	Seminar	Peer-to-peer-coaching
	Face-to-face training	

Asynchronous	E-learning	Readings
	Mooc	Podcasts
	Virtual training	Documentation
		YouTube

Management 3.0

For the second year in a row, in 2022, we organized “Management 3.0” training sessions to improve our management competences. The training was a huge success: 205 team members were certified in Management 3.0 in 2022. They have shown openness, energy and sincerity which helped us achieve excellence in this area.

EVS primarily utilizes LinkedIn learning for e-learning trainings. In 2022, 265 team members were granted access to the platform to take online courses.

In 2022, the average training days per Full Time Equivalent is approximately 3 days.

Average training hours	
Men	19.76
Female	25.08
Employee	22.04
Management	20.52
Top Management	16.72
Leadership team	45.60

The Individual Continuous Improvement Process (ICIP) is the process used at EVS for continuous improvement. At least once a year, all our team members, with their team leader take the time to:

- Assess the past = Annual Review
- Improve the present = Regular One-to-One
- Set directions for the future = Objectives setting

It is the perfect opportunity to take time to discuss and set new challenges.

	2022	2021	2020	2019
% of team members following ICIP ¹⁵	94%	86%	97%	91%

ESG training

In 2022, we launched a new training on ESG to improve our team members’ knowledge on the topic of sustainability and how it relates to EVS, the team members, investors and regulators. This training was followed by 89% of our team members, of which 97% successfully passed the test.

Our goal for 2025 is to reach a coverage of 95%. Therefore, this training will be included in our newcomers’ onboarding.

15. % is calculated by dividing the number of ICIP received by number of team members employed. (excl long-term absentees)



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Talent Retention

At EVS, enhancing team member retention is a crucial priority. In 2022, there was a 10% turnover rate, with few departures being regretted. The average age of EVS team member is relatively young, at 42.5 years old with a length of service of 7.21 years.

At 31/12/2022	Male	Female
Departures	45	9
Headcount	525	88
Rate ¹⁶	8.57%	10.23%

At 31/12/2022	NALA ¹⁷	EMEA ¹⁸	APAC ¹⁹
Departures	2	50	2
Headcount	35	557	28
Rate ²⁰	5.71%	8.98%	7.14%

Team member engagement surveys

All experts agree that there is a strong connection between the level of engagement within a company and business results. Therefore, it is important to measure the engagement level of our team members.

Over the last four years, our team members worldwide were invited to participate in our engagement survey once a year. Despite a slight decrease in the participation rate in 2022 compared to 2021, we have seen a 2% increase in satisfaction level compared to last year.

Besides the global level of satisfaction, the variables we measured this year are:

- **Credibility** (i.e., measuring the extent to which team members see management as credible) increased from 79% to 83% in 2022 compared to 2021;
- **Respect** (i.e., consists of support, collaboration and caring) also increased from 78% to 80% in 2022 compared to 2021;

	2022	2021	2020	2019
Participation rate to the engagement survey	80%	88%	84%	85%
Level of satisfaction ²¹	91%	89%	87%	67%

- **Fairness** (i.e. consists of equity, impartiality and justice) increased significantly from 65% tot 77% in 2022 compared to 2021 but still remains the lowest dimension which requires an additional focus for the coming years;
- **Pride** (i.e., expressing the pride a Team Member can experience at EVS and in the organization, more specifically about their teams, their jobs, the products and services EVS develop) increased from 77% to 81% but remains the only dimension under market score which also requires an additional focus for the coming years;
- **Camaraderie** (i.e. sense of intimacy, hospitality and community) is our highest dimension and continues to increase from 81 to 84%.

We are proud of these results. They clearly show that EVS is a great place to work and deserves the certification of Top Employer received at the beginning of 2023.

Our goal for 2023 is to go even further in measuring the satisfaction of our team members. We would like to launch a pulse survey. It is a good lever to measure the satisfaction of our staff in a more regular way.

Through the pulse survey, team members have the opportunity to provide feedback more frequently, and we would take this opportunity to react more quickly to the feedback received.

ESG is a way of living. All actions we take must follow a goal driven by our beliefs for a better future.

Elisa Crepin

16. Number of departures per number of total employees of the category
17. North America – Latin America
18. Europe – Middle East
19. Pacific Asia
20. Number of departures per number of total employees of the category
21. Percentage of employees answering “Almost Always true” or “Often True” to the question “Is EVS a Great Place to Work”





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Top Employer 2023

The worldwide certification program of the Top Employer Institute evaluates companies on their Human Resources policies and rewards those who provide their employees with the best working environment. The entire Human Resources policy is scrutinized through an audit and a survey which contains 6 areas and 21 topics such as skills development, training, talent management, sustainability, well-being at work, diversity...

Thanks to this certification, we are recognized on the job market as a quality employer, and it is important for us to know that the priority we give to our team members and the HR policy in place for years are going in the right direction. Top Employer also allows us to compare ourselves the other certified companies so that we can continue to improve our Human Resources policy.

Being certified Top Employer Belgium 2023 means not only that we deliver the best solutions to our customers, it also means that we strive to deliver the same to our team members.



We strive for excellence together and we achieve great things together. We do this by strengthening our culture of innovation and accountability year after year.

Our ambition for 2030 is to continue to be one of the Top Employers in Belgium.

The certification recognizes our dedication to our team members who are the foundation of EVS' success, and who all play a crucial role in our mission to help our customers create emotion for billions of people around the world, every day, from anywhere.

Serge Van Herck / CEO

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Diversity & Inclusion

At EVS, we consider that the main value of the company lies in its people, and therefore the well-being and the inclusion of all our team members, regardless of their background, origin, age, religion, or gender are of high importance to us. We consider it a primary ethical duty to ensure that each one of our team members, regardless of who they are or what role they have in our organization, feels fairly treated, included, respected and most of all, feels in the right place at EVS.

This is even more important given that the industry in which EVS operates is one that is known for its lack of diversity. In Europe, less than 20% of computer scientists are women²², and moreover, in Belgium, for every 6 computer scientists who graduate, there is only one female²³. In this context, EVS wants to be an actor of change that will make it possible to rebalance these figures, while knowing that gender parity is an unattainable objective in the short term.

At 31/12/2022	Men	Female	<30 year old	30-50 year old	>50 year old
Board	6	2	0		
Leadership team	5	1	0	6	1
Top management	115	5	1	91	28
Management	127	12	8	95	36
Employee	277	68	98	206	41

Internally, actions taken towards diversity start in the hiring process, where we hire people regardless of their differences, which we see as a richness for the company. Our team is well aware that the unconscious bias could also lead to unfair treatment which is why we raise awareness on this topic in the recruitment process and in the daily routine of our team members.

We are committed to ensuring that every team member is well-informed about inclusion, and that everyone has access to the appropriate tools in case of problems. In case of doubt, our code of conduct is a tool available to all and is written in such a way that the actions to be taken for the most common situations are clear. A second tool is also available to report problems of the highest importance such as discrimination, or other legally reprehensible matters. In-

deed in 2022, a completely anonymous and easy-to-use whistleblowing tool was put in place.

To continue informing and educating our team members about diversity and inclusion, we will offer our team members a specific e-training about these topics. Furthermore, this training will be mandatory for the recruitment and management teams, as these



Marine Simonis

As a tech company enabling our clients to produce live video content, a significant part of our revenue comes from sports broadcasting. Similar to the tech industry, sport is also known for lacking diversity²⁴: over 90 % of the articles being written by male journalists and more than 85 % of the coverage being dedicated to male athletes only. In its will to pave the way towards more diverse tech and sport worlds, EVS is proud to have chosen an ambassador that perfectly aligns with this intention: besides being an outstanding athlete, Marine Simonis, Belgian freediver, actively campaigns to revolutionize sports and put sportswomen in the spotlight.

22. <https://digital-strategy.ec.europa.eu/en/policies/desi>
23. <https://economie.fgov.be/fr/themes/line/inclusion-numerique/women-digital>
24. [https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/635560/EPRS_BRI\(2019\)635560_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/635560/EPRS_BRI(2019)635560_EN.pdf)

Wellbeing of team members

Wellbeing

Our EVS Team, comprising of 639 dedicated and ambitious team members spread across 20+ global offices, is the driving force behind our ability to innovate, achieve excellence, and deliver unparalleled quality solutions and support to our customers worldwide.

