



2024

SUSTAINABILITY REPORT



Introduction

This report marks an important milestone for Educanta - our first formal communication on sustainability. We are not publishing it out of obligation but out of conviction. Transparency matters, and we want to share how we integrate sustainability into everything we do. For us, it's not just a principle - it's a commitment we act on every day. With this report, we invite our current and future partners to see firsthand that when we set goals, we follow through.

We built this report on the foundation of our mission and the sustainability topics that matter most to us as an organisation. It reflects our commitment to putting people, the planet and our partners at the centre of our priorities. As our first report, it also represents a starting point: we may not yet have all the measurements and data we aspire to, but we are sharing what is available today. This transparency is part of our approach: setting a clear baseline and actively working to improve it, sharing openly what we discover along the way.

Looking ahead, we see this report as a starting point. Our goal is to strengthen our sustainability strategy, setting clear targets and tracking progress more effectively. Future reports will go further: offering deeper insights, more robust data, and a clearer view of our impact. Data-driven insights are at the core of what we do, so we will aim for this while maintaining transparency and trust, ensuring we hold ourselves accountable and continuously improve.



Educanta: This is us

*We connect talents, experienced mentors and companies
to prepare tomorrow's workforce*

Educanta's vision is to give every young talent access to experience to help them kick-start their career while preparing companies' future workforce. Our mission is to democratise mentorship to ensure every young talent kick start their career and to enable companies to find their future stars.

We have experienced a clear skill gap between what companies need to perform and the resources they have, especially in operations, data analytics and sustainability. People spend too much time on data-related tasks and organisations struggle to make data-driven decisions, all of which in a cost-constrained environment preventing from recruiting and training the workforce. At Educanta, we want to help solve these issues by preparing tomorrow's workforce and give access to experience. We fill the skill gap by mentoring a highly engaged talent pool, motivated to be operational and integrated in the company in no time, in a cost-efficient process focused on delivery quality.

For students and graduates, entering the job market can be challenging. Countless resumes sent, automatic rejection emails and an overwhelming amount of job descriptions requiring 3 to 5 years of experience. After years of studies, these young talents are one of the most motivated workforces available, yet landing their first job is often a discouraging process. We want to change that by giving every young talent access to work-based learning opportunities. We believe that the fresh eyes and motivation of young talents are valuable, and that mentoring them to reach the expected skill level will make them prized assets for the companies they join.

A word from our CEO



Publishing our first sustainability report is a great milestone for Educanta. We've grown a lot since 2020, and along the way, we have stayed true to our mission: give every young talent access to experience to help them kick start their career while preparing companies' future workforce. This report gives us a chance to take a step back and make sure we keep growing in the right direction. There is still a lot to do, but we are excited about the journey ahead of us - and we are just getting started.

