

LYYTI

**SUSTAINABILITY
REPORT
2025**

CONTENTS

- 03 **About this report**
- 05 **Sustainability, events & Lyyti**
- 07 **EcoVadis Bronze Label**
- 08 **Lyytians**
- 14 **Event impact**
- 18 **The Lyyti Vault**
- 21 **Environment**
- 24 **Climate transition plan**
- 25 **Our sustainability journey**



ABOUT THIS REPORT

Lyyti offers web-based event management software for organising different types of events. Lyyti is the largest pureplay event management software company in the Nordics.

Since 2007, sustainability has been part of our everyday lives and decision-making, but we still want to improve and focus on it.

We aim to do sustainable business and help our customers do the same.

As our company grows, future sustainability work must be better documented and guided so that we can make better decisions in the future.

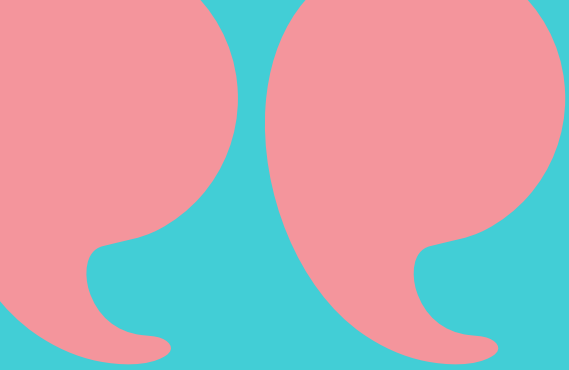
This report aims to recognise the areas where we have had the greatest positive impact and to demonstrate how we take sustainability into account in 2025.

It also outlines how we'll develop our corporate sustainability work going forward.

At Lyyti, we approach sustainability from four different perspectives:

- Lyytians
- Event impact
- Data security
- Environment





Lyyti's mission

**WE HELP
PEOPLE CREATE
MEANINGFUL
ENCOUNTERS**

SUSTAINABILITY, EVENTS & LYYTI

Our mission is to help people to create meaningful encounters and we are already doing it big time.

Lyyti's footprint must be sustainable, but more importantly, we must understand the handprint we leave through the events we help organise.

Events can be very sustainable and create value, but they are also a significant source of waste, CO2 emissions, and, more importantly, wasted time.

For an event to create meaningful encounters, it needs to create value for the participant's time investment.

To unlock the potential of events, our tools, and expertise can help tremendously.

We offer the possibility to learn which events and event formats (live, online, hybrid) truly create value for the participants.

From the environment's perspective, the most sustainable event is the one left unorganised. We believe that the result of events is positive, but we also help our customers to decide how, when, and where to organise the events truly worth the participants' time.

Participants require sustainability

Currently, about 40 million participants join events on our platform each year. If we can ensure that most participants gain value from the events, our positive impact is maximised.

Participants already require sustainability, and making it otherwise will affect the participant experience negatively.

As said, Lyyti's footprint is essential, and even more so is the handprint we can create. We understand that **we need to lead by example to help our customers and society with sustainability.** In this report, we will go into more detail about our actions.

Governance of Lyyti

The Governance and management of Lyyti are based on the Finnish Limited Liability Companies Act. During the 2025 Vaaka Partners' fund owned a controlling stake of Lyyti. In the last month of the year, Lyyti's ownership was transferred to SuperOffice AS, based in Norway.

At the end of 2025, the board consisted of six individuals, three from the owner and three independent members. The board members of Lyyti Oy were Markus Huttunen, Olli Sirkiä, Jarkko Kyttänen, Mia Ropponen, Rasmus Romppanen, and Tomas Therén.

The board acts as the highest governance body. The management team reports to the board, and the functions report to the management team. Sustainability is part of the board's year clock.

Petri Hollmén, CEO of Lyyti



ECOVADIS SUSTAINABILITY RATING

EcoVadis is a globally recognised sustainability rating platform used by over 130,000 companies. It assesses performance across four categories based on policies, actions, and reporting. Lyyti was assessed in July 2025 and based on the study, Lyyti was awarded the Bronze Sustainability Rating. (valid until July 2026).

Our highest scores reflect areas where Lyyti has solid practices and documentation in place.