Our EVS team members are thus not only our most valuable asset, but also the foundation of our success. At EVS, we are therefore committed to creating a positive and supportive work environment that prioritizes the well-being, safety, and overall satisfaction of our team members.

team members' biases have the highest impact on each team member's life at EVS.

In the future, we expect to increase the gender diversity at EVS. Our aim for 2023 is to establish a feasible ambition for 2030 with a clear action plan.

This change will be supported by pursuing our collaboration with organizations striving for diversity in the broadcast industry (Rise), by sponsoring events that support women and other minorities in the tech industry. Regarding the latter, there are many initiatives, and our goal will be to choose those we will focus on to have a bigger impact.

RISE

Rise is a not-for-profit, global membership group for gender diversity in the media technology sector.

It currently has chapters in four regions; UK, Europe, North America and APAC. Its ambition is to create a gender balanced workforce across the industry.

The organisation is currently striving this goal through the following key initiatives:

- Rise Mentoring
- Strive to Rise
- Rise Awards
- Rise Events
- Rise Retreat

Our CTO and CEO offered to be mentors in 2022.

[risewib.com](https://www.risewib.com)



To do so, we have implemented a variety of tangible and meaningful benefits, programs and initiatives, such as:

- EVS is dedicated to creating a positive and productive **working environment** for our team members. We understand that the physical space in which one works can have a significant impact on their overall well-being and productivity, and as such, we have put a great deal of effort into designing our headquarters to foster these qualities. Our efforts have been recognized by the industry, as we were awarded the CBRE "Belgian Office Space of the Year" award in 2018. Redesign efforts were not limited to the HQ only: several offices across the world also benefited from a makeover in 2022.
- We are also committed to providing our team members with **the tools and resources** they need to be successful in their roles. This includes, amongst others, providing access to ergonomic equipment.
- In addition to departmental events and incentives (lunch, drinks and dedicated activities), our team members also have access to several events organized by EdForce1 - the internal events committee - such as staff parties and major sports events with the objective to gather everyone together, to build team spirit, and to make team members meet each other. We also give

team members the opportunity to go for a run during lunchtime and provide access to specific physical well-being programs such as the "Master Your Energy Program" (aimed at boosting all aspects of energy and to which 50 team members participated in 2022).

- As part of our "Caring Employer" strategy, we also offer "Dinners for Two" and "Dinners for Two and your Kids" to some team members who have particularly stood out or embodied our values. These family moments are a way to offer our team members the opportunity to take time with their family and enjoy these moments.

By providing these opportunities and benefits, we aim to improve the physical and mental health of our team members, and in turn, ensure that they can work to the best of their abilities. We believe that by encouraging a more active lifestyle and healthier routines in the workplace, we are creating a more positive and productive working environment for all our team members.



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Health and safety

EVS is dedicated to ensuring the utmost level of safety within all its facilities. This commitment is upheld through a range of initiatives in 2022, including:

- Independent analysis on safety and prevention. This analysis enabled us to take note of the current situation and establish an annual action plan and global prevention plan.
- A dedicated HR section on our internal SharePoint platform, with a helpline for team members to call.
- Anonymous employee surveys were launched at the HQ office to gather feedback and assess the effectiveness of our safety effort (response rate 43.08%)

- Health and safety training:
 - Ergonomic coaching sessions by an ergonomic coach (on-site and in teleworking) to ensure that the work environment is optimized for safety and comfort. More than 25 persons participated in the training and a video of the presentation was shared with all team members via the SharePoint platform.
 - First aid / Firefighting training for selected team members and fire drill for the whole company.

In 2022 we had 2 work-related injuries in our foreign offices. In Belgium we have declared 5 injuries. None of these injuries had long-term consequences for the persons involved.



Up the Mont Ventoux

In 2022, 36 Team members climbed the Mont Ventoux by bike. All of them reached the top of the famous mountain. This was a challenge organized by the EdForce 1 team.

The FITT for running program

In 2022, we launched the FITT for running program. 30 Team members participated in this program. This program aims at improving the running conditions of our team members with a dedicated coach.

In Belgium (at 31/12/2022)	2021	2022
Number of fatalities as a result of work-related injuries	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0
Number of work-related injuries	2	5
Number of hours worked	55,247.36	589,313.02
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	0	0
Days lost to illness	3,213 (4.4%)	4.001 (5.16%)
% Days lost to short-term illness	2.03% ²⁵	2.47%
% Days lost to long-term illness	2.40% ²⁵	2.69%

Number of participants to First aid courses and training	0	25
Number of participants to SLCI training (Firefighting)	19	24
Number of participants to Ergo-coaching training	15	25

25. The 2021 data were restated as we decided to use our external HR partner's database to calculate these KPIs in order to increase reliability. In 2022, we've decided to offer a special end-of-year party to all our team members based in Belgium : we've rented the Liege skating rink for a sporty Christmas event and 3 of our team members suffered minor injuries while skating.

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Community

Material topics: Local Social Contribution, Customer Experience, Cyber Security

Social contribution

“We have to give to receive”. We often hear this quote. At EVS, we prefer to live it. Being an international company with a strong local presence in some areas of the world, we want to contribute to make the communities around us better every day.

We encourage our team members to personally involve themselves in charities, and we also contribute to communities at a corporate level by giving resources to support ambitious projects that aim to improve local communities.

In 2022, a lot of initiatives were conducted (see below). However, in 2023, we want to reorganize our sponsoring activities to make sure that they focus on the topics that are the most important for EVS: Sport, Education and Culture. A special work group will be created for this purpose.

Nevertheless, as each team member is unique, we will keep our charity days and employee sponsoring open to any recognized organization they wish to support.

- **Employee sponsoring:** We like to let our team members support causes or associations that means a lot to them. Each team member can “spend” 100€ or 115\$ to support a local project (sports/music projects, schools, support to natural disaster’s victims, support to war’s victims, etc). In 2022, we had around 200 requests for sponsoring which makes a total of 28.600€ spent on local initiatives.

- **Charity days:** In 2022, we have started a new type of days off. Each year, each EVS team member can spend one full day for a charity. The goal is to give the opportunity to take one paid day off per year to help a recognized organization chosen by the team member. As we just launched this new type of day off, our team members have not yet volunteered at many charities, but the goal is to achieve at least a 80% rate by 2030.

Integrating ESG standards is not only the right thing to do, this also brings EVS business and activities to the next level.

Nicolas Bayers



EVS support to education

YOUTHSTART	CODER DOJO	BROADCAST ACADEMY
Since 2021, we have supported “YouthStart”. YouthStart is an organization that offers its pathway to young people who are dropping out-of-school. EVS supports YouthStart with financial sponsoring, but also by the hosting of certification ceremony following the end of the program at our HQ. Some team members also take part in the jury to challenge the presented projects.	Giving time is one of the best gifts. That is the reason why EVS supports Coderdojo, a non-profit organization that supports volunteers who teach programming skills to children between 7 and 18 years old. We encourage our team members to give some of their time to this cause. We also support CoderDojo financially.	EVS is a strategic partner of the Broadcast Academy. The Broadcast Academy is unique in its approach as it relies on professionals and broadcast experts to help other professionals develop and improve their broadcasting skills. The training is customized to suit its audience with focus on skills that are relevant to the task, role, and the industry.

EVS support to sport

ELA RUN	ATHLETE SPONSORING
Since 2017, EVS participates to the “ELA run”. ELA Belgium organizes inter-company or company/university running sessions. These running events are organized to raise awareness about the disease of leukodystrophy and to raise funds for research: “Everyone in a basket to beat the disease”. Every year, more than 60 team members take part in this event. It gives them the opportunity to support a great cause while having fun with colleagues.	Marine Simonis is a Belgian freediver athlete. After venturing into the freediving world just four years ago, Marine Simonis already holds the national records for the Constant Weight no Fins (CNF) and Constant Weight (CWT) disciplines. As a sponsor, EVS proudly supports Marine in all her breathtaking adventures, as she travels the world to take part in the most prestigious freediving competitions. Marine also actively campaigns to revolutionize sports and put sportswomen in the spotlight.

EVS support to culture

THÉÂTRE DE LIÈGE	OPÉRA ROYAL DE WALLONIE
With its 65,000 spectators and more than 250 curtain raisings for 40 to 60 titles per season, the Théâtre de Liège is today the 1 st stage of Wallonia and has a team of some sixty permanent employees, including the craftsmen of the costume and set workshops. EVS supports with financial sponsoring.	The Royal Opera of Wallonie-Liège is one of the three major opera houses in Belgium. Season after season, the Royal Opera develops a range of specific projects, with a formative, educational and social vocation. EVS financially supports the ORW.

