

Hostinger 2025 Sustainability Report



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Letter from the CEO

This year, we put a name to something that has defined Hostinger for years: ambidexterity – the ability to build for today while preparing for what’s next.

In 2025, that transformation became visible. The pace of change accelerated. Expectations rose. What remained constant was simple: customers don’t want complexity. They want to build, grow, and run their businesses. Our role is to remove friction. So we accelerated the development of new AI-powered capabilities, while continuing to refine and strengthen the products millions of customers rely on every day.

First, we launched Hostinger Horizons with zero-shot website creation, database integration, and a built-in code editor. We also introduced Hostinger Reach – an AI-powered email marketing tool for creating campaigns in minutes. Throughout the year, we continued improving services across our products: hosting, domains, Hostinger AI Website Builder, WordPress, VPS, and Hostinger Mail.

We took an important strategic step by bringing the Niagahoster brand fully under the Hostinger brand in Indonesia. This move combined strong local expertise with global innovation, strengthening our presence in key markets while keeping the personal touch our customers value.

The impact of all these efforts was clear. Over 800K users explored vibe coding with Hostinger Horizons. Nearly 1M websites were built with Hostinger AI Website Builder. More than 164K users tried creating email campaigns with Hostinger Reach. By the end of 2025, we managed over 8M domains and supported more than 8.1M websites across our creation tools.

Rooted in our principle of Customer obsession, we stay close, listen carefully, and constantly improve. In 2025, we supported 4.6M customers across over 150 countries. We were ranked #2 in the [Financial Times and Statista Europe’s Long-Term Growth Champions](#), reflecting the consistency and

discipline behind our growth, and featured for the sixth consecutive year in the [FT 1000](#) ranking of Europe’s fastest-growing companies.

As we scale, we’re raising the bar for innovation, customer empowerment, and sustainability. Over the past year, regulatory changes introduced uncertainty in how sustainability is governed and reported. As the regulatory landscape evolved, we stayed focused on what we could measure and improve.

Operating our data centers on 100% renewable electricity remains our baseline. At the same time, we recognize that AI enables unprecedented speed and scale while also increasing electricity demand and environmental complexity. We’re investing in stronger data, clearer measurement, and a transparent approach that can adapt over time.

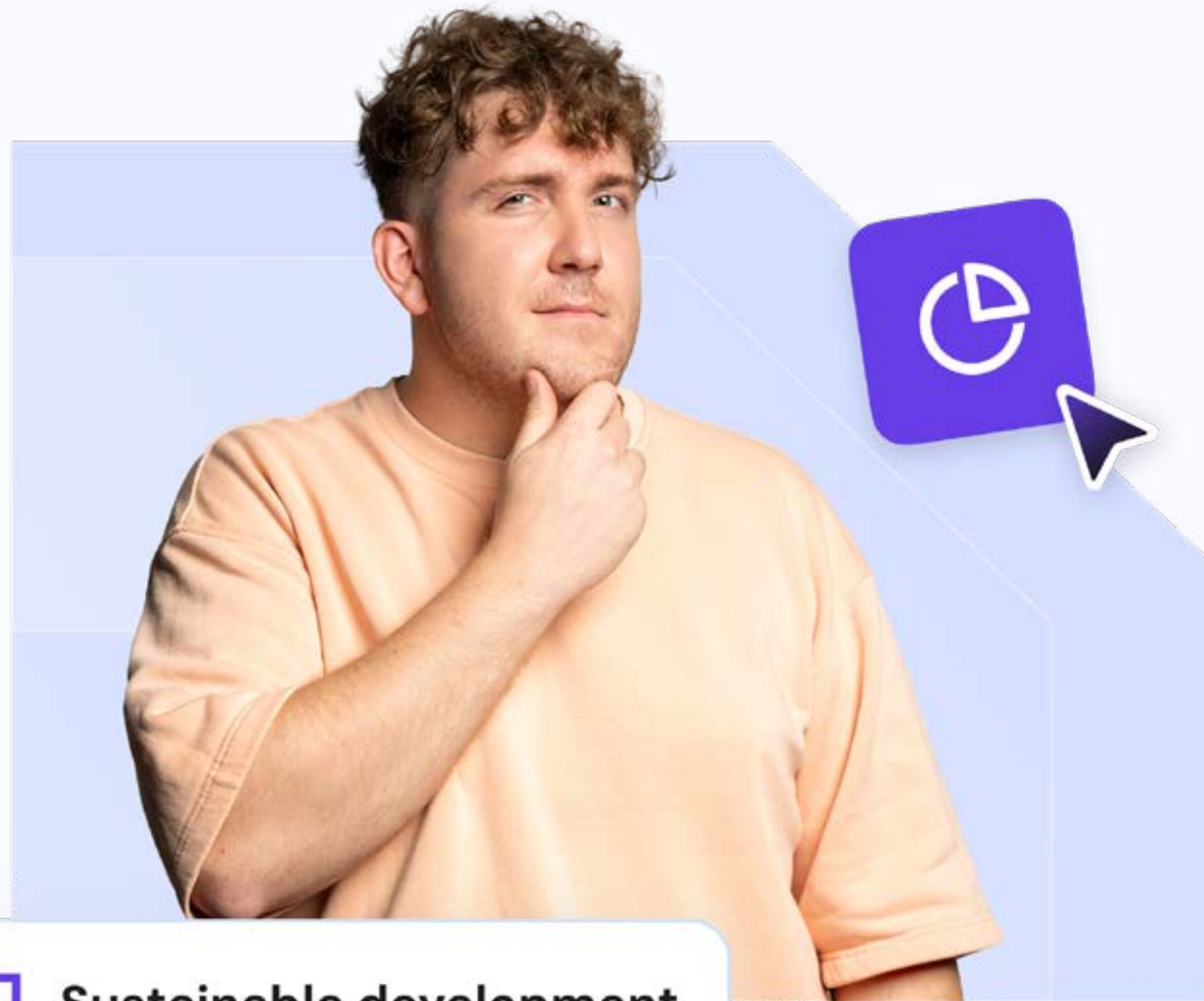
We’ll keep moving forward the same way we always have – improving what matters, taking ownership of the impact we create, and growing fast alongside our clients.



Daugirdas Jankus

CEO at Hostinger

About the report

[GRI 2-2](#)[GRI 2-3](#)[GRI 2-5](#)

 **Sustainable development**

Hostinger’s 2025 Sustainability Report highlights our current state and progress toward sustainable development, identifies areas that require greater attention, and informs stakeholders of our commitment to addressing them going forward.

