

2026 ESG Sustainability Report

Shaping the Future
with Champs



CORPORATE PROFILE

Growth & Scalable Business Model

Operating under the vision of Flexible Enterprise Management Services, Champs delivers sustainable growth through a borderless, remote-first, low-carbon model.

\$36M REVENUE

50+ ACTIVE CLIENTS

20+ LANGUAGES

65% CLIENT PORTFOLIO GROWTH

55,000+ REGISTERED TALENT

58% TALENT NETWORK GROWTH

OPERATIONAL EXCELLENCE

Governance & Corporate Resilience

In 2025, Champs' governance framework evolved beyond policy definition toward measurable compliance and risk management. Nine international certifications were obtained across information security, data privacy, risk management, and business continuity.

Borderless CX GOLD

HR, operations, leadership, and IT excellence recognized following independent audits.

EcoVadis

Applications completed under MidSize Group category, achieving "Committed" status.

Security & Risk

5 independent cybersecurity audits; 34 policies updated; SOC 2 scoping initiated.

Innovation

Champs Work Innovation Campus launched for collaboration & CX innovation.

Certifications

ISO 9001, ISO 10002, ISO 14001, ISO 27001, ISO 31000, ISO 42001, ISO 45001, SOC 2 Type II, ecovadis (committed)

OVERSIGHT & CONTROL

Enterprise Risk Management

Corporate risks are systematically monitored and mitigated using defined internal metrics:



Monthly

- Financial, Operational, Human Capital, Technology/System, Information Security, Reputation, Project/Client Risks



Quarterly

- Strategic, Legal/Compliance, Supplier/Partner Risks.



Biannual

ESG/Ethics, Emergency, and Business Continuity Risks

2025–2026 ESG Transformation Journey

In 2025, Champs advanced to the Operational Maturity stage across three core pillars:

From Model to Measurable Impact:

ESG-aligned business KPIs defined; impact analyses systematized.

Operational Integration:

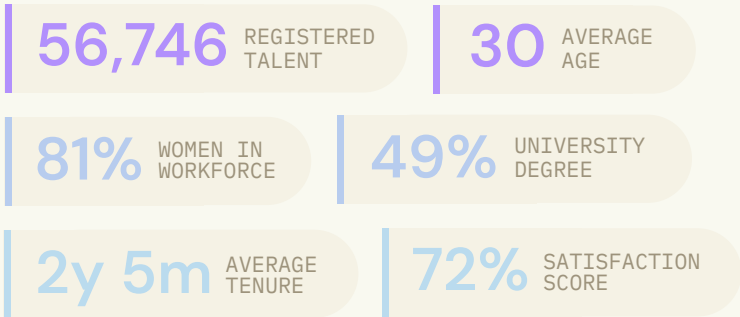
ESG principles embedded in recruitment, onboarding, platform management, and client operations.

Ecosystem Leadership: Internal awareness initiatives reinforced Champs' position as a driving force shaping the future of work.

SOCIAL IMPACT

Talent Ecosystem & Inclusion

Our social sustainability strategy is built on cross-border opportunities, continuous learning, and an inclusive working model.



Talent Experience & Development

Our social sustainability strategy is built on cross-border opportunities, continuous learning, and an inclusive working model.

Champs Platform	Proprietary tool for talent discovery, profiling, and project matching
Feedback Culture	Monthly Talent & Culture Bulletin, Lovemark surveys, Open Door leadership sessions.
Champs Academy	Training in mental health, resilience, zero waste, ESG awareness, data protection & AI literacy.
AI Literacy	Prompt engineering trainings and human-machine collaboration workshops delivered



ENVIRONMENTAL IMPACT

Low-Carbon Operations

Our office-independent model dramatically reduces carbon emissions compared to traditional work structures.

Total: 44,964 kg CO₂e
Head Office Carbon Footprint 2025:

- >2,440t CO₂ Avoided
- 97,000 Equivalent Trees
- 190t Food Waste Avoided

MONTH	NATURAL GAS (kWh)	GAS CO ₂ e (kg)	ELECTRICITY (kWh)	ELEC CO ₂ e (kg)	TOTAL (kgCO ₂ e)
January	28,180	5,692	2,224	1,001	6,693
February	30,915	6,245	1,275	574	6,818
March	29,088	5,876	1,733	780	6,656
April	20,947	4,231	2,157	971	5,202
May	14,806	2,991	2,048	922	3,912
June	3,498	707	-	-	707
July	3,151	636	2,679	1,206	1,842
August	3,152	637	3,686	1,659	2,296
September	2,940	594	2,375	1,069	1,663
October	8,891	1,796	2,236	1,006	2,802
November	11,585	2,340	-	-	2,340
December	17,021	3,438	1,324	596	4,034
TOTAL	174,174	35,183	21,736	9,781	6,693

Conclusion

As of 2025, Champs has transformed its ESG approach from an operational initiative into a core pillar of corporate strategy. 2025 marked a turning point: **from ESG awareness to measurable impact management.**

Measurement:

Fully mature ESG performance measurement systems.

Standards:

Increase alignment with international sustainability standards.

Talent Economy:

Inclusive growth through responsible human–technology collaboration.

Aligned with our vision as a Flexible Enterprise Management Services company, Champs will continue to shape the future of work while creating balanced, long-term value across economic, environmental, and social dimensions.





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