In 2022, we provided more than 100,000€ in sponsoring for sports, culture and education.

Small initiatives:

- **Blood Donation:** Every year, EVS organizes blood donations at its headquarters. “La Croix Rouge” comes twice a year and collects blood from some of our Liege-based team members. It is important for EVS team members to contribute to help people who need blood transfusions. For several years now, more than 10% of our team members at HQ have donated blood.
- **Honey:** In 2020, we’ve installed beehives at our HQ premises. With the honey collected, we sell the jar to our team members to collect funds for charity.
- **Toy collection:** Every year, we organize a toy collection, around Christmas time, to support an initiative from the “Pentahotel” in downtown Liege. The goal is to offer the underprivileged children of Liege gifts as well as help the homeless people with clothes and hygienic products.
- **Van rental:** During weekends, EVS gives the possibility to team members rent one of EVS’s vehicles. The rental fee is fixed at 5€ and is transferred to the “Thermos” association afterwards. For 30 years, the association has offered shelter during the night (4,000 overnight stays per year on average) and has had a social restaurant (17,000 meals served on average each year).



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Customers

Customer experience

At EVS we are driven by the success of our customers and are constantly working to help them grow as the industry evolves. Customer success is part of our company culture and is at the heart of everything we do.

It is imperative for us to understand how our customers perceive the EVS brand as well as their commitment to sustainability and what they expect from their suppliers.

As a result, and as part of our sustainability ambition, we have defined two customer experience objectives:

1. Ensure that our materiality matrix is aligned with our customers' expectations and ESG vision
2. Successfully implement new ESG policies that match our customers' priorities, but also increase our ratings, help us to obtain certifications, and improve brand perception to position EVS as a leader in sustainability

To achieve these objectives, we have started working on two key initiatives:

1. Customer interviews
2. NPS surveys

Customer interviews

In 2022, we began the process of contacting customers in Europe, the United States and Canada to schedule interviews with them. The process is ongoing, but the results so far have been enriching. The interviews have allowed us to:

1. Determine our customers' level of engagement to sustainability
2. Discover their priorities and if there are certain ESG pillars that have more weight
3. Assess their expectations from suppliers and technology vendors
4. Understand how they perceive EVS with regards to sustainability
5. Establish the right contacts for future engagement
6. Learn how we can work together to improve our respective sustainability performances

So far we have managed to schedule 15 interviews, but we plan to continue conducting customer interviews in 2023 and beyond, and even expand the project to other regions.



NPS survey

Regularly assessing customer satisfaction is a key priority for us. In the past we used to conduct a 30-question survey that was divided in three parts: (1) the perception of the EVS brand, (2) satisfaction with our products and solutions, and (3) the satisfaction with our professional services. However, surveys take time to complete and response rates were low (below 5%). We therefore decided to change our way of measuring customer satisfaction and we opted for a Net Promoter Score (NPS) survey.

The NPS is very simple survey for respondents to complete, it is easy to quantify over time, and most importantly it is an efficient way to gauge the satisfaction, enthusiasm, and level of advocacy of our customers. It is also widely considered as one of the best predictors for a company's growth.

In September 2022, we sent out emails to invite over 1,200 customers to respond to our short two-question survey. These contacts were from accounts that have purchased EVS products and/or solutions in the past five years and were identified as either heavy influencers or decision-makers in our CRM.

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Our survey results showed that EVS scored a 49, which is considered “great” on the NPS scale²⁶. The results also indicated that 56% of respondents gave a score of 9 or above, 38% gave a score of 7 or 8, and only 6% gave a score lower than 7.

Moreover, the second question of the survey allowed us to identify two areas to focus on: (1) clarity and flexibility of our licensing model, and (2) experience with our new on-line ticketing service. Both have been reported to the appropriate departments so that actions can be defined, executed and monitored.

Although the great score and valuable information obtained in this first survey are positive, our response rate remains disappointing at 7%. For the outcome of our NPS surveys to become more reliable and insightful with time, we must find ways to increase their response rates.

As we are committed to monitoring our progress over time, we will be conducting this survey twice a year. Additionally, we have begun extending the NPS methodology to other areas of our business, such as our support and training activities, to ensure customers and user satisfaction is tracked at every level.

Cyber-security

The global rise in cyberattacks and the professional nature of the hacks launched by cyber-criminal organizations are presenting manufacturers with the challenge of developing, implementing, and constantly reviewing security strategies. As a leading provider and architect of IP infrastructure solutions for the broadcast industry, EVS needs to implement a cybersecurity strategy that ensures comprehensive protection of their products and critical IT systems.

The protection and management of personal data in accordance with GDPR regulation is a top priority at EVS. Our data protection officer (DPO) oversees our data privacy compliance program, which is governed by several internal procedures. He is supported by a legal team who ensure compliance with the GDPR on a day-to-day basis at a global level.

As we are fully aware of the growing importance of corporate IT security, we have a clear Leadership Team commitment to cybersecurity, which translates into new processes and a focus on EVS products security.

EVS will continue to work on a secure development of products and solutions but also help customers to secure EVS workflows.

The great majority of EVS customers play an important role in the reliable delivery of news and sport events all around the world. Protection against specific cyber-attacks and threats is an important part of the activities performed by EVS. In 2022, we had 0 substantiated complaints concerning data breaches.

Thanks to the initiatives started last year, we:

- Performed fast risk assessments on zero-day vulnerabilities.
- Communicated with our customers about cyber-security vulnerabilities on EVS products and how to fix it.

- Started a formal Secure SDLC. It integrates security into the process, resulting in the security requirements being gathered alongside functional requirements, risk analysis being undertaken during the design phase, and security testing happening in parallel with development.
- Launched a new security product EVS SHIELD to help our customers protecting broadcast centers and big sport events.
- Covered all critical EVS processes by a Cyber Business Continuity Plan.
- Started the Disaster Recovery Plan for all major EVS services.
- Initiated the creation of a CSIRT (Cyber Security Incident Response Team).
- Secured the EVS SaaS services and big events.



26. The scores range from -100 to 100, with scores over 0 considered to be good and scores above 50 considered to be excellent.


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Material topics: Sustainable Supply Chain

Sustainable supply chain

Supply chain management is a very broad topic. It covers all activities required to convert raw materials into finished products/solutions delivered to our customers. At EVS, these activities include, forecasting, purchasing, inventory management, planning, production, and shipping.

Each of these activities has a direct impact on the environment but also on the people involved.

At EVS, we believe that management practices should not only focus on economic performance but also consider social, economic and environmental concerns. Our goal for 2023 is therefore to define a sustainability strategy and ambition for our supply chain. We will focus on suppliers ESG practices and sourcing locally.

Of course, we didn't wait for this long-term strategy to already start implementing actions.

EVS's general terms and conditions of purchase already include specific representa-

tions and warranties from our suppliers that they comply with applicable laws, are not involved in modern slavery, and comply with our external Code of Conduct²⁷.

In 2022, in the context of our first carbon footprint calculation, we assessed the environmental impact of our supply chain. This was a very interesting exercise. Nevertheless, data was missing to have a complete overview. In 2023, in addition to the sustainability strategy, we will therefore also work on a more precise mapping of our shipments. We will also analyze the possibility to use a professional platform such as Ecovadis, to enable a detailed and systematic exchange of information with our suppliers.