This report covers the period from January 1 to December 31, 2025, along with our future commitments. The report is prepared in accordance with the Global Reporting Initiative (GRI). References to specific disclosures are clearly indicated on the relevant topic pages and in the GRI content index at the end of the report.

In addition, this report includes disclosures prepared with reference to the Voluntary Sustainability Reporting Standard for SMEs (VSME), including both the Basic and Comprehensive modules, applied on a voluntary basis.

This report provides materiality assessment disclosures, the scope of which has been expanded to include stakeholder expectations.

This Sustainability Report covers information from both Hostinger Group’s parent company and all of its subsidiaries. A detailed report for each subsidiary was not prepared.

The content consists of the latest available information at the time of publication, which has not been formally audited. Hostinger is committed to regular, transparent communication about our sustainability progress. To that end, we will share updates on an ongoing basis through our website and will continue to publish an annual Sustainability Report.



If you have questions about this Sustainability Report or Hostinger’s sustainable practices, please email us at sustainability@hostinger.com.

Publication date: 2026 04 29

2025 highlights

Planet

- We sustained **100% renewable electricity** across our data center operations.
- Our **Scope 1** emissions totaled **0.2 tCO₂e**. With 100% renewable electricity, our market-based **Scope 2** emissions are **23 tCO₂e**, while location-based Scope 2 emissions reached **4,367 tCO₂e**. **Scope 3** emissions totaled **20,656 tCO₂e**.
- Per our disposal procedure, **100%** of our decommissioned **servers** and **switches** were responsibly **reused or recycled**.
- We **automated 42%** of sustainability reporting **data points**, including those related to greenhouse gas (**GHG**) emissions, improving the accuracy and efficiency of our emissions tracking.

People

- Our average Employee Net Promoter Score (**eNPS**) increased to **71**.
- Across the organization, **women** represented **44%** of the team and **men 56%**. **Women** held **52%** of leadership positions, while **men** held **48%**.
- We launched the **Generation AI** initiative in Lithuania, engaging over **330 schools**, **47,000 students**, and **500 teachers**.
- We shared our expertise with startups and other businesses at **67 knowledge-sharing events**, with approximately **5,000 participants**.
- We became one of the main partners of the **MO Museum**, contributing to its cultural and educational impact.
- We donated over **€151,000** to initiatives supporting culture, education, entrepreneurship, defense, and technology access.

Governance

- We successfully obtained **ISO/IEC 27001:2022** standard compliance, reaffirming our commitment to strong security and recognized best practices.
- We enhanced cloud security through **runtime monitoring** of workloads and strengthened **container images** against known vulnerabilities.
- We maintained **100% server backups** across multiple locations to enhance our operational resilience.
- We consolidated **procurement** into an **orchestration platform** with structured requests, automated approvals, ensuring procurement, legal, security, and risk checks.
- CyberX conducted **penetration testing** across multiple Hostinger assets, including products and infrastructure, to support continuous security improvements.

About Hostinger



Three. Two. Online

GRI 2-1

Hostinger is a no-code AI-driven platform that provides a broad range of solutions to help people build, manage, and grow their online presence, making the digital world accessible to everyone.



Reach product launch event,
Vilnius, 2025

Founded in 2004 as a bootstrapped web hosting company in Kaunas, Lithuania, Hostinger began as Hosting Media. Following our rebranding to Hostinger in 2011, we expanded beyond hosting to build a broader product and service platform.

Today, we are committed to delivering value and continuous product improvement, ensuring that no matter who and where our clients are, they have the power to build a successful online presence.

We believe every digital project tells a unique story – whether a passion project, creative outlet, or growing business. Behind each is a need for reliable infrastructure and the right tools to grow. That’s why our approach combines a high-performance platform with the tools and support needed to turn ideas into reality.

Our commitment to this vision has strengthened our position as a global leader. In 2025, [CNET](#) recognized us as the Best Value Web Host, and our AI Website Builder was ranked #1 on [Forbes](#). We also achieved a historic sweep at the [W3Techs Awards](#), being named Web Hosting, DNS, and Email Server Provider of the Year 2025, which is our third time running. We also received the Web Panel of the Year 2025 award for the first time, reflecting our continued innovation in user experience.

Kodee, our AI agent, received a [Gold Stevie® Award for Best Use of Chatbots or AI Assistants in Customer Service](#). The recognition came from a pool of 2,100 nominations reviewed across 41 countries and reflects our focus on providing timely and effective support to customers. In the same year, our brand was featured on a Times Square billboard in New York after we won the Operational Excellence Award at Chargebee’s Believe conference.

Alongside these recognitions, we continued strengthening our organizational structure and global presence to support our growing customer base.

We implemented structural changes to our corporate governance, including consolidating the group’s shareholding management in Luxembourg. The group operates through subsidiaries in Brazil, Cyprus, Indonesia, Lithuania, Singapore, the United Kingdom, and the United States. Our offices in Lithuania, Luxembourg, and Indonesia further strengthen our regional presence and operational reach.

Our vision

Make online presence accessible to everyone worldwide.

Our mission

Provide tools that help individuals and small businesses succeed online faster and easier.

Our principles

[The 10 Hostinger principles](#) guide how we work, solve challenges, and move toward our vision and mission. As a dynamic organization, we prioritize agility over rigid structures, empowering our people to act with purpose and accountability. This principle-driven approach keeps us focused on helping our customers succeed.



Customer obsession



Ownership



Learn and be curious



Hire and develop the best



Highest standards



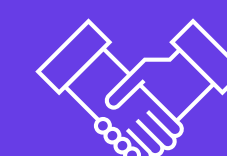
Freedom and responsibility



Focus



Bias toward action



Courage and candidness



Deliver results

Our services

GRI 2-6

In 2025, our commitment to innovation led to the launch of **Hostinger Horizons**, empowering users to build and scale websites or web apps faster through advanced AI-assisted workflows. We also released **Hostinger Reach**, an AI-powered solution that helps users grow their businesses through effortless email marketing.

Additionally, we continued expanding **Hostinger AI Website Builder's** capabilities with refined ecommerce features and introduced integration with a print on demand service.

To ensure consistent speed and high performance, all our hosting services are powered by **LiteSpeed**, one of the industry's leading web servers, and enhanced by our [in-house Content Delivery Network \(CDN\)](#).

Kodee – our AI agent embedded across our products – has evolved from a simple chatbot into a fully capable AI agent. It automatically translates customer conversations into users' native languages to provide instant support and, by the end of 2025, was resolving 81% of our customer inquiries. By then, it could perform more than 350 admin-level tasks, including website migrations and backups, store management, DNS configuration, server health checks, and billing – helping remove the technical friction small and medium-sized businesses often face when operating online.