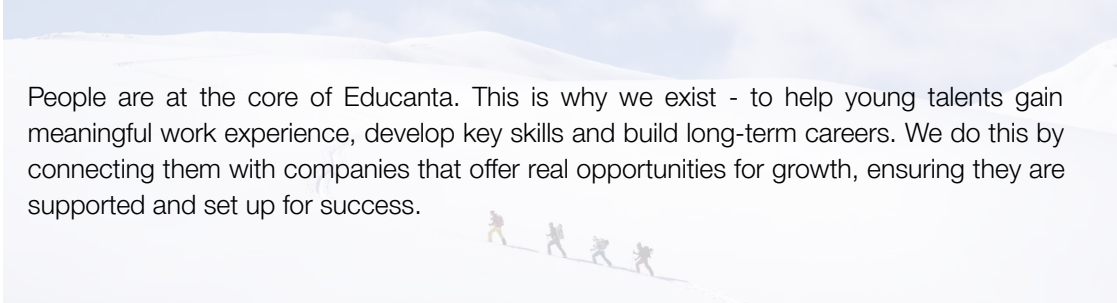
Baptiste Rousset, CEO and Founder



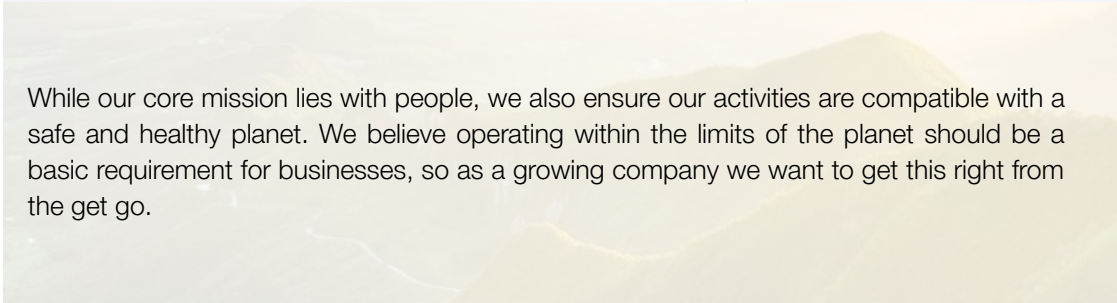
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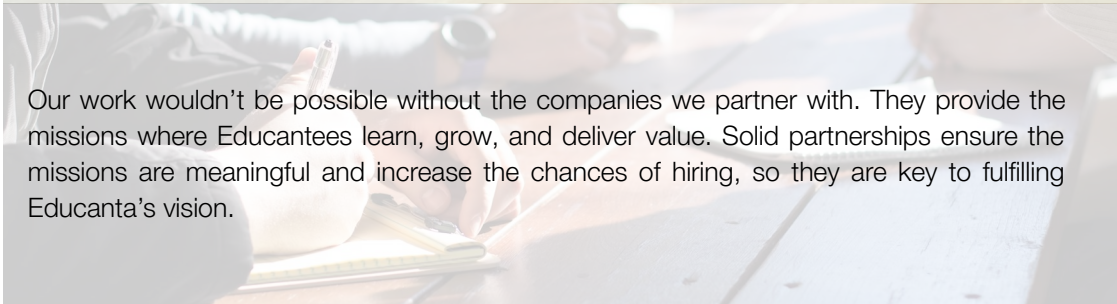
This report is constructed around the three key areas we need to focus on to build a sustainable company: the people we work with, the planet we live on and the partners we do business with.



People are at the core of Educanta. This is why we exist - to help young talents gain meaningful work experience, develop key skills and build long-term careers. We do this by connecting them with companies that offer real opportunities for growth, ensuring they are supported and set up for success.



While our core mission lies with people, we also ensure our activities are compatible with a safe and healthy planet. We believe operating within the limits of the planet should be a basic requirement for businesses, so as a growing company we want to get this right from the get go.



Our work wouldn't be possible without the companies we partner with. They provide the missions where Educantees learn, grow, and deliver value. Solid partnerships ensure the missions are meaningful and increase the chances of hiring, so they are key to fulfilling Educanta's vision.

Highlights 2024

In 2024, we helped 6 talents from 3 different nationalities through Educanta missions, read more from page 6, including the testimonial of a previous Educantee.

Our first sustainability report is also introducing our first greenhouse gases assessment, and how we measure our impact as a startup providing consultancy services, read more from page 9.

We present a classification of our Educanta missions to focus on the ones that matter, and we calculate our success rate from page 12.



People

People are at the core of Educanta. We exist to help young talents gain meaningful work experience, develop key skills, and build long-term careers. We do this by connecting them with companies that offer real opportunities for growth, ensuring they are supported and set up for success.

Why it matters

Entering the job market can be challenging, and too often, young professionals struggle to find roles that match their potential. We believe talent should be nurtured, not wasted, which is why we call our young professionals Educantees: high-potential individuals looking for their first meaningful work experience.