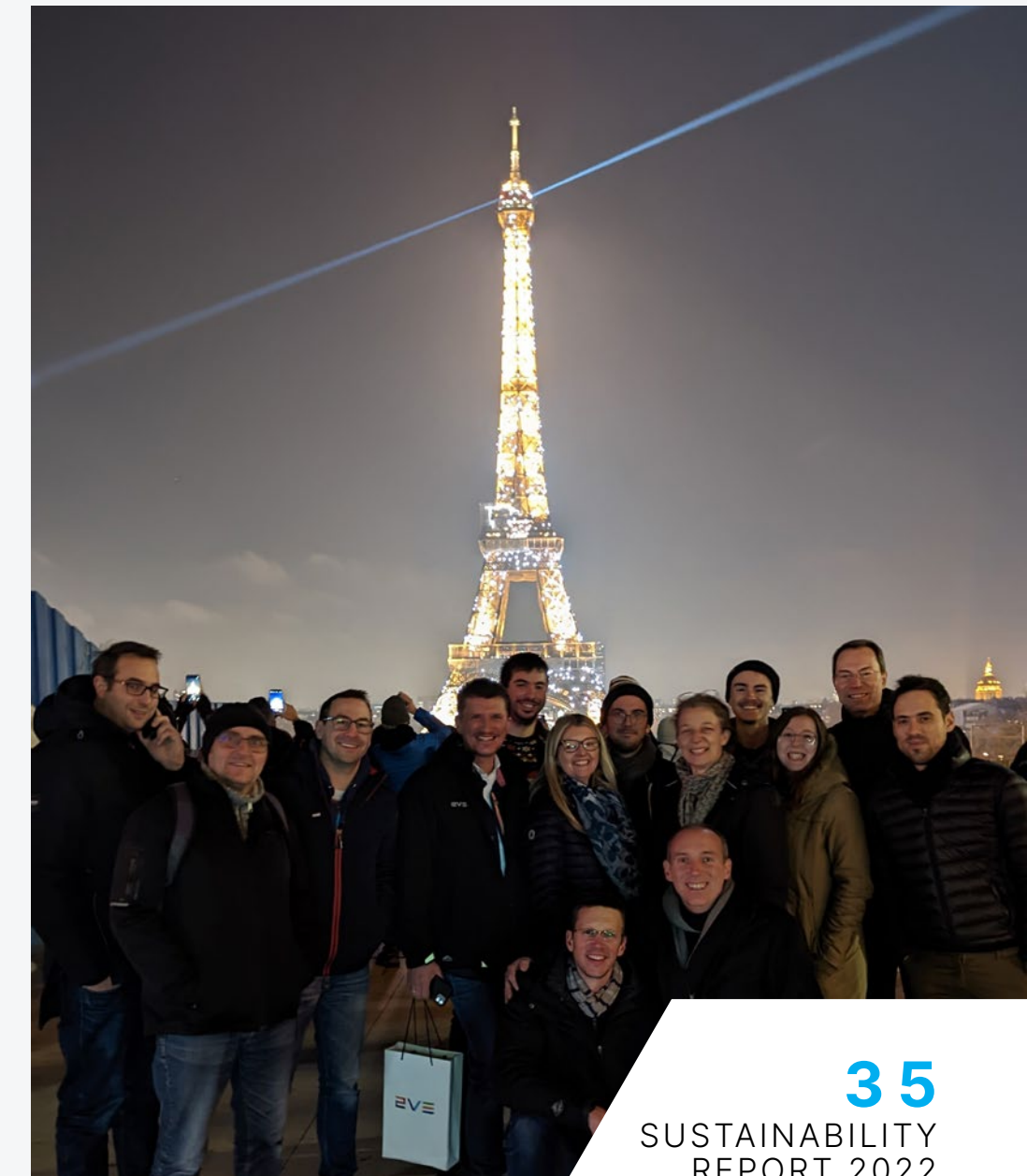
Business Ethics

With more than 600 team members working in over 20 offices all over the world, today EVS is a leading provider of live video technology, with a global footprint. Such success is dependent upon the conduct of all our EVS team members. Therefore, we expect that all team members always act with business ethics. At EVS, this means doing the right thing in the right way. We strongly

believe that it is only with our integrity intact that EVS can remain a successful company and stay on the right track for the future.

To this end, we updated our EVS Code of Conduct in 2020, to reflect our company's integrity values and offer guidance to help our team members to make the correct decision in every situation even when the right thing to do is not obvious. The Code applies to all directors, officers and employees of EVS, as well as all contractors providing services to EVS worldwide regardless of the position and level of responsibility as per the provision of their contract, but also to all our suppliers and contractors as per our applicable terms.

The EVS Code of Conduct, together with the Whistleblower policy, offers all team members the opportunity to report actual or suspected breaches of the EVS Code of Conduct, policies and laws.



27. Available at https://evs.com/sites/default/files/code-of-conduct_business-partners.pdf

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1. Respect of human rights

EVS prioritizes fair labor practices, human working conditions and respect for human rights as core values. It includes but is not limited to prohibiting child, forced or bonded labor, ensuring fair wages and overtime pay, minimum wages, provision of benefits and freedom of association. In particular, EVS ensures that there is no modern slavery or human trafficking in its business and its supply chain to meet notably the requirements of the UK Modern Slavery Act.

2. Anti-corruption & Anti-bribery

At EVS, we strive to conduct business with honesty and ethics and we do not tolerate practices such as corruption and bribery.

Our EVS Code of Conduct provides guidance to our team members to do the right thing the right way in these matters as the distinction between corruption and gifts and other business courtesies is sometimes blurred.

3. Whistleblower policy

In order to continuously strengthen our ethical commitment and notably in accordance with the Directive (EU) 2019/1937 of 23 October 2019 on the protection of persons who report breaches of Union law and the Belgian law of 15 December 2022, EVS has updated its Whistleblowing Policy which is now available on our website.

Such Whistleblowing Policy provides a secure and confidential channel to allow any person that wishes to do so to speak up should he/she identify breaches of the EVS Code of Conduct, policies and laws. EVS is committed in this context to ensuring that everyone (not only team members but also suppliers, customers and other third parties) feels free to speak up without fear of retaliation, and to investigating any potential instances of misconduct.

The Whistleblowing Policy clearly highlights who can issue a report, when a report should be issued, the process as well as the protection and confidentiality from which the whistleblower can benefit.

2022 assessment

In 2022, there was:

- No legal action regarding human rights, anti-corruption, anti-competitive behavior or data protection nor significant instance of non-compliance with laws or regulations.
- No reported actual or suspected breaches of the EVS Code of Conduct, policies and laws through the Whistleblower procedure.
- Mandatory e-trainings on the EVS Code

of Conduct (including respect on human rights, on anti-corruption/ anti-bribery, data protection) have been assigned to all team members since 2021 (and will be re-assigned every two year) and to all newcomers every semester.

- Mandatory e-trainings on personal data protection have also been assigned to 50+ team members that are dealing with personal data on a daily basis.



EVS Governance

Board of directors (BOD)

The members of the Board of Directors are appointed for a term ranging from one to four years. The Board meets six to eight times a year to discuss business evolution, company strategy, budgets, strategic decisions, monitoring subsidiaries, and review the company performance. They also examine acquisition and partnership projects, validate certain press releases, prepare General Meetings, and discuss the renewal of Directors' mandates and the appointment of new ones. Prior to each Board meeting, members are provided with reports, financial results, investment documents, and other information related to the items on the agenda. The Board has set up two committees to help in its mission: an Audit committee and a Nomination and Remuneration Committee.

As regards the composition of the Board of Directors, EVS complies with the mandatory quota for listed companies as stipulated by Belgian law. These requirements in terms of diversity have been followed and are integrated into the recruitment process of our Nomination and Remuneration Committee.

On 31 December 2022, the members of the Board of Directors were Johan Deschuyffeleer (President of the BoD), Michel Counson, Martin De Prycker, Chantal De Vrieze, Anne Cambier, Frédéric Vincent and Marco Miserez. The Board of Directors met 7 times in 2022.

The curriculum of our board members can be found on our website. [Board of Directors EVS](#)

Nomination and Remuneration Committee (NRCO)

The Nomination and Remuneration Committee is composed of the CEO (invited) and non-executive independent directors. This committee assumes the mission described in the article 7:100 of the Belgian Company and Association Code. More generally, it assists the Board of Directors in its responsibilities concerning the remuneration policy setting, reviewing and setting the remuneration for the company's executives and managers as well as the long terms incentives and variables and bonus policy. The members of this committee met 4 times in 2022.

Michel Counson, Frédéric Vincent, Anne Cambier, Johan Deschuyffeleer (permanent representative of The House of Value BVBA - Advisory and Solution BV), Martin De Prycker (representing InnoConsult bvba), Chantal De Vrieze (permanently representing 7 Capital sprl), Marco Miserez



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Audit Committee

The Audit Committee is composed of non-executive Directors. This committee assumes the missions described in Article 7:99 of the Belgian Company and Association Code. More generally, it assists the Board of Directors in its responsibilities concerning the integrity of the financial information relating to the company and, in particular, supervising the financial reports, the internal audit function, the external audit function and the relations between the company and its shareholders. The Audit Committee met 4 times in 2022 in the presence, for most of the topics, of the CEO, CFO, head of accounting, head of risk management and the company's Auditor.