For more complex needs, our multilingual Customer Success team is always available via live chat, ensuring expert support anytime, anywhere.

This focus on simplicity, performance, and support is reflected in our customer satisfaction results. In 2025, we averaged a client Net Promoter Score (NPS) of 59, a level that's indicative of strong customer loyalty and advocacy.

All these elements are also part of a broad and integrated ecosystem of Hostinger products and services:

- **Web hosting.** A reliable hosting solution for personal projects and small business websites.
- **WordPress hosting.** Tailored hosting to make WordPress websites faster, more secure, and easier to manage.
- **AI Website Builder for WordPress.** An AI-powered website creation tool that uses automated design and content generation for WordPress.
- **VPS hosting.** Scalable virtual servers that are ideal for developers and advanced users who require greater control and flexibility.
- **Cloud hosting.** A powerful hosting solution for large-scale websites that demand high availability and consistent performance.
- **Node.js web app hosting.** A specialized hosting environment optimized for building and deploying Node.js applications.
- **Hosting for agencies.** Tailored solutions for freelancers and agencies managing multiple client websites efficiently.
- **Domains.** A wide selection of domain names is offered at competitive prices to establish a strong online identity.
- **Hostinger Mail.** Professional, domain-based email solutions designed to support business communication and credibility.
- **Hostinger API.** A developer-friendly application programming interface (API) that enables seamless integration, automation, and management of Hostinger services.

Moreover, we have been working to incorporate AI across more of our products and services to empower everyone, from complete beginners to experienced tech professionals, to create stunning websites with ease and efficiency.

- **AI Image Generator.** Instantly create images by entering specific prompts and choosing the image style.
- **AI Content Generator.** Draft website copy, blog posts, emails, and social media content.
- **AI SEO.** Improve website performance in search engine results by generating relevant keywords, SEO titles, and meta descriptions.
- **AI Attention Heatmap.** Predict user behavior to place calls to action more strategically.
- **AI Background Remover.** Remove image backgrounds quickly to achieve a clean, professional look.
- **AI Image Upscaler.** Enhance image quality and resolution with a simple upload.
- **AI QR Generator.** Instantly generate QR codes from URLs, text, and other inputs.
- **AI Logo Maker.** Accessible as an individual tool and within Hostinger AI Website Builder, this tool generates logos in various styles.
- **AI Business Name Generator.** Provide brandable name suggestions for a wide range of projects.
- **Hostinger AI Assistant WordPress plugin.** Bring Kodee, our AI agent tool, directly into users' WordPress dashboards, enabling AI-assisted website management and automation of routine tasks.



WordCamp, Kaunas, 2025

Our accessibility commitment. Hostinger is committed to improving digital accessibility and aligning with the Web Content Accessibility Guidelines (WCAG) 2.2 Level AA. While we are currently partially conformant, many areas already meet the standard, and we continue to improve accessibility across our services.

Management and structure

Hostinger is a dynamic, global network of companies propelled forward by the vision and leadership of a dedicated Board. The Board decides on the company’s strategy and other essential decisions on how to scale the business, identify profitable opportunities, innovations, and investments, and consults the CEO and CEO team. Our Board is elected in accordance with the company’s Articles of Association and applicable laws. Its members possess diverse professional backgrounds and skill sets, bringing varied perspectives to the table.

Board members



Arnas
Stuopelis



Detlef
Koch



Evelina
Žvinytė



Jochen Dominik
Berger



Justina
Bruzgulytė

Hostinger has seven departments: Business Operations, Customer Success, Finance, People, Product, Revenue, and Marketing. Each department is led by a CEO Team member who reports to the company’s CEO.

The CEO Team, or C-level executives, is a group of high-level executives in charge of the strategic direction, development, and success of Hostinger. Together, they work to ensure that the core business areas operate efficiently while supporting the CEO in driving the organization toward its objectives. They are responsible for the decisions and risk management affecting the whole company.

At Hostinger, we are dedicated to minimizing hierarchy and bureaucracy. While our company tree shows who reports to whom, we strive to keep teams effective as we grow. We keep collaboration as flat as possible and empower team members to have ownership over their initiatives. This approach allows us to scale as an organization without sacrificing efficiency or creativity.

Sustainability



Sustainability at Hostinger

GRI 2-12 GRI 2-13 GRI 2-14

Hostinger’s sustainability efforts aim to minimize negative environmental, social, and governance impacts generated by the company and enhance our positive contribution in the most relevant areas. Our Fourth Sustainability Report marks a significant step in our journey towards sustainable development.

To ensure effective coordination of our sustainability efforts, we have a dedicated Sustainability Manager who reports to the COO. This role is responsible for developing and executing a comprehensive sustainability strategy that addresses environmental, social, and governance (ESG) impacts, opportunities, and risks. The development and implementation of this strategy involves stakeholder engagement, materiality assessments, participation in annual and quarterly planning sessions, and the structuring of key initiatives and deliverables.

Our approach to sustainability planning emphasizes transparency and accountability through the Objectives and Key Results (OKR) framework, which is applied company-wide. This framework involves all employees, including CEO team members, in the planning process. Additionally, sustainability performance is continuously monitored through key performance indicators (KPIs) and other health metrics on a monthly, quarterly, and annual basis.

By implementing these elements, Hostinger can establish a robust sustainability function that drives sustainable practices throughout the organization.

In 2024, Hostinger identified three key sustainability directions to concentrate our resources where we can have the greatest impact, also shaping our commitment for the 2025 and upcoming years:

- **Climate change and circularity.** Hostinger is committed to minimizing its environmental impact by maintaining 100% renewable electricity, reducing greenhouse gas emissions, and proactively assessing and addressing climate-related risks across our operations.
- **Human sustainability.** We foster meaningful change in our people’s lives. By creating an environment that promotes continuous learning, ensures equitable opportunities, and prioritizes holistic employee well-being through recognition, appreciation, and support, we aim to empower our team members to grow professionally and personally.
- **Knowledge-sharing.** We leverage our expertise to create a broader societal impact. This commitment transforms our internal best practices into valuable resources for customers, entrepreneurs, startups, and businesses worldwide.

This report highlights progress, key indicators related to these sustainability directions, and other material topics identified for inclusion in the reporting process.