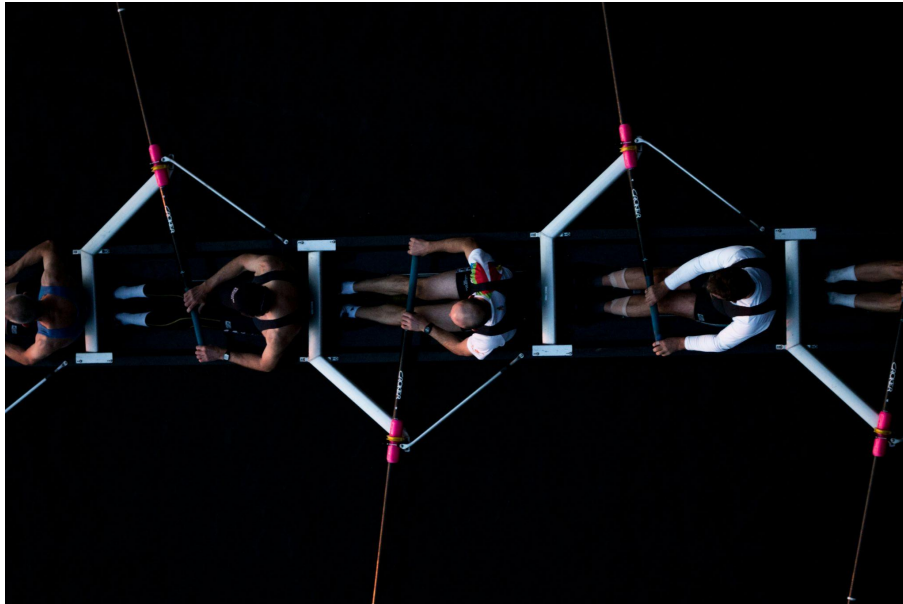
Through consulting assignments, they gain hands-on experience while being mentored by industry experts. This approach accelerates their learning, builds confidence, and prepares them for long-term employment. For us, this is more than a business model: it's a commitment to shaping a future where young professionals thrive, companies access motivated talent, and careers begin with purpose.



Mentorship model

At the core of our model is a simple idea: learning happens faster with the right support. That's why every mission at Educanta involves three key players: an Educantee, a company and an Educantor.

The Educantee brings motivation and fresh perspective; the company provides the business needs, real-world context and challenges; and the Educantor, an experienced professional, guides the talent with practical advice and regular feedback. This triptych framework allows everyone to benefit: the talent learns and grows, the company gains fast operational value, and the mentor contributes to shaping the next generation.



Educantee testimonial



Athina worked on two Educanta missions and was hired as a master data specialist at the beginning of 2024. She embodies our values, and her journey is proof that our model works. This is what she has to say:

“Educanta provided me motivation to go that extra mile in my work and search for improvements in every aspect of it. I had the opportunity to receive support and help both within the team and externally when needed. Thus, I was prepared to face the challenges and bring the desired results. Working in Educanta allowed me to meet and work with great people. Our weekly check-in brought us closer and provided a nice balance between workload and private life. In this way, I felt part of a bonded team that cares for each other beyond work.”

More testimonials from our Educantees are available on our website <https://www.educanta.se/>

Role in the job market

One of our main goals at Educanta is to create job opportunities and support Educantees until they are hired. At the end of their missions, all our Educantees highlighted their skill development from Educanta and the company in which they had a mission.

In addition to the short-term impacts of job creation and facilitating the hiring process, we are proud to have a long-term impact of sharpening Educantee's abilities in a professional environment, allowing more individuals to have high-impact, fulfilling careers.

Work environment

We are a small team of Educantees and Educantors, allowing for spending more time getting to know each other, but our focus on well-being in the workplace extends to more than that. As an Educantee, a mission always starts with a clear list of expectations explained in a dedicated meeting and discussed continuously during the project until the final feedback session. We always take time to check-in during our regular meetings to provide support when needed and maintain a healthy and stimulating working environment.

Diversity

In 2024, Educanta mentored 6 talents in their missions in companies. All our assignments have been assessed as successful by our clients and several of our Educantees have been offered a permanent position after their missions. One Educantee accepted an offer and was hired by the client company in 2024, showing that our model is operational and needed in the current job market. We also believe that diversity is key to making teams and companies efficient and staying relevant. Since 2020, we have supported Educantees from 5 different nationalities.