Lyyti's scores

Ethics (75/100): Strong data security practices, comprehensive anti-corruption policies, and third-party information security due diligence.

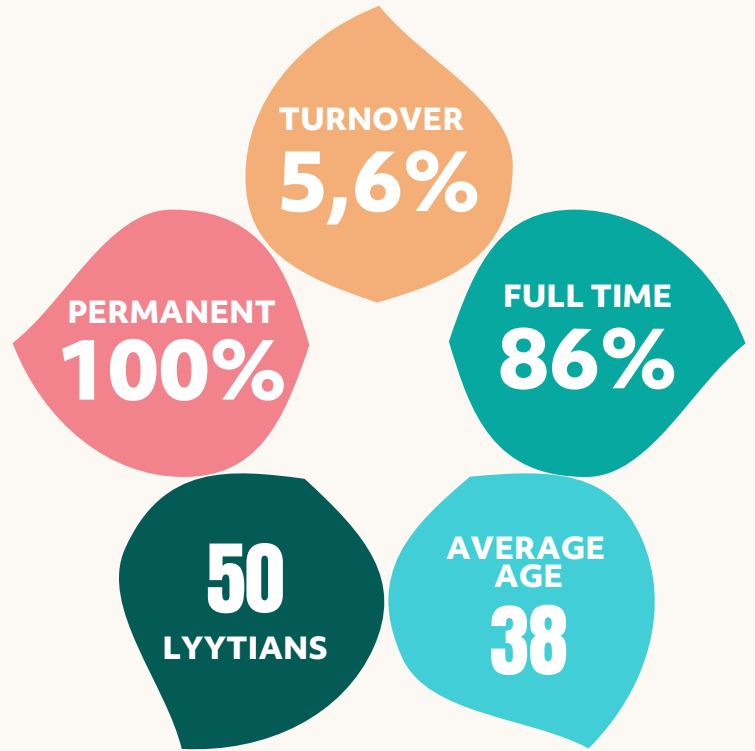
Labour & human rights (69/100): Permanent contracts for all staff, low turnover, training hours tracked, and a people-first culture measured annually.

Environment (58/100): Quantitative emissions targets set, renewable energy in use, and carbon offset credits purchased.

Our focus for the next assessment is closing documentation gaps – our practices are ahead of what the current score reflects.

LYYTIANS

During 2025 the number of Lyytians dropped by 4% compared to 2024.



All Lyytians

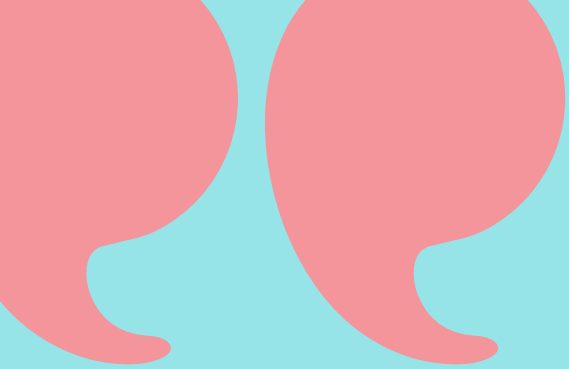


New joiners



Management team





**WE MEASURE
LYYTIANS' SATISFACTION
AT WORK WITH
SIQNI'S FLAME INDEX.**

81

Flame Index in September 2025
(0-100)



Green culture

According to our values, we keep a **curious mind** and work with a **founder's heart** while continuously guided by our **tribal spirit**.

To ensure that the values are a genuine part of our daily work, we have put together Lyyti's **Green Book**, which outlines our cultural code.

We believe that every person can proudly be who they are. For example, when looking for a new colleague, we don't ask about age, gender, or nationality during recruitment.

Our company language is English, enabling us to have a **diverse workplace**. In most of the roles at Lyyti, Finnish language skills are not required.

To improve our work, we conduct annual Signi surveys. These help us identify each employee's most meaningful factors at work and focus our development actions on them.