Stakeholders and materiality assessment

Collaboration and close relationships with stakeholders are essential for creating inclusive, informed, and effective decision-making processes that address the complex challenges we face today. It is also important to ensure responsible management of Hostinger’s sustainability impacts. Thus, we aim to develop the company’s sustainable initiatives, taking into account the needs and expectations of our stakeholders.

We engage with stakeholders through various communication channels to gather feedback on our practices, ensuring their interests, concerns, and issues are addressed effectively. Hostinger has also established whistleblower channels for employees, customers, business partners, suppliers, and other stakeholders to report violations of our policy principles, seek assistance, or voice concerns.

Upon identifying a potential negative incident related to environmental, social, or governance factors, the designated responsible employees must analyze the incident and implement corrective actions to remedy the harm.

STAKEHOLDERS	HOW WE ENGAGE	
Shareholders	<ul style="list-style-type: none"> • Board meetings 	
Team members	<ul style="list-style-type: none"> • Slack • One-on-one meetings • Team meetings • Team member surveys • Town Hall meetings 	<ul style="list-style-type: none"> • Feedback dot tool • Internal documents and handbook • Company events • OKR review meetings • Social media
Management	<ul style="list-style-type: none"> • Weekly and monthly meetings • OKR review meetings 	<ul style="list-style-type: none"> • Company events • Leadership narrative meetings
Customers	<ul style="list-style-type: none"> • Client interviews • Customer Success team • Hostinger Tutorials • Hostinger Academy 	<ul style="list-style-type: none"> • Hostinger Blog • Webinars and podcasts • Conferences • Surveys
Suppliers	<ul style="list-style-type: none"> • Meetings • Conferences and exhibitions 	<ul style="list-style-type: none"> • Negotiations, internal assessment procedures, and contracts
Regulators and governments	<ul style="list-style-type: none"> • Participation in public initiatives • Finance and sustainability reporting 	
Communities	<ul style="list-style-type: none"> • WordCamps • Hackathons 	<ul style="list-style-type: none"> • Other events and partnerships • Social media
Industry peers	<ul style="list-style-type: none"> • Knowledge-sharing events • Industry organization memberships 	
NGOs	<ul style="list-style-type: none"> • Collaboration on projects • Partnerships with NGOs 	

In 2025, we conducted a review of our materiality assessment, which was initially completed in 2023 with reference to the 2021 Global Reporting Initiative (GRI) Standards. As we have not yet adopted the European Sustainability Reporting Standards (ESRS) and anticipate a more simplified approach for companies in our position, we have elected to maintain our existing materiality framework to ensure consistency while continuing to monitor regulatory developments.

Our materiality analysis involved four steps:

- 01. **Understanding the company’s sustainability context.** Hostinger analyzed sector-relevant and industry-specific standards, including the Green Web Foundation guidance, the Climate Neutral Data Centre Pact, and the SASB Standards, as maintained by the International Sustainability Standards Board (ISSB), specifically the Software & IT Services and Internet Media & Services industries, as well as relevant peer disclosures. This analysis supported the identification of impacts commonly associated with our sector.
- 02. **Identifying the impacts.** We gathered multiple sources to compile a list of Hostinger’s potential environmental, social, governance, and economic impacts. The sources include stakeholders’ expectations for our sustainability development, market and sector trends, European Union (EU) regulations and directives, the company’s strategy, organizational culture, and the overall sustainability context. The list consisted of actual and potential impacts, reflecting negative and positive, short-term and long-term, and reversible and irreversible impacts.
- 03. **Assessing the impact significance.** We evaluated the list of impacts based on their severity, defined by scale, scope, and irremediability. We then assigned a 0-5 score to each category – the higher the score, the more severe the impact. The concept of scale refers to the seriousness of a negative or positive impact, or its potential to grow.
- 04. **Prioritizing the most significant materials to report.** We prioritized the material topics based on their average scores for scale, scope, irreversibility, and likelihood, where applicable. We also evaluated positive and negative impacts separately. Only those with scores exceeding 3 (for positives) and 8 (for negatives) were included in the report.

Based on our assessment, this Sustainability Report contains the following material topics:

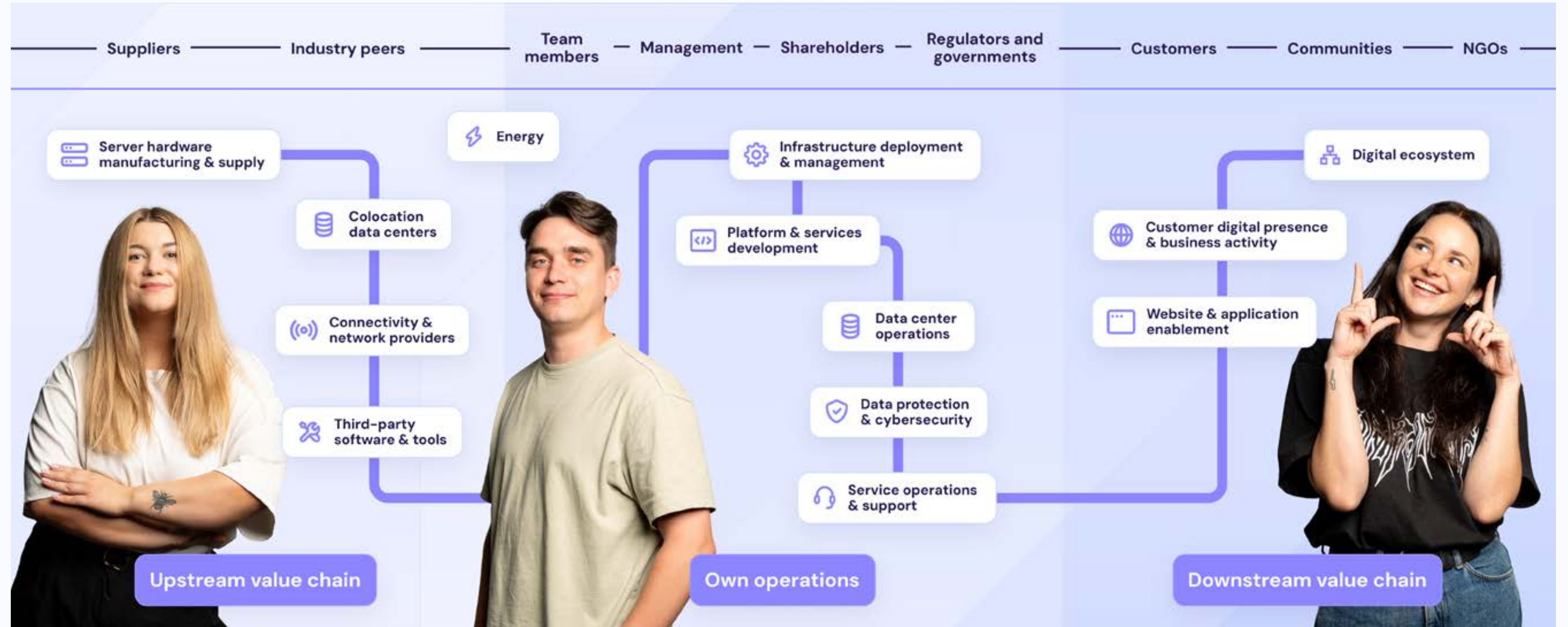
- Climate change and circularity
- Growth
- Diversity and equal opportunities
- Well-being
- Health
- Knowledge-sharing
- Social responsibility
- Data and cybersecurity
- Content safety
- Business ethics
- Supply chain