Ambitions

Like most startups, our ambition is to grow and connect with more partners to create more job and mentorship opportunities in Sweden and Europe. We are aiming for more missions each year, while keeping what has made us a trusted partner and employer: interesting missions in sectors our Educantees want to work in, paired with fruitful mentorship. We will continue to aim to help more people, while keeping the quality of support we provide high.



2024 results

	2024	2030 targets
Number of missions	6	
Educantee satisfaction rate	100%	>90%
Educantee diversity*	50%	>33%

*: measured as number of different nationalities / total number of missions

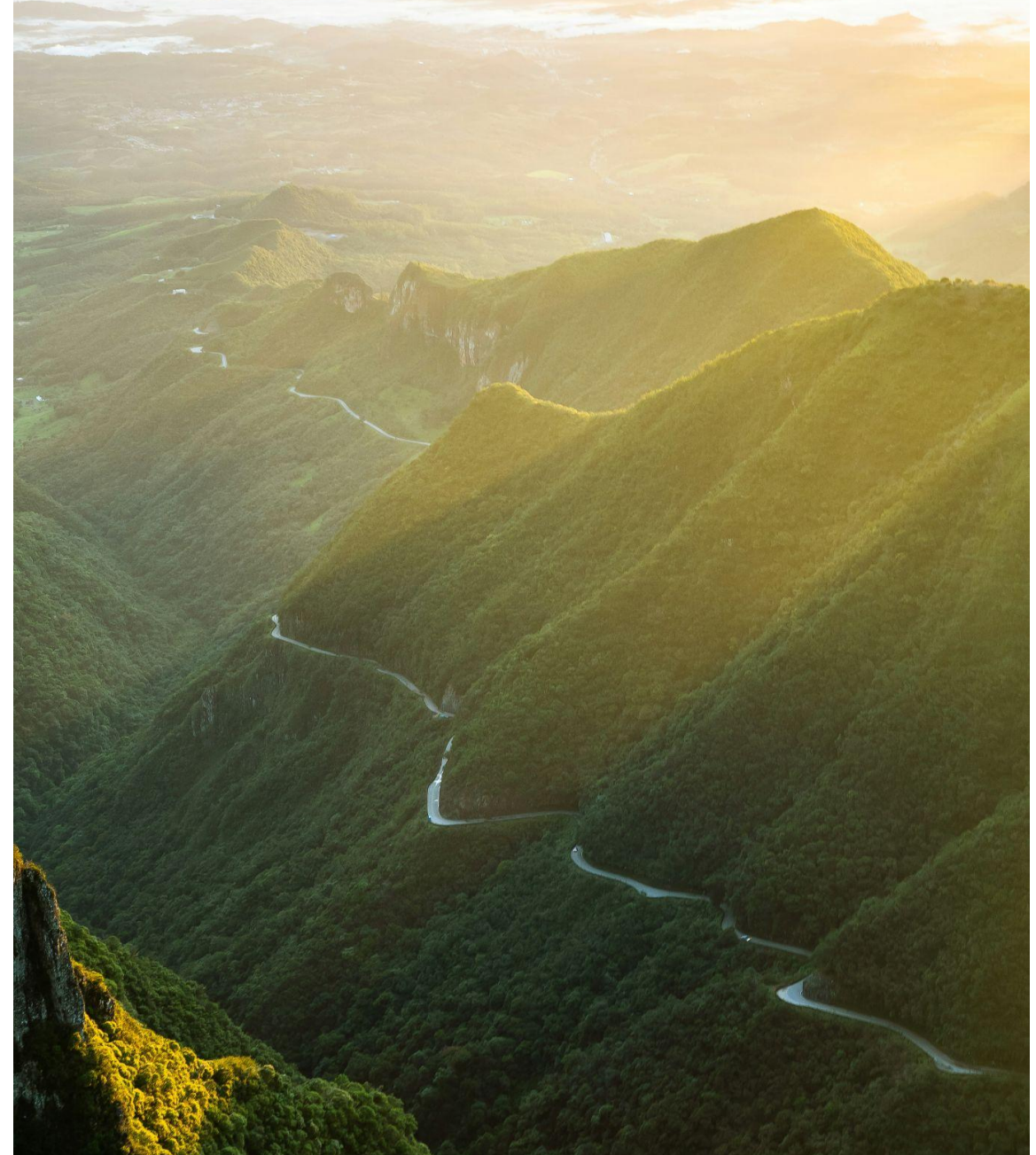
Planet

While our core mission lies with people, we also ensure our activities are compatible with a safe and healthy planet. We believe operating within the limits of the planet should be a basic requirement for businesses, so as a growing company we want to get this right from the get-go.

Why it matters

We are taking steps to understand our environmental footprint and act on it early, because contributing to a more sustainable future is a responsibility shared by all of us on this planet, especially businesses. Even if our operations have a relatively low direct impact, we know that every activity - travel, digital tools, partnerships - comes with a cost to the planet.

We see this as an opportunity to build responsible habits from the start. Our focus is on transparency, setting a baseline and continuously improving how we operate as we grow.



PEOPLE

PLANET

PARTNERS

Emissions