Leadership Team²⁸

The Leadership Team oversees the company's progress and manages its operations. They stay in constant communication, receiving updates on finances, sales, projects, product development, customer concerns, and more. They are responsible for making key decisions.

As of 1 February 2022, the members of the Leadership Team are Serge Van Herck (CEO), Quentin Grutman (Chief Customer Officer), Alexander Redfern (Chief Technology Officer), Nicolas Bourdon (Chief Marketing Officer), Pierre Matelart (Chief People Officer), Veerle De Wit (Chief Financial Officer) and Xavier Orri (EVP of Operations and Projects).

The company values diversity and continues to strive for a diverse mix of ages, educational and professional backgrounds, geographical representation, and skill sets in its Leadership Team and top management team.

Veerle De Wit (representing WeMagine SRL), Xavier Orri (representing Tols SRL), Pierre Matelart representing M2C SRL), Serge Van Herck (representing InnoVision BV), Nicolas Bourdon (representing Ikaro SRL), Quentin Grutman (representing RCG SRL), Alex Redfern (representing Openiris SRL).



28. <https://evs.com/company/leadership-team>


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EU Taxonomy Disclosures

In this section we report on the key performance indicators required under Regulation EU 2020/852²⁹ (the EU Taxonomy) and related Delegated Acts³⁰. The EU Taxonomy aims to direct and channel capital towards sustainable activities, with the end goal of financing sustainable growth and achieving the EU goal of becoming climate neutral by 2050.

What is the EU Taxonomy?

The EU Taxonomy is a unified classification system to establish which economic activities can be considered environmentally sustainable. The EU Taxonomy also provides a methodology to calculate how much of a company's revenue, capital and operational expenditure (CapEx and OpEx), derive from environmentally sustainable economic activities.

An activity can be considered as environmentally sustainable if it:

- substantially contributes (SC) to one or more of six environmental objectives: climate change mitigation, climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution and prevention control, the protection and restoration of biodiversity and ecosystems,

- does not significantly harm (DNSH) any of those environmental objectives,
- is carried out in compliance with minimum safeguards³¹

The EU Taxonomy establishes when an activity is considered to 'substantially contribute' and 'do no significant harm' to the environmental objectives through a set of Technical Screening Criteria (TSC) – science based criteria defined individually for every activity (e.g. performance thresholds, carbon intensity limits, climate risk assessment etc.).

Our EU Taxonomy assessment process

Our core activity consists of the design and production of video solutions for the live video industry. EVS's NACE codes are:

- J62 "Computer programming, consultancy and related activities"
- G47.41 "Retail trade of computers, peripheral units and software in specialized stores"
- C26.30 "Manufacture of communication equipment"

EU Taxonomy eligibility analysis

Revenues

To start the EU Taxonomy assessment process, we disaggregated each activity performed as part of our core business and

performed an eligibility assessment. For this purpose, we took into consideration that an eligible activity is one that is described in the Climate Delegated Act, regardless of whether that economic activity meets any or all of the technical screening criteria laid down in those delegated acts. To identify eligible activities we verified if the descriptions of the activities correspond to the services we provide as part of our core business; we then further verified the relevant NACE codes, activities' titles and sections. Initially we identified three activities on which we performed further eligibility assessment:

- activity 8.2 of Annex I to the Climate Delegated Act – "Data-driven solutions for GHG emission reductions "
- activity 8.3 of Annex II to the Climate Delegated Act – "Programming and broadcasting activities"

29. Regulation EU 2020/852 of the European Parliament and of the Council, published in the Official Journal of the European Union on 22.06.2020.

30. The EU Taxonomy Climate Delegated Act 2021/2139 and the Disclosure Delegated Act 2021/2178, further amended by the Complementary Delegated Act 2022/1214.

31. The minimum safeguards shall be procedures implemented by a company that is carrying out an economic activity to ensure the alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.


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- activity 8.2 of Annex II to the Climate Delegated Act – “Computer programming, consultancy and related activities”

As a result of our eligibility assessment we concluded that the only activity considered for further analysis is activity 8.2 of the Annex II “Computer programming, consultancy and related activities”.

Our reasoning was the following:

- activity 8.2 of Annex I to the Climate Delegated Act – “Data-driven solutions for GHG emission reductions”: The NACE codes mentioned in the activity description (J61, J62, J63) match EVS’s NACE code (J62). However, the title of the activity does not fit EVS’s activity and neither does the description on the activity. EVS is the leader in live video technology for broadcast and new media productions but our solutions are not meant to reduce GHG emissions.
- activity 8.3 of Annex II to the Climate Delegated Act – “Programming and broadcasting activities”: At first, the title of the activity 8.3 could seem like a fit for EVS’s activity. However, the description³³ of the activity does not fit EVS’s activity. EVS sells equipment (hardware and software) for the broadcast industry, but does not directly create content, produce programs nor acquire the right to distribute content and subsequently broadcast that content.

This broadcasting activity is typically performed by our customers, enabled by our equipment. Furthermore, the NACE code mentioned in the activity description (J60) doesn’t match EVS’s NACE code.

- activity 8.2 of Annex II to the Climate Delegated Act – “Computer programming, consultancy and related activities”: The title and description³⁴ of the activity fit EVS’s activity as well as the NACE code mentioned in the activity description (J62).

Activity 8.2 - “Computer programming, consultancy and related activities”

Activity 8.2 is included in Annex II of the CliActivity 8.2 is included in Annex II of the Climate Delegated Act, it is an adapted activity and has potential to substantially contribute to the climate change adaptation objective. Therefore and as per various FAQs³⁵ published by the European Commission, for adapted activities: (i) only CapEx and OpEx can be considered for further assessment and (ii) in order for such activity to be eligible, EVS has to perform a climate risk and vulnerability assessment of its economic activity and establish an expenditure plan to reduce the activity’s most significant physical climate risks. Since it is the first time that EVS has to report on its Taxonomy alignment, such assessment has not yet been performed and as a consequence,

our activity is not EU Taxonomy eligible. However, once this assessment is done and an expenditure plan has been set up, EVS’s CapEx and OpEx linked to this activity will be eligible. The activity 8.2 will be aligned only when all relevant Technical Screening Criteria are met, i.e. the adaptation solutions are implemented and as long as EVS meets the minimum social safeguards. It is important to note that there are no DNSH criteria for this activity.

Expenditures

The next step of our eligibility assessment was to check the eligibility of our expenditure based on the first step above. We concluded that none of our core revenue generating activities are eligible. Therefore, our biggest contribution to the environmental objectives of climate change mitigation and/or adaptation would be through our CapEx and OpEx, via the purchase of output of goods and services related to EU Taxonomy-eligible activities and individual measures leading to greenhouse gas emission reductions, such as installation, maintenance and repair of energy efficiency equipment, charging stations for electric vehicles, devices to measure, regulate and control the energy performance of our offices, and others (i.e. activities listed in points 7.3 to 7.6 of Annex I to the Climate Delegated Act). For all these

expenditures we took into consideration CapEx and OpEx items in line with their definitions included in sections 1.1.2 and 1.1.3 of Annex I of the Disclosure Delegated Act.

Our analysis concluded the following:

28% of our CapEx was assessed to be EU Taxonomy eligible via the purchase of output of goods and services related to EU Taxonomy-eligible activities and individual measures leading to greenhouse gas emission reduction. The services that were identified as eligible for climate change mitigation were :

- the leasing of our company cars (6.5 “Transport by motorbikes, passenger cars and light commercial vehicles”) which represents 10% of our Taxonomy CapEx; and
- the leasing of our offices (7.7 “Acquisition and ownership of buildings”) which represents 18% of our Taxonomy CapEx.