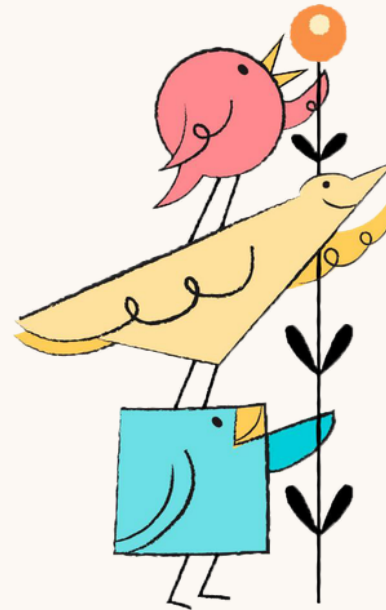
What we did in 2025

We implemented a meaningful encounter platform, Humbol, to further improve the quality of internal meetings. These meetings include one-on-ones, Growth Discussions, and Salary Discussions. In 2025, we had 521 discussions via Humbol!

We put our development efforts in improving our performance culture to help every Lyttian to succeed.

What's in the works for 2026

We have a three-year agreement to continue the Siqni survey process, meaning we will once again conduct one main Siqni survey and two follow-up surveys in 2026. Individual and team development actions will be agreed upon after each survey.



We prioritised our development efforts this year by improving personnel development processes to ensure all Lyttians have solid opportunities for personal skill development.

We will continue to explore the possibilities created by the rapid development of AI to improve our internal processes and ensure a bright future for the company and all Lyttians.

OUR PROMISE

A JOURNEY WORTH YOUR TIME

1

ORGANISATION

We keep the organisation flat so it supports autonomy, freedom and flexibility.

2

PERSONAL DEVELOPMENT

We make sure that everyone gets to nurture their personal skills in everyday work, cross-team projects, through variety of learning opportunities and by developing their own role and responsibilities.

3

WORK ENVIRONMENT

We foster sustainable ways of working:

- provide extensive occupational healthcare services
- support sports activities among colleagues
- provide our employees a low-threshold mental health service with [Auntie service](#).

OUR PROMISE

A JOURNEY WORTH YOUR TIME

What we did in 2025

As proof of our systematic employee experience development, supported by the Signi survey, Lyyti received a Future Workplaces certificate for the third year in a row. This certification is granted for workplaces where the company culture is led by exceptional employee insight.

We continued the “Stay Interview” process conducted by the People & Culture team with each Lyytian once per year. This process has further deepened understanding of each Lyytian’s daily work and helped leadership focus on developing the right topics.

What’s in the works for 2026

We will continue developing the employee experience from an individual perspective. The key process for us is the tertiary Growth discussion, where each Lyytian can have a high-quality discussion with their team lead about their personal growth journey.

We will take all necessary steps to ensure Lyyti’s future as a sustainable growth company.

**FUTURE
WORKPLACES**



EVENT IMPACT

There are tens of thousands of events organised with Lyyti every year. In 2025, 95,587 events were organised with Lyyti. Each event organised with the help of Lyyti software is an opportunity to think about sustainability, and our long-term goal is to give our customers easy-to-use tools that make collecting data and creating sustainable events even easier.

The event impact can vary depending on the type of event, such as in-person, hybrid, or online. Depending on the type of event, different sustainability considerations may apply. Of course, it is up to the customer to decide what type of events they want to organise, but we can see the possibilities in sharing ideas and tips on how Lyyti can bring value, also from a sustainability perspective.

Live events

Lyyti is a powerful tool for gathering accurate participant data that is essential for event organisers. Having a precise number of participants and other data available makes it easier to minimise food waste and other resources. For example, organisers can ask specific dietary and allergy questions on the registration form to gain deeper knowledge of preferences and needs—a highly effective way to reduce the environmental impact of an in-person event.

In addition, organisers can use Lyyti to communicate sustainable best practices to participants, such as recommending public transportation. After the event, the Lyyti survey tool can be used to collect data on how participants travelled, providing a better understanding of the event's overall carbon footprint.

Hybrid and online events

Hybrid and online events

With hybrid and online events the environmental impact can be a bit different than with in-person events because the focus is more on the content of the event and the technology behind it.

In hybrid events, a number of the participants still attend in-person, which involves environmental considerations such as catering and transportation. However, by offering a possibility to join online, the overall footprint is significantly reduced compared to a fully in-person gathering.

Lyyti offers an easy way to gather information also for hybrid and online events to know exactly who will attend, how and when. Which makes it also easier to communicate with participants depending on, how they are attending to the event creating a better participant experience.

