

# Twigeo ESG Overview

*A snapshot of our environmental, social,  
and governance commitments.*

Reporting Period: 2023–2024



# Environmental Responsibility

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Stockholm office powered by 100% renewable energy (sun, wind, hydro)



Remote-first culture reduces commuting



Minimal business travel; only essential flights



All company vehicles are EVs, charged with carbon-free electricity



Recycling in all offices

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## Energy Consumption:

- Stockholm: 17,760 kWh (2023), 14,490 kWh (2024)
- Brooklyn: 16,760 kWh (2023), 12,200 kWh (2024)

# Social Responsibility

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68 employees with  
50/50 gender balance



Inclusive job ads  
and anonymous  
screening



Structured  
interviews and  
diverse panels



Underrepresented  
candidates  
proactively included



Skills-based  
hiring, not just  
credentials

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# Inclusive Culture

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Flexible work for  
all life stages



Mental Health  
Month programs



Employee Resource  
Groups: Women of  
Twigeo, LGBTQ+



Leadership panels  
on International  
Women's Day

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## Next Steps:

- Formal DEI goals
- More internal DEI resources
- Ongoing learning and adaptation

# Governance & Data Security

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SOC 2 attestation report

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## All employees annually acknowledge:

- Acceptable Use
- Code of Conduct
- Information Security
- Passwords
- Incident Response

## Leadership also acknowledges:

- Disaster Recovery
- Vendor Risk
- Asset Management
- SDLC, Access Control
- Business Continuity

# Our ESG Goals

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## Environmental

- Reduce energy per FTE
- Explore tracking tools
- Minimize travel



## Social

- Maintain gender balance
- Set measurable DEI goals
- Expand internal support



## Governance

- Maintain SOC 2 compliance
  - Strengthen vendor oversight
  - Expand security training
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# In Summary

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We comply with all legal requirements — and much more — but we're not stopping there.

We're doing the work, learning as we go, and building a company we believe in.

**Thanks!**  
***Tack!***