Based on our assessment, this Sustainability Report contains the following material topics:

Value chain

This model illustrates where Hostinger’s material sustainability topics arise across our full value chain, including upstream activities, our own operations, and downstream activities. It highlights both our direct and indirect business relationships, as well as the stakeholder groups most closely connected to each stage.

Understanding where impacts, risks, and opportunities occur enables us to focus our sustainability actions where they matter most and to collaborate effectively with partners and customers to create long-term value.



Material topics:

- Climate change and circularity
- Business ethics
- Supply chain

Material topics:

- Climate change and circularity
- Growth
- Diversity and equal opportunities
- Well-being
- Health
- Data and cybersecurity
- Business ethics

Material topics:

- Climate change and circularity
- Knowledge-sharing
- Social responsibility
- Data and cybersecurity
- Content safety
- Business ethics

Planet



Climate change

In 2024, we elevated climate change to a strategic priority and committed to GHG reduction targets. Having maintained 100% renewable electricity for our Scope 2 emissions in 2025, we are now aiming to obtain more granular data for AI-related energy consumption and increase the share of primary Scope 3 data.

To make informed decisions on reducing our greenhouse gas (GHG) emissions, we have conducted Scope 1, 2, and 3 GHG emission calculations for the third consecutive year. Our emissions were calculated according to the Greenhouse Gas Protocol with the help of our partners.

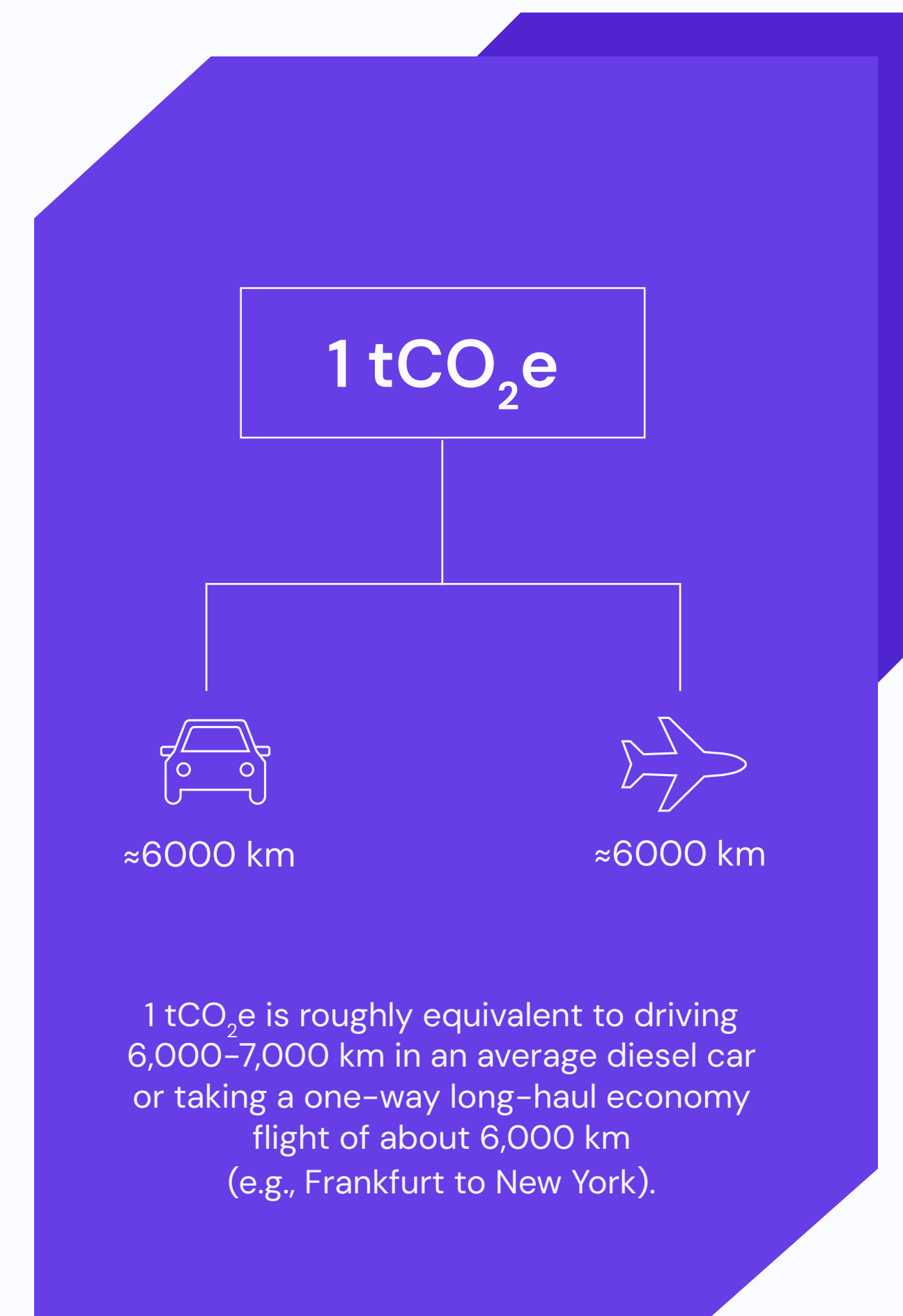
Scope 1 refers to emissions from company-owned or controlled sources, including emissions from company operations, such as fuel combustion in company-owned vehicles, and fugitive emissions from cooling systems. In Hostinger’s case, we have only included fugitive emissions from cooling systems, as we do not own a vehicle fleet.

Under **Scope 1**, Hostinger reported **0.2 tCO₂e** from cooling system emissions in the Yogyakarta office.