What are we doing in 2026

We are doing our best to help our customers maximise their Lyyti usage in order to gain the best and most efficient outcome for their events. This is work that will continue and be developed every day.

We have already identified that there is a lot that can be done with the already existing features in Lyyti such as following the no-show rates, minimising food waste and creating post-event surveys to gather travel data and overall feedback about the event.

Our plan for the future is to help our customers find the best possible solutions for their events, also from a sustainability perspective.

EVENTS IN LYYTI

95 587

NUMBER OF PARTICIPANTS

39 910 031

LIVE EVENTS

61 359

ONLINE EVENTS

20 236

HYBRID EVENTS

3 849





**IN 2025,
LYYTI MANAGED
THE DATA OF**

39 million

910 thousand

031 participants

THE LYYTI VAULT

In 2025, Lyyti managed the personal data of 39,910,031 participants as a data processor. This is data of people who attend or have been invited to events our customers organise through Lyyti.

Processing personal information is at the core of Lyyti's business, and we work to keep that data as secure as a bank keeps customers' money.

What are we doing next

- Developing our AI Policy and practical guidelines for responsible AI use across the company.
- Continuing to mature our ISMS against ISO/IEC 27001/27002 controls.
- Expanding structured risk assessments for new AI tools and integrations, covering privacy, security, and compliance aspects.
- Further strengthening our incident response maturity through regular tabletop exercises and updated recovery documentation.



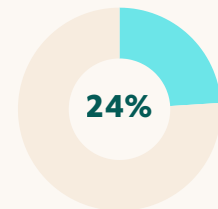
1

Reported privacy incidents 2025*

We choose to report the reported privacy incidents during the year because that tells the actual number privacy incidents occurred.



Lyytians who completed infosec & privacy trainings



Lyytians who completed at least 10 awareness trainings

SECURING LYYTI'S VAULT

1

Clear ownership of data and personal information. The customer is the owner of the data and personal information in Lyyti and decides fully what information is collected.

2

Data protection and security have been organised in Lyyti through responsible personnel. The Head of Security and the Data Protection Officer work together to ensure company-wide security operations.

3

We organize data security and privacy training for our employees every year. Software developers are trained according to the tailored Secure Software Development framework.

4

Employee onboarding and offboarding are done based on a detailed step-by-step process. If an employee leaves the company, user access to all Lyyti systems can be revoked immediately.

5

Lyyti has a risk management process in place to go through risks and mitigation yearly.

6

Employees only have access rights to such systems and information that are required to complete their tasks.

7

All subcontractors are reviewed regularly to ensure they hold the same level of security as we do.

SECURING LYYTI'S VAULT

8

Networks are logically separated, with adequate hardening and continuous monitoring in place.

9

Systems and user endpoints are monitored 24/7 with sophisticated monitoring solutions.

10

All Lyyti environments are scanned against vulnerabilities online, daily or weekly, depending on the system.

11

We run continuous vulnerability scans and annual third-party penetration testing.

12

Data at rest and data in transit are encrypted using modern encryption standards.

13

We have a formal incident response process and we monitor our systems continuously for signs of security incidents.

14

We maintain a formal Information Security Management System, approved by top management and reviewed regularly.

THE ENVIRONMENT

Lyyti's carbon footprint was calculated for the fifth time. This year, we can compare the data from four years.

Impactful, a Finnish company working with corporate sustainability reporting and climate work, was consulted for the carbon footprint calculations and climate transition plan. All Lyyti offices in Turku, Helsinki, Stockholm, and Paris were included in the calculations.

Scopes 1, 2, and 3 were included, but Lyyti doesn't own any vehicles, so there were no emissions on scope 1.

- Scope 1 includes direct greenhouse gas emissions in its own operations.
- Scope 2 includes indirect greenhouse gas emissions in own operations from the generation of purchased energy.
- Scope 3 includes other indirect greenhouse gas emissions from operations.