Less than 1% of OpEx was assessed to be EU Taxonomy eligible via the purchase of output of goods and services related to EU Taxonomy-eligible activities and individual measures leading to greenhouse gas emission reduction. The services that were identified as eligible for climate change mitigation were:

- the maintenance of our water pump (5.1

32. “Development or use of ICT solutions that are aimed at collecting, transmitting, storing data and at its modelling and use where those activities are predominantly aimed at the provision of data and analytics enabling GHG emission reductions. Such ICT solutions may include, inter alia, the use of decentralized technologies (i.e. distributed ledger technologies), Internet of Things (IoT), 5G and Artificial Intelligence”

33. “Programming and broadcasting activities include creating content or acquiring the right to distribute content and subsequently broadcasting that content, such as radio, television and data programs of entertainment, news, talk, and the like, including data broadcasting, typically integrated with radio or TV broadcasting. The broadcasting can be performed using different technologies, over-the-air, via satellite, via a cable network or via Internet. This also includes the production of programs that are typically narrowcast in nature (limited format, such as news, sports, education, and youth-oriented programming) on a subscription or fee basis, to a third party, for subsequent broadcasting to the public”

34. “Providing expertise in the field of information technologies: writing, modifying, testing and supporting software; planning and designing computer systems that integrate computer hardware, software and communication technologies; on-site management and operation of clients’ computer systems or data processing facilities; and other professional and technical computer-related activities”

35. Frequently Asked Questions, e.g. Draft Commission Notice published on 19.12.2022 or Commission Notice 2022/C 385/01

“Construction, extension and operation of water collection, treatment and supply systems”) which represents less than 1% of our Taxonomy OpEx;

- the maintenance of our HVAC installation (7.5 “Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings”) which represents less than 1% of our Taxonomy allowed OpEx;
- the treatment of our waste (5.5 “Collection and transport of non-hazardous waste in source segregated fractions”) which represents less than 1% of our Taxonomy OpEx; and
- the usage of external data center (8.1 “Data processing, hosting and related activities”) which represents less than 1% of our Taxonomy OpEx.

EU Taxonomy alignment analysis

As no revenue generating core activities were identified as eligible, we did not perform alignment assessment on those activities and we only assessed the alignment of our eligible CapEx and OpEx (via the purchase of output of goods and services related to EU Taxonomy-eligible activities and individual measures leading to GHG reductions).

For each eligible CapEx and OpEx activity identified, the climate risk and vulnerability assessment is requested (either in the SC or DNSH criteria). As mentioned above, this assessment was not yet made (or not yet requested or received from the suppliers) and as a consequence, none of our eligible CapEx or OpEx activities are EU Taxonomy

aligned. Furthermore, as regards the climate risk assessment, for every eligible CapEx and OpEx activity identified, there is also a set of additional and extensive requirements, defined either through SC or DNSH criteria. We have screened those criteria and as of today, no alignment can be claimed as the TSC are not met. As mentioned in the section below, in 2023 we will continue our taxonomy journey, including for, among others, verification and collection of evidences necessary to report the alignment.

We also assessed our compliance with the minimum social safeguards (MSS) as defined under Art 18 of the Taxonomy Regulation (2020/852). Our code of conduct, which also applies to our business partners, covers most of the core MSS topics. As we want to ensure that all requirements from the MSS criteria (OECD Guidelines, ILO, UN Guiding

Principles and International Bill of Human rights) are properly addressed (including, among others due diligence requirements), we plan to do a more extensive analysis in 2023 and implement any missing procedure or policy to ensure that all requirements are met and verifiable.

The results of our exercise are included in the sections below (*See – EU Taxonomy Key Performance Indicators*) – In addition to the mandatory templates, we also included simplified and voluntary tables, as well as further explanations of the KPIs’ definitions and changes with our 2021 EU Taxonomy reporting.

EU Taxonomy Key Performance Indicators

KPIs for FY 2022	Absolute value – Denominator (k€)	Absolute value – Numerator (eligibility) (k€)	Share of eligible activities	Absolute value – Numerator (alignment) (k€)	Share of aligned activities
TURNOVER	€ 148,158	€ 0	0%	€ 0	0%
CAPEX	€ 12,123	€ 3,366	27.77%	€ 0	0%
OPEX	€ 27,402	€ 154	0.56%	€ 0	0%


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Turnover

We prepare and consolidate our financial statements in accordance with IFRS. Our recognition of net turnover follows the definition³⁶ of the Disclosure Delegated Act³⁷, and can be found in note 3 of our consolidated financial statements³⁸.

CAPEX

The CapEx KPI is calculated in line with Section 1.1.2 of Annex I to the Disclosure Delegated Act. We divide our EU Taxonomy-eligible (or EU Taxonomy-aligned for alignment KPI) capital expenditures (numerator) by the total FY2022 CapEx as defined in Section 1.1.2.1 of Annex I of the Disclosure Delegated Act (denominator).

For the CapEx denominator, the following CapEx were included in the total FY2022 CapEx:

- (a) IAS 16 Property, Plant and Equipment, paragraphs 73, (e), point (i) and point (iii);
- (b) IAS 38 Intangible Assets, paragraph 118, (e), point (i);
- (c) IFRS 16 Leases, paragraph 53, point (h).

As mentioned above, for the CapEx eligibility numerator, we have considered capital expenditures under literal (c) of Section 1.1.2.2 of Annex I of the Disclosure Delegated Act: expenses related to the purchase of output from EU Taxonomy-eligible activities and individual measures leading to GHG reduc-

tions. For such purposes we analyzed each of our expenses and performed a review against the corresponding NACE Codes and descriptions of the economic activities included in the Climate Delegated Act.

The following CapEx costs were included in the numerator of the eligibility KPI:

- (a) 6.5 “Transport by motorbikes, passenger cars and light commercial vehicles” (10% of CapEx)
- (b) 7.7 “Acquisition and ownership of buildings” (17% of CapEx)

There is no risk of double counting in this numerator, since all proportion of taxonomy-defined CapEx is allocated to either activity 6.5 or activity 7.7.

As mentioned in the section above, we have performed our Taxonomy assessment and concluded that no alignment can be reported this year, as the TSC for our eligible CapEx items are not met. This is why we report 28% taxonomy-eligible and 0% taxonomy-aligned, CapEx KPI.

More details about those costs can be found in notes 11 and 12 of our consolidated financial statements³⁹.

OPEX

The OpEx KPI is calculated in line with Section 1.1.3 of Annex I to the Disclosure Delegated Act by dividing EU Taxonomy-eligible (or EU Taxonomy-aligned for alignment KPI) operational expenditures (numerator) by the

total FY2022 OpEx as defined by Section 1.1.3.1 of Annex I of the Disclosure Delegated Act (denominator)⁴⁰.

For the OpEx denominator, the following direct non-capitalised costs were included in the total FY2022 OpEx:

- (a) Research and development
- (b) Building renovation measures
- (c) Maintenance and repair

As mentioned above, for the OpEx eligibility numerator, we have considered operational expenditures as literally mentioned under (c) of Section 1.1.3.2 of Annex I of the Disclosure Delegated Act: expenses related to the purchase of output from EU Taxonomy-eligible activities and individual measures leading to GHG reductions. For such purposes we analyzed each of our expenses and performed a review against the corresponding NACE Codes and descriptions of the economic activities included in the Climate Delegated Act.

The following OpEx costs were included in the numerator of the eligibility KPI:

- 5.1 “Construction, extension and operation of water collection, treatment and supply systems” (less than 1% of OpEx);
- 5.5 “Collection and transport of non-hazardous waste in source segregated fractions”(less than 1% of OpEx);
- 7.5 “Installation, maintenance and repair

of instruments and devices for measuring, regulation and controlling energy performance of buildings” (less than 1% of OpEx; and

- 8.1 “Data processing, hosting and related activities” (less than 1% of our Taxonomy OpEx).

Changes with 2021 reporting

Our EU Taxonomy analysis is based on the regulation, its delegated acts and the frequently asked questions (FAQs) from the European Commission, as well as numerous reports from the Platform on Sustainable Finance. As the legislation is still relatively new and rather complex some specific areas leave room for interpretation. For these elements, we applied due care in our approach but we are aware that some interpretations might evolve over time and lead to different results. In view of transparency, we will disclose any evolutions in our future reports.

With this mindset, and while performing this year assessment, we learned that the reported EU Taxonomy information in the 2021 sustainability report needs to be revised and a correction has to be made on the 2021 eligible CapEx and OpEx.

Below is the corrected eligibility KPIs for the financial year 2021:

36.Amount derived from the sale of products and the provision of services after deducting sales rebates and value added tax and other taxes directly linked to turnover.

37. Commission Delegated Regulation (EU) 2021/2178, published in the Official Journal of the European Union on 10.12.2021.