As a small company with Educantees working in our client's offices on a day-to-day basis, we do not have high greenhouse gases (GHG) emissions. No company cars or offices means we don't have any direct emissions, but we still have indirect impacts to consider, mainly from business travel and commuting, which we try to keep as low as possible.

Business-as-usual travels were all made by train, which is low-emission in Sweden, but we still recruited talents abroad who came here by plane. Regarding commuting, we encourage public transportation use or low-emission options such as cycling. Emissions are one part of our impact, but there is more to consider.

Non-GHG impact

Part of our mission is to help companies identify and reduce their impact on the planet, where it's easy to adopt carbon tunnel vision: this is over-focusing on CO2 impacts and missing critical areas of sustainability.

We are a small company providing a service to larger customers, hence the area where we can maximise our impact is by choosing customers and projects accelerating the transition to a sustainable society. This has a wider and longer-lasting effect so it is what we prioritise, even though we will continue to watch closely our emissions.

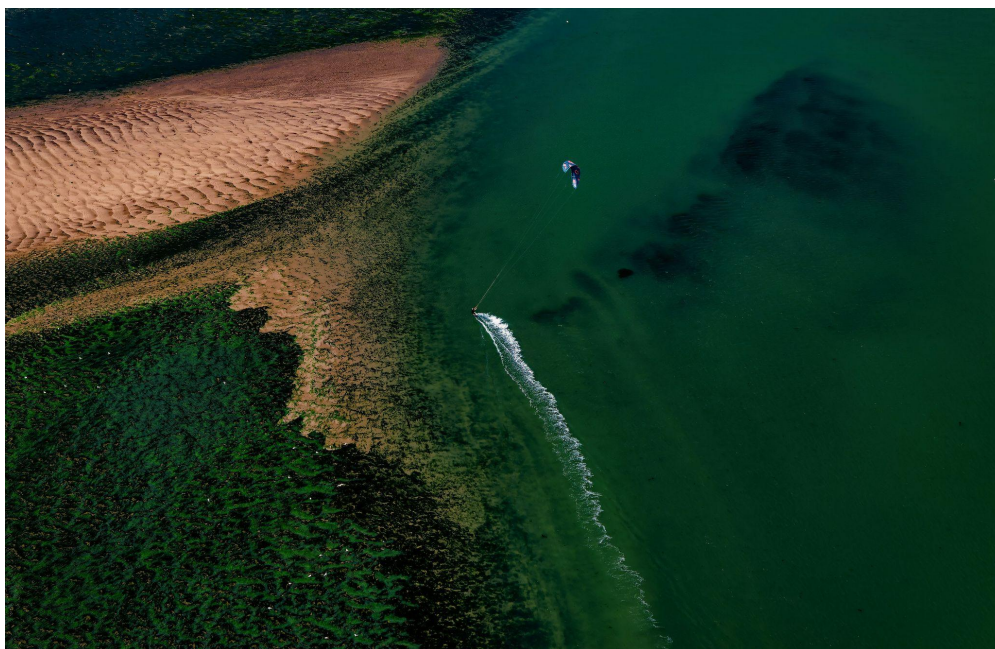


Business travel

Our operations are exclusively in Sweden, where train travel is possible, so we use it as much as possible. We consider low-carbon options first when travelling, and only if they are impossible or impractical, we consider driving or flying. We aim for all national travel to be made by train, and this was achieved in 2024.