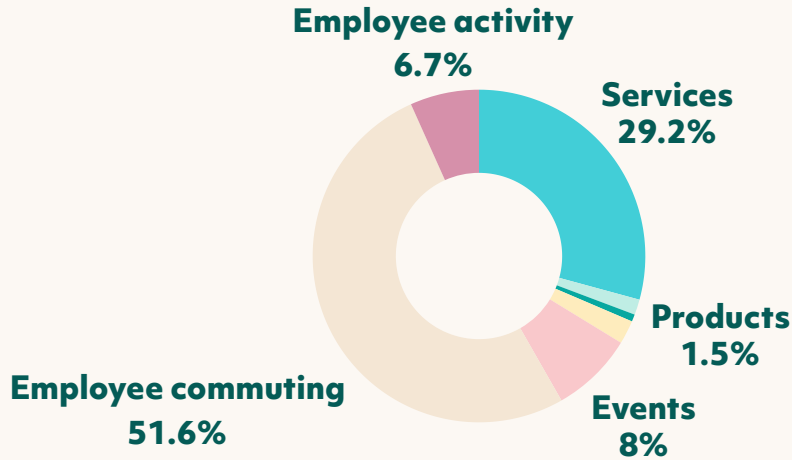
Lyyti Oy's total carbon footprint was 86 tonnes of carbon dioxide equivalents (tCO₂e) in 2025. The carbon footprint per employee was approximately 1.65 tCO₂e.

The largest source of emissions was scope 3, which accounted for approximately 97 % of the total emissions.

The largest individual source of emissions was the "business travel" category (51.5% of the total carbon footprint).

However, emissions from travelling, employee commuting, and remote work remained at the same level as in 2024. Emissions were 23,4 tCO₂e lower in the category purchased services. Also emissions in the scope 2 (electricity, heating, cooling) have been decreasing yearly.

Total Carbon Footprint

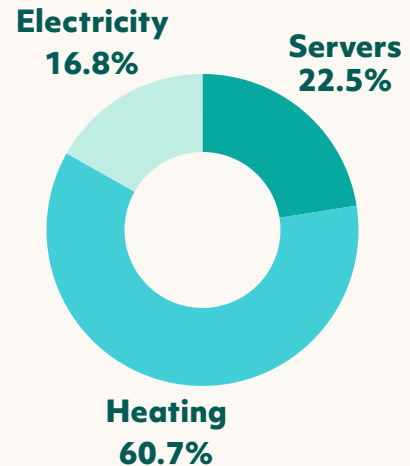


Total energy consumption

Lyyti's total energy consumption was 89,025 kWh, divided among heating, electricity, cooling, and servers. Of the total energy consumption, 71% is from renewable sources.

All Lyyti offices in Turku, Helsinki, Stockholm and Paris were included in the calculations.

From the total consumption, the server's part was 22,2%. We use server providers that run on renewable energy.

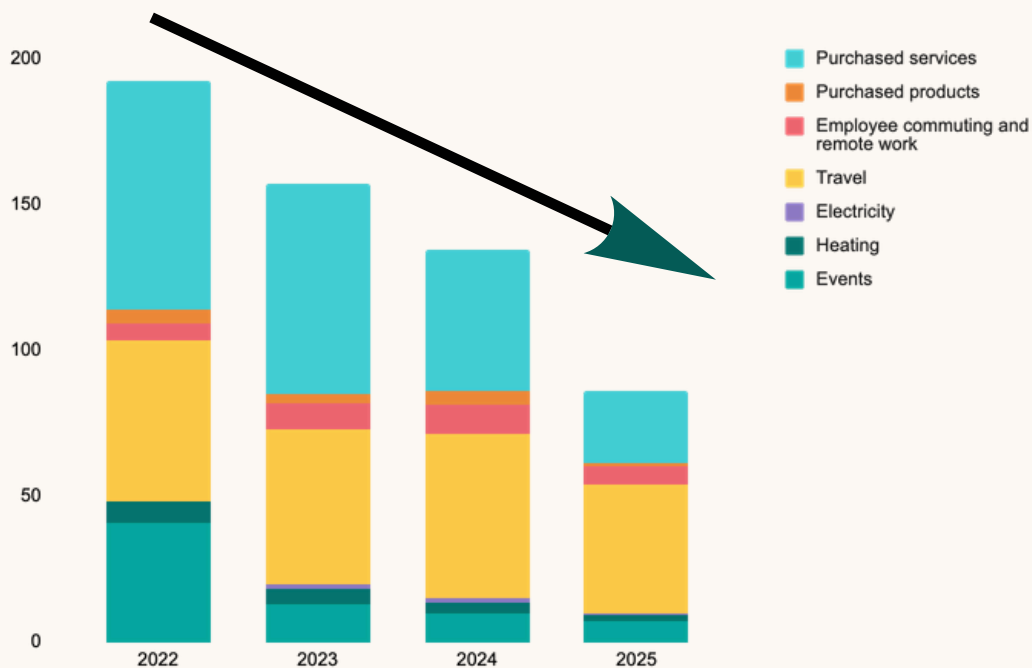


Lyyti's total emissions decreased from 135 t CO₂e to 86t CO₂e between 2024 and 2025 (- 35,7 %).