Meanwhile, **Scope 2** covers emissions the company causes indirectly through its energy use. This includes heating and electricity in our office spaces and electricity consumption for servers in data centers. In accordance with the GHG Protocol, we report our Scope 2 emissions using two approaches: **market-based** and **location-based**. The first one calculates emissions from the electricity the company has chosen, while the latter accounts for the average emission intensity of its energy consumption, whether renewable or not.

In 2025, Hostinger rented office spaces in Lithuania (Vilnius and Kaunas), Luxembourg (Luxembourg City), and Indonesia (Yogyakarta), and maintained 14 active data centers under co-location agreements. For **Scope 2** emissions, under the market-based approach, all our offices and data centers operate on renewable energy, achieved through a combination of direct contracts with renewable electricity providers for our data centers and the purchase of renewable electricity certificates (see [Data centers](#) for more information).

As a result, our market-based emissions amount to **23 tCO₂e**, which includes only heating from our office spaces. Using the location-based method, which reflects the average grid emissions where our facilities operate, along with heating, our total emissions amount to **4,367 tCO₂e**.



Scope 3 emissions are other indirect emissions that occur outside the company’s direct control in the value chain, both upstream and downstream. In our case, we included purchased goods and services, capital goods, fuels and energy-related activities, waste, business travel, and employee commutes.

Our **Scope 3** emissions totaled **20,656 tCO₂e**, with the distribution across respective areas shown in the table below.

In total, Hostinger’s emissions for 2025 reached **20,680 tCO₂e**, representing a **50%** increase from 2024. This increase reflects continued business growth, particularly in the Purchased goods and services category. As a growing company, we expanded our infrastructure capacity too, including the procurement of additional servers, which contributed to the year-on-year change. Further information on the calculation methodology is available in the Appendix.

SCOPE	CATEGORY	2023		2024		2025	
		tCO ₂ e/year	% of total	tCO ₂ e/year	% of total	tCO ₂ e/year	% of total
Scope 1	Company facilities	0.2	0.0%	0.2	0.0%	0.2	0.0%
	SCOPE 1	0.2	0.0%	0.2	0.0%	0.2	0.0%
Scope 2	Purchased electricity & heating, market-based	1,522	18.4%	15	0.1%	23	0.1%
	Purchased electricity & heating, location-based	1,660	-	2,804	-	4,367	-
	SCOPE 2 (MARKET-BASED)	1,522	18.4%	15.3	0.1%	23	0.1%
Scope 3	1 - Purchased goods and services	4,470	30.3%	5,784	41.9%	8,627	41.7%
	2 - Capital goods	3,072	37.1%	6,745	48.9%	10,535	50.9%
	3 - Fuel and energy related activities	347	4.2%	352	2.6%	670	3.2%
	5 - Waste generated in operations	4	0.1%	4	0.0%	5	0.0%
	6 - Business travel	645	7.8%	826	6.0%	739	3.6%
	7 - Employee commuting	183	2.2%	63	0.5%	80	0.4%
	SCOPE 3	8,722	81.6%	13,771	99.9%	20,656	99.9%
Total carbon footprint (tCO ₂ e/year)		10,245	100%	13,786	100%	20,680	100%

To improve our Scope 3 inventory, we engaged key suppliers to foster transparency and collaboration in emissions-reduction efforts. By collecting and analyzing their GHG emissions data, we aim to identify opportunities to lower emissions across our value chain.

In 2025, we had planned to establish a GHG reduction target aligned with the Paris Agreement. Given the evolving regulatory landscape, including ongoing revisions to the European Sustainability Reporting Standards (ESRS), and the increasing use of AI across our operations, we have decided to postpone formal alignment to ensure methodological consistency and regulatory coherence. We will reassess our approach once guidance is finalized.

To enhance the accuracy and efficiency of our greenhouse gas (GHG) calculations, we automated 42% of sustainability reporting data points in 2025, including those related to GHG emissions.

Data centers

In support of maintaining zero tCO₂e Scope 1 and 2 market-based emissions, we continued collaboration with our data center partners on two key initiatives:

- **Enhancing electricity consumption data.** We work with data centers to obtain direct electricity consumption data, where possible. This improves the accuracy of greenhouse gas accounting, enhances transparency, and enables more precise monitoring of key energy metrics, including total energy use by renewable and non-renewable sources and overall energy intensity (see [Appendix](#)).
- **Advancing renewable energy adoption.** We evaluate data centers' renewable energy strategies to identify opportunities to reduce reliance on non-renewable sources. In 2025, 73% of our data center energy came from renewable sources, achieved through a combination of our colocation providers securing direct contracts with renewable electricity providers and purchasing renewable energy certificates. To further this effort, we took the initiative to secure renewable electricity certificates for facilities in Meppel (Guarantees of Origin), Asheville (Renewable Electricity Certificates), Mumbai, and Jakarta (International Renewable Electricity Certificates), ensuring a **100% renewable electricity** share in market-based emissions reporting. Certificates were purchased and redeemed in accordance with the applicable legislation, ensuring they were not sold to or otherwise claimed by a third party. We remain committed to accelerating full renewable transitions and addressing any remaining non-renewable energy use.

We also keep our criteria for establishing new data centers – requiring that they operate on 100% renewable electricity. As a result, in 2025, we entered into contracts with our data centers in Malaysia and our second data center in Brazil, both powered by renewable energy sources.

	RENEWABLE ELECTRICITY SHARE IN DATA CENTERS
2022	35%
2023	42%
2024	100%
2025	100%

All our data center server IPs are now listed as renewable in **The Green Web Foundation's** [Green Web Check](#).

In 2025, our Power Usage Effectiveness (PUE) ratios ranged from 1.2 to 2.8, with an average of 1.64 (2024: 1.45). The year-on-year increase was primarily driven by lower infrastructure utilization levels and on-going installation works at our new data centers during the reporting period. According to [Uptime Institute's Global Data Center Survey 2025](#), the average PUE for data centers worldwide in 2025 was 1.54.

* **PUE** is a metric that measures the ratio of the total power consumed by a data center to the power used by the IT equipment within the data center. PUE is expressed as a ratio; the lower the value, the more energy-efficient the data center is.