Another part of business travel is when Educantees are recruited abroad for missions, in that case they often take a flight to move here (and one to go back if they decide to), which we also account for in our GHG emissions.

Some consulting missions involve regular international or long-distance travel, for example if an Educantee lives far from its mission site. While we haven't encountered such a case yet, we aim to avoid it. It's not just about emissions—frequent travel also eats up time, energy and budget. We'd much rather invest those resources in what really matters: hiring locally to build long-term skills, or supporting a move abroad that's about discovering a new culture and way of working. Everyone gets more out of the experience that way.



“we will not work with partners whose activities depend mainly on coal, oil, gas or tobacco activities”

Ambitions

As our emissions are quite low, our only target in this area is to keep national travel and commuting low-carbon. These two areas are important emission categories for other consulting companies, so we are glad to set clear goals from the start. As we grow, we will develop sustainability policies and specific targets around them.

Our second target is more of a commitment: our largest impact is from choosing what we work with, so we will not work with partners whose activities depend mainly on coal, oil, gas or tobacco activities, or on projects in these fields.

Greenhouse gases emissions

	Emissions 2024 kgCO ₂ e	% of total emissions
Scope 1	0	0%
Scope 2*	62	6%
Scope 3	1 066	94%
Purchased goods	81	7%
Business travel	835	74%
Commuting	150	13%

**: Even if we don't purchase any electricity directly, we calculated emissions from the energy consumed when working from home or from a client's office*

Partners

Our work wouldn't be possible without the companies we partner with. They provide the missions where Educantees learn, grow and deliver value. Solid partnerships ensure the missions are meaningful and increase the chances of hiring, so they are key to fulfilling Educanta's vision.

Why it matters

Partners play a central role in achieving our mission. They're not just clients, they're part of the learning journey. A strong, trust-based relationship creates the right conditions for Educantees to thrive and for companies to see lasting value.

But partnerships also make our business more sustainable: they allow us to grow with purpose, focus on quality and build a model where everyone benefits in the long term. The stronger our partnerships, the stronger the opportunities we can offer, helping the entire ecosystem to grow.



Data & skills gaps

One of our core focus areas is data and analytics, because these skills are in high demand in companies across several sectors. Surveys show that organisations lack data and analytics capabilities, and people waste time analysing data by hand instead of focusing on their primary mission. At the same time, there is a shortage of qualified professionals in these roles. We bridge that skill gap by training companies' future workforce, and helping develop data and analytics capabilities, internally.

Whether it is operations, data or sustainability, our projects turn data into an asset, and empower teams with hands-on solutions and lasting skills. For partner companies, this is more than a one-off support: our work lays the foundation for better data habits and informed decision-making. We develop useful tools and spend the time training teams so they continue to be used. It's not just about solving today's problem, it's about building capabilities for the long term.