38.2022 Annual report – note 3 “Segment information”

39.2022 Annual report – note 11 “Other intangible assets” & note 12 “Tangible assets”

40.Currently not all operational expenditures are allowed to be counted for in the EU Taxonomy disclosures. Allowed operational expenses include research and development, building renovation measures, short-term leases, maintenance and repair, and other day-to-day direct expenses related to the servicing of assets to ensure the continued and effective functioning of such assets.

KPIs for FY 2021	Reported in 2021			Correction		
	Absolute value – Denominator (k€)	Absolute value – Numerator (eligibility) (k€)	Share of eligible activities	Absolute value – Denominator (k€)	Absolute value – Numerator (eligibility) (k€)	Share of eligible activities
TURNOVER	137,578	0	0%	137,578	0	0%
CAPEX	5,861	76	1.29%	5,971	3,849	64.47%
OPEX	59,481	274	0.46%	28,203	276	0.98%

The following corrections were made:

CapEX:

- Numerator: The 2021 reporting only took into account our expenses linked to suppliers with construction and real estate activities (activity 7.3, 7.4, 7.5, 7.6). As per the assessment performed this year (as explained in detail in previous sections), we restated this information to also include the capital expenditure linked to the leasing of our company cars (activity 6.5) and offices (activity 7.7).
- Denominator: The 2021 reporting only took into account the tangible assets and leases, i.e. no expenditures related to intangibles fixed assets were considered. This is now restated and corrected in line with CapEx definition included in section 1.1.2 of Annex I to the Disclosure Delegated Act and as per the assessment performed this year (as explained in detail in previous sections), and expenses related to intangibles fixed assets, have been added. A difference can be noted between the denominator of the 2021 CapEx compared to the one of 2022. This is due to a new ap-

proach implemented as of 2022 to capitalize a portion of R&D expenses which are related to specific product development projects.

OpEX:

- Numerator: No modification was made.
- Denominator: The 2021 reporting took into account our research & development expenses as well as the selling and administrative expenses. This is now restated and corrected in line with the OpEx definition included in section 1.1.3 of Annex I to the Disclosure Delegated Act and as per the assessment performed this year (as explained in detail in previous sections), and as such, direct non-capitalized costs that relate to building renovation measures and maintenance and repair have been added.

Looking forward to 2023 and beyond

In 2023, we will continue our taxonomy journey.

Firstly, in order to align CapEx and OpEx of the Activity 8.2 - “Computer programming, consultancy and related activities”, included in Annex II of the Climate Delegated Act , we plan to conduct a climate risk assessment of this economic activity.

We will assess the physical climate risks that might be material for our activities. Hereafter, we will perform a robust climate risk and vulnerability assessment of those identified material risks. Where the activity is assessed to be at risk, we will analyze adaptation solutions that can reduce the identified physical climate risk.

For this particular activity, no DNSH criteria have to be evaluated. Therefore and in order to finalize the alignment analysis of Activ-

ity 8.2, we will have to assess whether we comply with the Taxonomy minimum social safeguards as defined under Art 18 of the Taxonomy Regulation. We will need to demonstrate alignment with OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human rights.

Depending on when the European Commission publishes delegated acts on the remaining 4 environmental objectives (the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution and prevention control, the protection and restoration of biodiversity and ecosystems), we expect that in 2023, we will also have to assess our eligibility and alignment under those remaining 4 environmental objectives.

Appendix

Employees data - 2022

31/12/22	Male	Female	NALA ⁴¹	EMEA ⁴²	APAC ⁴³
Permanent employees	543	90	42	562	29
Temporary employees	3	3	0	6	0
Non-guaranteed hours employees	0	0	0	0	0
Full-time employees	504	67	42	502	29
Part-time employees	42	26	0	66	0

	2021	2022
Percentage of total employees covered by collective bargaining agreements ⁴⁴	64%	64%

Memberships

EVS has engaged with various communities

- **Agoria and Agoria Sports & Entertainment Technology Club** [BE]. Agoria helps companies take the right steps towards a sustainable future by providing tailored guidance, sector-specific assistance and advice, valuable data, network, representation and knowledge. They help us be aligned with social law at any time.

Agoria’s Sports & Entertainment Technology Club is the Belgian representative for technology leaders active in the sports and entertainment sector.

- **TWIST** [BE]. Technologies from Wallonia for Image, Sound and Text (TWIST) is a media cluster that works to strengthen innovation and growth within southern Belgian media industries.

- **IABM**. IABM is the International Trade Association for the Broadcast & Media Industry. They are representing the leading technology suppliers in the Broadcast and Media industry. IABM facilitates networking and interaction that shape and define the unique ecosystem of the Broadcast and Media technology industry. We ensure that our members are kept informed, by providing an infrastructure of services and facilities to encourage discussion and collaboration across the whole BaM supply chain.
- **NAB** [US]. NAB is the US National Association of Broadcasters. The NAB is the voice for the nation’s radio and television broadcasters. As the premier trade association for broadcasters, NAB advances the interests of our members in federal government, industry and public affairs; improves the quality and profitability of broadcasting; encourages content and technology innovation; and spotlights the important and unique ways stations serve their communities.
- **SMPTE** [US]. The SMPTE is the Society of Motion Picture and Television Engineers. SMPTE is the global society of media pro-

fessionals, technologists and engineers working together to drive the industry forward Technical brilliance.

- **SVG Europe**. Sports Video Group (SVG) Europe supports the professional community in Europe that uses video, audio, and broadband technologies to produce and distribute sports content.
- **SportsTech Belgium** [BE]. The mission of this organization is to foster Belgian Sports Technology innovation & starts-ups initiatives and entrepreneurship; build long term cross-fertilization strategy between Belgian sports and technology stakeholders locally and internationally and bring Belgium to the forefront of International Sports Tech ecosystem.
- **AWEX** [BE]. The first mission of the “Agence Wallonne à l’Exportation et aux Investissements Étrangers” (Walloon Export and Foreign Investment Agency) is to help the international development of companies. They provide financial advice and assistance and “export” services.

41. North America – Latin America

42. Europe – Middle East

43. Pacific Asia

44. Only employees in Belgium are covered by collective bargaining agreement

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- **GUBERNA** [BE]. GUBERNA wants to stimulate good governance in all organizations and in doing so it relies on clear roles, qualitative decision-making, ethics and integrity. Governance includes natural leader- and entrepreneurship and finds a balance between daring and doing. Sustainable value creation is the ultimate goal.
- **AMWA**. The Advanced Media Workflow Association provides an open, collaborative forum, advancing business-driven solutions for Networked Media workflows through the development and publication of specifications, tools, and current best practices.
- **JT-NM**. The Joint Task Force On Network Media helps drive the development of a packet-based network infrastructure for the professional media industry by bringing together manufacturers, broadcasters and industry organizations to create, store, transfer and stream professional media.
- **HPA** [US]. The Hollywood Professional Association is a non-profit member association dedicated to recognizing, educating, and connecting businesses with a diverse community who provide creative and technical expertise, support, tools and infrastructure for professional content creation, distribution and archive in the media and entertainment industry.

In the future, we ambition to strengthen our local presence in several of our offices. We wish to have a local impact on communities across various locations as this is also part of our DNA.

In the near future, we want to put a particular focus on the social local contribution we can have in areas such as culture and sports.