Circular economy

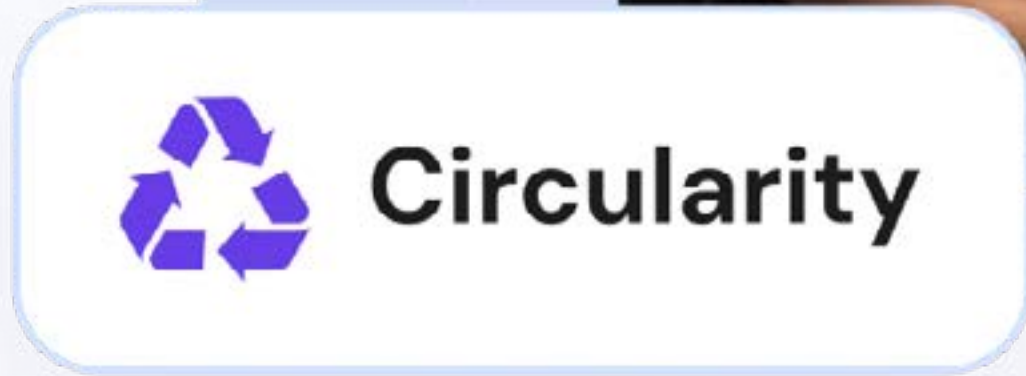
The circular economy is about reducing waste and making better use of resources – whether by improving energy efficiency, extending equipment lifespans, or optimizing resource use. At Hostinger, we integrate these principles into our operations.

To minimize environmental impact, we ensure that all decommissioned servers and switches are either reused or recycled through a structured process. Servers and network equipment contain valuable, finite materials, including rare metals, making responsible reuse and recycling essential to reducing electronic waste and the need for resource extraction. This process includes vendor selection criteria and monitoring to ensure responsible disposal.

All vendors must be ISO 14001 certified and meet at least one of the following criteria:

- Provide documentation proving that valuable materials from servers and switches are reclaimed, reused, or recycled.
- Submit reports on reclaimed, reused, or recycled volumes, including any materials sent to landfill.

In 2025, 100% of our servers and switches were disposed of in accordance with our standardized procedure.



People



Human sustainability

GRI 2-17 GRI 404-2

Growth

We want Hostinger to be the best workplace for self-motivated, self-aware, self-disciplined, and self-improving people. To support them to Learn and be curious, we make it a priority to offer development resources and opportunities that ultimately contribute to their achievements.

To ensure team members improve in their current roles and expand their impact, we have our own performance management ecosystem: Peak Performance Pulse. The purpose of this performance management system is to provide clarity and transparency into every team member's performance and to fuel their development.

These are the tools that support Peak Performance Pulse:

- **Self-reflection tool.** With this tool, team members are guided to write a comprehensive self-review of their performance in vital areas from the previous quarter.
- **Performance Pulse tool.** After team members complete self-reflection on their performance, managers are invited to evaluate their direct reports' performance.
- **One-on-one meetings with the manager.** Every team member and their leader will meet regularly for 1-on-1 meetings to focus on personal well-being, work updates, and growth opportunities.
- **Feedback Dot tool.** We use the Feedback Dot tool to request and share feedback among team members, fostering discussions about skill and behavior improvement.
- **People Pulse tool:** a Slack-based tool that gives managers easy access to employee survey and PPP results, highlights key trends and risks, and provides actionable recommendations to improve engagement, well-being, and individual and team growth.
- **Manager's 360-degree feedback tool.** Conducted upon a manager's request, this tool aims to provide a holistic view of a manager's performance. It involves collecting input from direct reports, peers, managers, and self-assessment.
- **Team effectiveness assessment tool.** This tool aims to assess team performance within the company by collecting effective feedback from members on various aspects of their effectiveness.
- **Calibration session.** This tool provides a platform for gathering valuable perspectives on team member performance, ensuring consistency, fairness, and objectivity across teams and departments. It also facilitates discussions about potential successors to maintain strong team performance.

These practices are key to personal and professional development, as self-reflection fosters self-awareness and high performance, while open dialogue with managers provides valuable feedback and guidance for continuous growth.

We acknowledge that ongoing development is also vital to ensure high performance at Hostinger. Therefore, we provide learning resources to help team members improve their skills and achieve their goals. These resources contribute to holistic **360° growth**, one of our four key benefit approaches.

- **Internal learning offerings.** Internal expert-led workshops tailored to team needs and focused on specific topics, including leadership best practice, Feedback, team effectiveness and purpose, as well as customizable team building focused on belonging, communication, and collaboration.
- **Common company learning opportunities.** Diverse opportunities for growth, from leadership training to company-wide learning events. Employees can enhance their skills through our learning experience platform (powered by Sana), internal development programs such as Leadership University, Growth Labs, and the Principles Conference, as well as CoachHub coaching and a well-stocked book library.
- **SaaS tool compensation.** We empower innovation by encouraging employees to explore and experiment with new SaaS tools that drive efficiency and growth.
- **Memberships and subscriptions.** A wide range of learning resources tailored to professional growth across all departments. Employees have access to expert-led content on platforms such as Reforge, Udemy, TryHackMe, Pluralsight, and many more.
- **External learning opportunities.** While we provide extensive in-house learning programs, we also support employees who wish to expand their development through external workshops, conferences, courses, and professional training that align with their career goals and interests.

In 2025, we launched The Principles Game to practice implementing Hostinger’s core principles into everyday decision-making and collaboration. The game presents workplace scenarios and encourages employees to challenge one another’s thinking through the lens of our 10 principles.



Hostinger Principles Conference, Vilnius, 2025

We acknowledge that operating in a highly dynamic environment requires organizational ambidexterity, which means the ability to perform and transform simultaneously. This is not a choice between execution and innovation, but a mandate to master both. We run our core business with disciplined efficiency while continuously building for the future.

To support this balance, our culture combines high performance with experimentation, providing the psychological safety needed to take risks, learn, and improve. We began strengthening this capability through initiatives such as Fail Nights, Experimental Nights, and Growth Lab, and will continue to expand these efforts by introducing new mechanisms that make smart experimentation a natural part of how we work.

We conduct quarterly employee surveys to gauge team satisfaction and identify opportunities to improve the employee experience. In 2025, survey results indicated high levels of engagement and psychological safety: *“My work challenges me in a way that keeps me interested”* scored 4.2, while *“I feel like I can share my opinions and complaints, especially with my team leader”* received 4.5.

Strong manager support further underpins this environment, with *“My manager gives me actionable feedback that helps me improve my performance”* scoring 4.6 out of 5, reflecting a culture of continuous improvement.

Employees also expressed strong confidence in growth opportunities at Hostinger. Both *“I have enough opportunities to learn and develop at Hostinger”* and *“I feel that I’m growing professionally at Hostinger”* were rated 4.4 out of 5 in 2025. This confidence is reflected in increased average training hours per employee, demonstrating our continued investment in skills development and long-term professional growth.