Who we work with

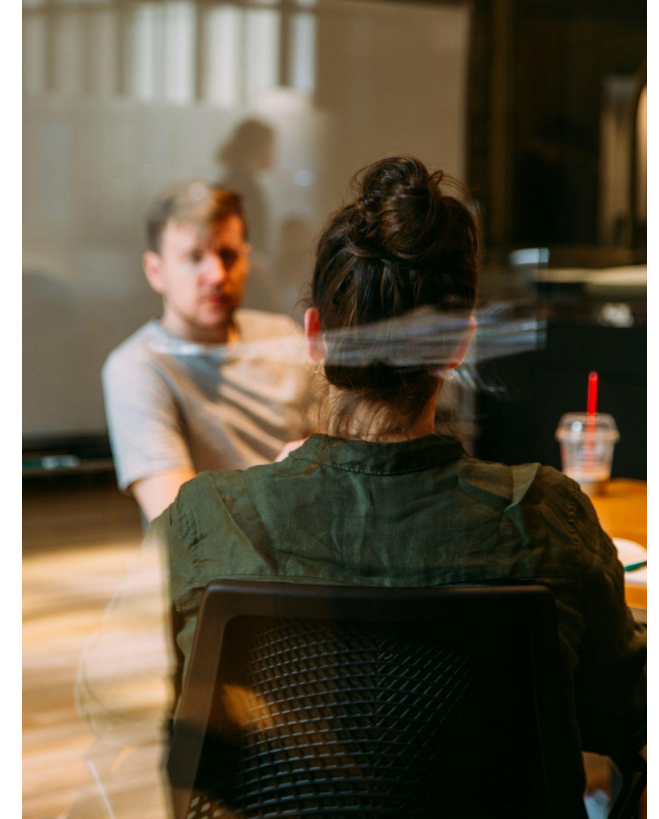
As previously mentioned, our impact goes beyond our GHG emissions. As a flexible and growing start-up, who we choose to work with matters. The projects we take on and the talents we help grow have a lasting influence: not only on our partners' organisations but, in some cases, on the environment too.

That's why we aim to work with partners who share our values and commitment to positive change. By being thoughtful in how and where we contribute, we want to ensure our work is part of the solution, not the problem.

Commitment

To stay aligned with our values and maximise our positive impact, we have chosen not to work with companies whose core activities conflict with our mission. This includes organisations primarily involved in fossil fuels (coal, oil, or gas), tobacco, or weapons manufacturing. These sectors have well-documented negative impacts on people and the planet, and we believe our efforts are better directed toward projects that contribute to a more sustainable future.

Our goal is to grow responsibly, with partners who share that commitment, so we aim to work with companies focused on positive impacts on people, the planet, or society.



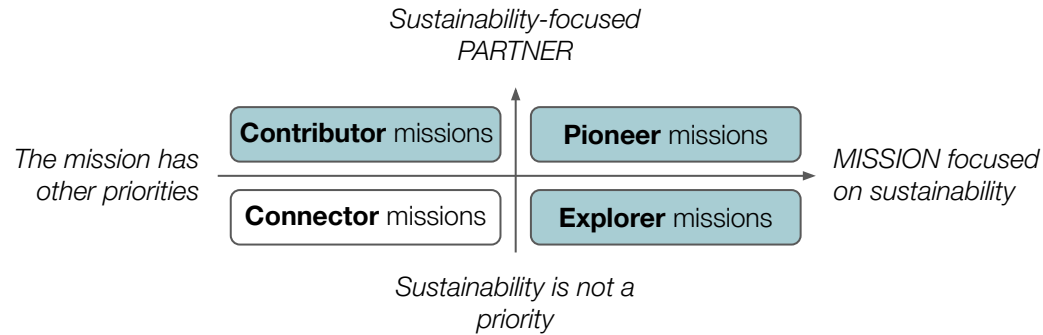
PEOPLE

PLANET

PARTNERS

Classifying our projects

Our projects have a lasting impact for the partners we work with, whether it's talents integrating the workforce, or tools used by teams long after a mission ends. However, not all missions have a direct positive impact on the planet. This is why we classify our projects in four categories:



We want to focus on missions in the first three categories, but we recognise that even an “connector” mission can be a first step toward more impactful collaborations.

Success rate

Since 2020, all our projects have led to significant results for the partners we've worked with. Our success rate is 96%, measured as the proportion of partners who report being satisfied with the outcomes of their mission.

We're proud of this result, not just because it reflects strong delivery, but because it confirms our approach works. We focus on actionable, hands-on consulting that prioritises usability and impact. Solutions are developed with the end user in mind, and Educantees are trained to integrate quickly, deliver value fast, and provide teams with results they can build on.