EU Taxonomy reporting templates

Turnover

Economic activities (1)	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Substantial contribution criteria		DNSH criteria (Does Not Significantly Harm)						Minimum safeguards (17)	Taxonomy aligned proportion of turnover, year 2022 (18)	Taxonomy aligned proportion of turnover, year N-1 (19)	Category (enabling activity or) (20)	Category (transitional activity) (21)
				Climate change mitigation (5)	Climate change adaption (6)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
A. TAXONOMY-ELIGIBLE ACTIVITIES																
A.1 Environmental sustainable activities (Taxonomy-aligned)																
Turnover of environmental sustainable activities (Taxonomy-aligned (A.1))		€ -	0%	0%	0%	-	-	-	-	-	-	-	0%	-	-	-
A.2 Taxonomy-Eligible but not environmental sustainable activities (not Taxonomy-aligned activities)																
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		€ -	0%										0%	-	-	-
Total (A.1 + A.2)		€ -	0%										0%	-	-	-
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																
Turnover of Taxonomy-non-eligible activities (B)		€ 148,158,000	100%													
Total (A + B)		€ 148,158,000	100%													



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CapEx

Economic activities (1)	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Substantial contribution criteria		DNSH criteria (Does Not Significantly Harm)							Minimum safeguards (17)	Taxonomy aligned proportion of turnover, year 2022 (18)	Taxonomy aligned proportion of turnover, year N-1 (19)	Category (enabling activity or) (20)	Category (transitional activity) (21)			
				Climate change mitigation (5)	Climate change adaption (6)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)									
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmental sustainable activities (Taxonomy-aligned)																				
CapEx of environmental sustainable activities (Taxonomy-aligned (A.1))		€ -	0%	0%	0%	-	-	-	-	-	-	-	0%	-	-					
A.2 Taxonomy-Eligible but not environmental sustainable activities (not Taxonomy-aligned activities)																				
Transport by motorbikes, passenger cars and light commercial vehicles	6.5 (Annex I)	€ 1,258,773	10%																	
Acquisition and ownership of buildings	7.7 (Annex I)	€ 2,107,768	17%																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		€ 3,366,541	28%															0%		
Total (A.1 + A.2)		€ 3,366,541	28%															0%	-	-
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)		€ 8,756,459	72%																	
Total (A + B)		€ 12,123,000	100%																	

OpEx

Economic activities (1)	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Substantial contribution criteria		DNSH criteria (Does Not Significantly Harm)						Minimum safeguards (17)	Taxonomy aligned proportion of turnover, year 2022 (18)	Taxonomy aligned proportion of turnover, year N-1 (19)	Category (enabling activity or) (20)	Category (transitional activity) (21)			
				Climate change mitigation (5)	Climate change adaption (6)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)								
DNSH criteria (Does Not Significantly Harm)																			
A.1 Environmental sustainable activities (Taxonomy-aligned)																			
OpEx of environmental sustainable activities (Taxonomy-aligned (A.1))		€ -	0%	0%	0%	-	-	-	-	-	-	-	0%	-	-				
A.2 Taxonomy-Eligible but not environmental sustainable activities (not Taxonomy-aligned activities)																			
Construction, extension and operation of water collection, treatment and supply systems	5.1 (Annex I)	€ 1,245	0.01%																
Collection and transport of non-hazardous waste in source segregated fractions	5.5 (Annex I)	€ 5,508	0.02%																
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5 (Annex I)	€ 1,976	0.01%																
Data processing, hosting and related activities	8.1 (Annex I)	€ 145,693	0.53%																
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		€ 154,422	0.56%														0%	-	-
Total (A.1 + A.2)		€ 154,422	0.56%																
B. Taxonomy-non-eligible activities																			
OPEX of Taxonomy-non-eligible activities (B)		€ 27,247,332	99.44%																
Total (A + B)		€ 27,401,755	100%																

Nuclear and fossil gas related activities

Template 1 Nuclear and fossil gas related activities		
Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas related activities	NO
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO



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Template 2 Taxonomy-aligned economic activities (denominator)							
Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	Climate change	Amount	%	Amount	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	0	0%	0	0%	0	0%
8	Total applicable KPI	0	0%	0	0%	0	0%



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Template 3 Taxonomy-aligned economic activities (numerator)							
Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	0	0%
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	0	0%
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	0	0%
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	0	0%
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	0	0%
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0%	0	0%	0	0%
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	0	0%	0	0%	0	0%
8	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	0	0%	0	0%	0	0%

Template 4 Taxonomy-eligible but not taxonomy-aligned economic activities							
Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
2	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
3	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
4	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
5	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
6	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0%	0	0%	0	0%
7	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	CapEx: € 3,366,541 OpEx: € 154,422 Turnover: 0€	CapEx: 28% OpEx: 0.56% Turnover: 0%	CapEx: € 3,366,541 OpEx: € 154,422 Turnover: 0€	CapEx: 28% OpEx: 0.56% Turnover: 0%	0	0%
8	Total amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	CapEx: € 3,366,541 OpEx: € 154,422 Turnover: 0€	CapEx: 28% OpEx: 0.56% Turnover: 0%	CapEx: € 3,366,541 OpEx: € 154,422 Turnover: 0€	28% OpEx: 0.56% Turnover: 0%	0	0%



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Template 5 Taxonomy non-eligible economic activities				
Row	Economic activities	Amount		%
1	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0		0%
2	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0		0%
3	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0		0%
4	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0		0%
5	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0		0%
6	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0		0%
7	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	CapEx : € 8,756,459 OpEx: € 27,247,332 Turnover: €148,158,000	CapEx: 72% OpEx: 99% Turnover: 100%	
8	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI'	CapEx : € 8,756,459 OpEx: € 27,247,332 Turnover: €148,158,000	CapEx: 72% OpEx: 99% Turnover: 100%	

GRI content index

Statement of use	EVS has reported in accordance with the GRI Standards for the period Jan 1st, 2022 to Dec 31st, 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	n/a

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report 2022 - We are EVS
	2-2 Entities included in the organization's sustainability reporting	About this report - p2
	2-3 Reporting period, frequency and contact point	About this report - p2
	2-4 Restatements of information	n/a
	2-5 External assurance	n/a
	2-6 Activities, value chain and other business relationships	EVS at a glance - p5
	2-7 Employees	EVS at a glance - p4
	2-8 Workers who are not employees	n/a
	2-9 Governance structure and composition	EVS Governance - p37-38 Our sustainability strategy - p6-14
	2-10 Nomination and selection of the highest governance body	Management report - Corporate Governance Statement
	2-11 Chair of the highest governance body	Management report - Corporate Governance Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Our sustainability strategy - p6-14
	2-13 Delegation of responsibility for managing impacts	Our sustainability strategy - p6-14
	2-14 Role of the highest governance body in sustainability reporting	Our sustainability strategy - p6-14
	2-15 Conflicts of interest	Corporate governance statement
	2-16 Communication of critical concerns	Business Ethics - p35-36
	2-17 Collective knowledge of the highest governance body	Corporate governance statement
	2-18 Evaluation of the performance of the highest governance body	Corporate governance statement
	2-19 Remuneration policies	Remuneration report

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Remuneration report
	2-21 Annual total compensation ratio	Corporate governance statement
	2-22 Statement on sustainable development strategy	Foreword by the CEO - p3
	2-23 Policy commitments	Business Ethics - p35-36
	2-24 Embedding policy commitments	Business Ethics - p35-36
	2-25 Processes to remediate negative impacts	Envrionmental matters - p15-22 Social matters - p23-34 Governance matters - p35-36
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics - p35-36
	2-27 Compliance with laws and regulations	Business Ethics - p35-36
	2-28 Membership associations	Appendix - p44-45
	2-29 Approach to stakeholder engagement	Our sustainability strategy - p6 14
	2-30 Collective bargaining agreements	Appendix - p44-45
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our sustainability strategy - p6-14
	3-2 List of material topics	Our sustainability strategy - p6-14
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics - p35-36
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics - p35-36
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics - p35-36



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GRI STANDARD	DISCLOSURE	LOCATION
Anti-competitive behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics - p35-36
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics - p35-36
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Company Carbon Footprint - p17-19
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Company Carbon Footprint - p17-19
	302-2 Energy consumption outside of the organization	Product environmental impact - p21-22
	302-3 Energy intensity	Company Carbon Footprint - p17-19
	302-4 Reduction of energy consumption	Company Carbon Footprint - p17-19
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental matters - p15 - 22
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	1st Carbon footprint - p15-16
	305-2 Energy indirect (Scope 2) GHG emissions	1st Carbon footprint - p15-16
	305-3 Other indirect (Scope 3) GHG emissions	1st Carbon footprint - p15-16
	305-4 GHG emissions intensity	1st Carbon footprint - p15-16
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Team members - p23 - 30
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Team members - p23 - 30
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Team members - p23 - 30

GRI STANDARD	DISCLOSURE	LOCATION
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Team members - p23 - 30
GRI 403: Occupational health and safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Team members - p23 - 30
	403-5 Worker training on occupational health and safety	Team members - p23 - 30
	403-9 Work-related injuries	Team members - p23 - 30
	403-10 Work-related ill health	Team members - p23 - 30
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Team members - p23 - 30
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Team members - p23 - 30
	404-2 Programs for upgrading employee skills and transition assistance programs	Team members - p23 - 30
	404-3 Percentage of employees receiving regular performance and career development reviews	Team members - p23 - 30
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Team members - p23 - 30
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Team members - p23 - 30
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Community - p31-34
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community - p31-34
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Community - p31-34
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Community - p31-34



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