The largest decrease was in purchased services and purchased products, due to refined calculations, lower spending, and the start of leased product use.

Emissions also decreased in events -3 tCO₂, heating - 2 tCO₂e, electricity - 1 tCO₂e, business travel - 12 tCO₂e and employee commuting - 4 tCO₂e.

Total energy consumption also decreased about 22 000 kwh compared to year 2024.



CLIMATE TRANSITION PLAN

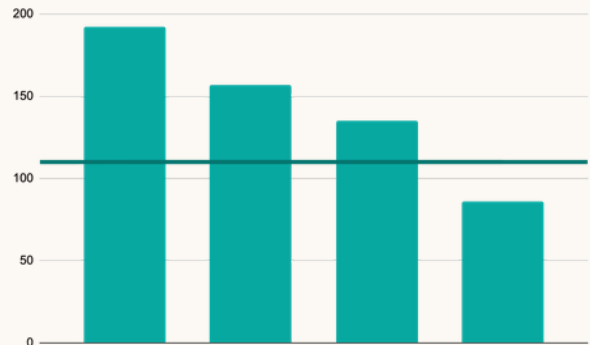
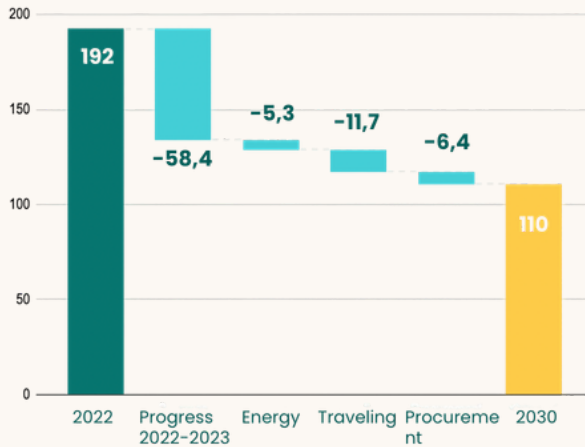
Based on the Paris Agreement, a climate transition plan is a company's strategy to reduce emissions and align its operations with the goal of limiting global warming to below 1.5°C through measurable targets and sustainable practices by 2030.

Climate transition plan has been made with our climate consultant, Impactful. Based on the emissions from the previous years (data from 2021-2024).

For the final goal of 2030, the plan is to decrease in three categories:

- Energy
- Traveling
- Procurement

In 2025, we reached 86 tCO₂e — already below the 2030 target of 110 tCO₂e, five years ahead of schedule. The goal now is to maintain this level as the organisation grows.

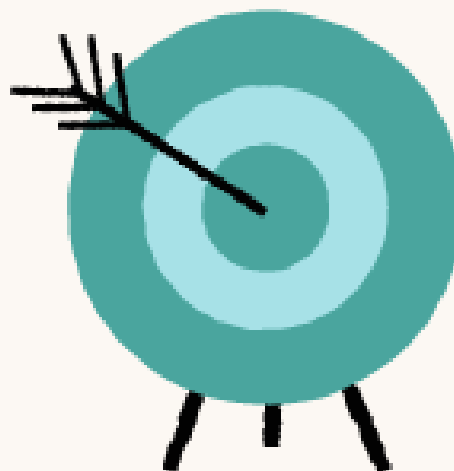


What happened in 2025?

Lyyti's total emissions decreased from 135t CO₂e to 86t CO₂e between 2023 and 2024 (- 15 %).

During the year, there were no resources to contact our subcontractors further. That will stay as our goal.

We are now able to compare emissions from the previous years, and we have worked to produce the climate transition plan.