2024 results

	2024	2030 target
Ratio of positive impact projects*	33%	>90%
Number of missions	6	
Success rate	100%	>90%

*: Pioneer, Contributor and Explorer projects

Ambitions

As already explained in the People section, we aim to grow, so we will build more partnerships in Sweden and in Europe. We continue to prioritise quality over quantity. We want to focus on positive impact projects and to keep a high success rate, this will be key for sustainable growth.

We will keep monitoring the quality and added value of our missions, and will communicate on it. We aim for more than 90% positive impact projects by 2030, so projects classified as “pioneer”, “contributor” or “explorer”, from 33% in 2024.

Wrapping up the year

Our progress so far

This is our first sustainability report at Educanta, we are proud to share data on the topic and our ambitions. However, we recognise our progress is limited so far as we are only starting our sustainability journey, as well as our company journey. Having a sustainability report so early in our growth shows the strong foundations of Educanta on sustainability, and a great start to continue on our impactful mission.

Plans for the future

We have ambitious plans for the future, as reflected in our commitments: we want to grow our number of missions each year until 2030, and to do it sustainably by keeping a high success rate and focusing on impactful missions. We also want to keep our GHG emissions under control along the way, and to follow our north star of helping talents grow in their chosen field. There is a bright future ahead of Educanta, and we are ready to embrace it while staying true to ourselves.

“I am thrilled about the solid base we built for Educanta, from now on the company can grow bigger and stronger with sustainability as one of its core values. Now it’s time to deliver on our ambitious commitments!”

Milan Mansuino, Sustainability Lead



Notes on methodology

In 2023, we revised our vision and mission statements to reflect our double objective of helping young talents enter the job market and helping companies train their future workforce. This was also when Educanta's sustainability projects were starting, and we committed to developing this second branch of our operations, after focusing on data and analytics only. From this updated vision and mission, the three areas we should focus on as a company emerged, hence our activities and commitments being around these three pillars of people, planet and partners.



Methodology for calculating figures disclosed

The number of Educanta projects is calculated by adding all different missions performed by different Educantees during the year, independently of the full-time equivalents they correspond to. The satisfaction rate is measured as the percentage of Educantees feeling they gained skills and knowledge during their mission, which is collected by an anonymous survey at the end of every mission.

Emissions are calculated following the GHG Protocol's guidelines. Only categories 1, 6 and 7 of scope 3 are material. Any change on our business model or activities might change this, so we will reassess material areas yearly and recalculate past emissions data to ensure comparability if needed.

As we do not own or lease company vehicles or offices, we have no scope 1 emissions. Scope 2 is calculated by estimating the energy consumption of computers used for all our missions and using AIB's emission factors¹ for market-based emissions, assuming the electricity consumed is not renewable. EEA's emission factors² are used for location-based emissions. We operated from Sweden only in 2024.

Purchased goods emissions were calculated using specific spent-based emission factors for electronics and softwares, from a US input-output database³. For business travel, we compiled our train trips and used SJ's emission factor⁴, and added emissions from flights using DEFRA's emission factors⁵ from distances between airports, considering two flights per Educantee recruited abroad. For commuting, we considered all Educantees commuting to the office 4 days a week per full-time equivalent and used SL's emission factors⁶, as all our missions are based in Stockholm, Sweden.

¹ Association of Issuing Bodies, *Residual Mixes and European Attribute Mix of 2024*, 2025

² European Environment Agency, *Greenhouse gas emission intensity of electricity generation in Europe*, 2025

³ US Environmental Protection Agency, *Supply Chain GHG emission factors*, 2024

⁴ SJ, *Hållbara resor*, 2024

⁵ Department for Energy Security and Net Zero, *Greenhouse gas reporting: conversion factors 2024*, 2024

⁶ Region Stockholm, *Fakta om SL och länet 2022*, 2023

An aerial photograph of a coastal archipelago. The foreground shows a large, forested island with a rocky shoreline. The water is a deep blue, and the sky is filled with soft, white clouds. The word 'educanta' is overlaid in white text, with a blue circular graphic element behind the 'e'.

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