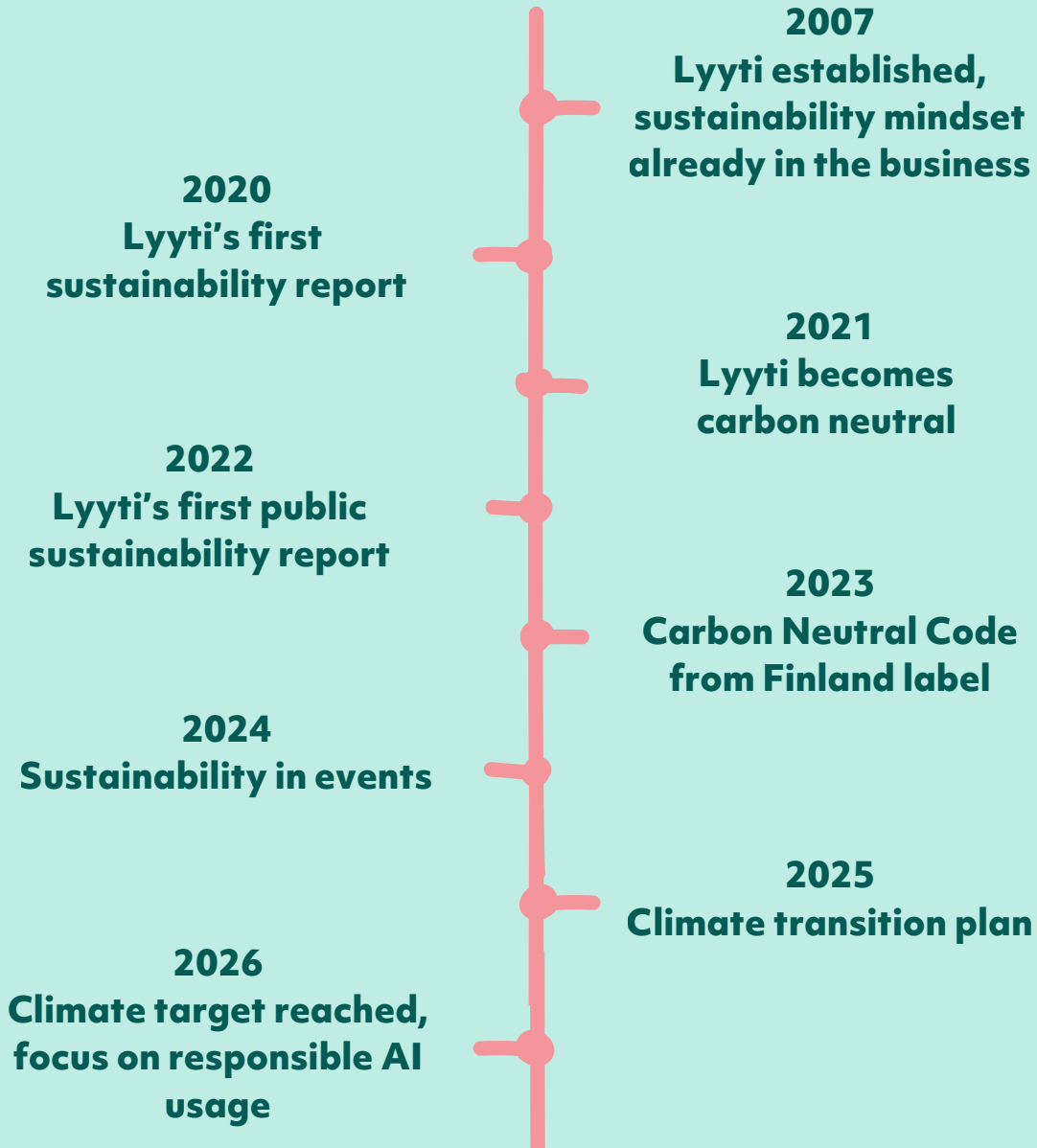
What we are doing next

We will follow the set climate transition plan and try to keep the level reached.

We will add internal knowledge about Lyyti's emissions. We will develop the work travel questionnaire to get better data for the calculations.

We will guide events that Lyyti is organising, both internally and externally, on sustainable practices by making the guidelines available.

OUR SUSTAINABILITY JOURNEY



LYYTI

lyyti.com