Hostinger Principles Conference, Vilnius, 2025

	2024	2025	
Average training hours per team member	19.2	23	The jump in our 2025 training metrics is a result of both expanded learning opportunities and more comprehensive data tracking. To ensure transparency, please note the following regarding our calculations: <ul style="list-style-type: none"> - In 2025, we provided multiple additional learning channels than the previous year, such as Balance Base, Product demos, Fast Track AI, Sana and more sessions from Leadership University. - We include training hours from the KnowBe4 platform and mandatory live security sessions in the metrics. These areas were not included in the 2024 calculation, and their integration this year provides a more accurate picture. - The rise in engagement is further attributed to a more coordinated internal promotion strategy. - Consistent with our previous reporting standards, external seminars hours are excluded from the final tally to focus on core internal development.
Average training hours per women team members	21.8	30.2	
Average training hours per men team members	17.2	17.4	
Average training satisfaction score	8.9 out of 10	9.2 out of 10	

Our internal mobility rate also reached 33.7% in 2025, reflecting strong opportunities for professional career development, skill growth, and cross-functional movement. This enables team members to build diverse capabilities and grow within Hostinger, while supporting talent retention and organizational adaptability.

Diversity and equal opportunities

GRI 2-23 GRI 2-24 GRI 406-1

With hundreds of team members representing 48 nationalities and counting, Hostinger has always embraced global remote working.

As an international brand, collaborating with individuals from different cultures and backgrounds is crucial. An open and accepting environment has consistently fostered innovative thinking, contributing significantly to Hostinger’s success. Also, the more local market insights we gain, the better we understand and serve our customers.

We believe that a thriving workplace is one where everyone feels respected and valued. We strive to create a collaborative workplace where every team member can contribute their ideas and have access to equal opportunities, regardless of location or cultural background. This is one of the driving forces behind our Hostinger Principles. Regardless of personality or cultural traits, every team member can refer to the same 10 values to set goals, make decisions, and complete tasks.

Although there were no confirmed incidents of discrimination in 2025, we continue to actively strengthen our approach to equal opportunity management. We do this by providing training on topics such as recognizing personal biases both in general and in recruitment, conflict resolution linked to diversity in personalities, work styles, and values, as well as framing differences as strengths rather than problems. Additional focus areas include emotional intelligence, hiring challenges and mistakes, interviewing, and structured debriefings. All of these trainings are available to employees through our learning experience platform.



WordCamp, Kaunas, 2025

In addition, we have an Equal Rights Policy that defines our principles of equal rights, sets out monitoring procedures, includes measures to prevent violations, provides guidelines for investigating potential breaches, and outlines actions to be taken in the event of non-compliance.

We also acknowledge the importance of compensation and career development in creating a workplace of equal opportunities. That’s why we have a comprehensive Salary Philosophy to guide all managers in evaluating their direct reports’ salaries based on:

1. How a person’s behavior is aligned with Hostinger Principles.
2. The organizational output they generate.
3. Their professional competencies.
4. Competencies market value.
5. The company’s performance and the achieved results.

In 2025, we conducted a comprehensive review of gender pay gaps to assess the organization’s current standing. The gender pay gap is calculated as the difference in average salaries between women and men employees, expressed as a percentage of the average men salary. Differences are often influenced by factors such as job level distribution, team complexity, and the responsibilities and competencies required across roles.

To support fairness and consistency, our People Business Partners regularly monitor team compensation and provide managers with market data and insights. This helps ensure that all Hostinger employees are compensated fairly based on their role and competence level, regardless of gender.



* A negative (-) pay gap percentage indicates that women earn more than men.

The calculation considers base salary only.

The observed pay gap is influenced by differences in job levels, team complexities, and the varying responsibilities and competencies required across teams.

As a global organization, regional differences also impact pay outcomes.



Tech Days, Vilnius, 2025

In preparation for the EU Pay Transparency Directive, which comes into effect on 7 June 2026, the People team has begun planning for implementation. Our goal is not only to ensure full compliance but also to make Hostinger’s pay evaluation framework clear, transparent, and easy for employees to understand.

TEAM MEMBERS BY NATIONALITY



The largest portion of our team members holds Lithuanian (50.7%), Indonesian (18.2%), and Brazilian (9.2%) nationalities. Another group of team members includes Filipinos (3.5%), Argentinians (1.7%), Poles (1.6%), Ukrainians (1.5%), Algerians (1.3%), Colombians (1.1%), and Moroccans (1.1%). The remaining team members (10.1%) represent 35 other nationalities.

In 2025, our team composition remained largely stable from the previous year, with women accounting for 44% and men for 56%. According to the [latest data](#), only 19.4% of people working in ICT roles in Europe are women. In 2025, women made up 21% of our IT roles, while men accounted for 79%.

Leadership dynamics showed minor year-over-year changes. In 2025, women held 52% of leadership positions, compared to 55% in 2024, while men accounted for 48%, up from 45% in the previous year. These shifts occurred organically and reflect the evolving composition of our workforce, with leadership opportunities based on merit and role requirements. Leadership positions are defined as roles in which an individual manages at least one team member.

GENDER DISTRIBUTION IN LEADERSHIP POSITIONS

	2022		2023		2024		2025	
	Women	Men	Women	Men	Women	Men	Women	Men
Gender distribution in leadership positions	44%	56%	50%	50%	55%	45%	52%	48%
Overall gender distribution	44%	56%	44%	56%	43%	57%	44%	56%

Well-being



Product All Hands, Vilnius, 2025

At Hostinger, we seek to foster well-being and engagement by creating a psychologically safe environment and proactively investing in our people through recognition, appreciation, and support.

In 2025, our Employee Net Promoter Score (eNPS) averaged 71 out of 100, up from 64 the prior year. This score suggests that the majority of our team members view Hostinger as an exceptional workplace.

According to industry benchmark data compiled by [Hive HR](#), the Technology sector typically reports an average eNPS of around 28. This level is generally considered 'good', reflecting a positive degree of employee advocacy, where a substantial share of employees would recommend their workplace to others. Scores of 50 and above are commonly classified as 'excellent'.

In addition, team members rated the statement *"I am able to take care of my mental, emotional, and physical well-being while working at Hostinger"* 4.2 out of 5, indicating that employees feel supported in maintaining their overall well-being. This is complemented by a high level of personal resilience, with *"When facing challenges at work, I feel confident in my ability to find solutions and bounce back quickly"* scoring 4.5 out of 5.

Our employee turnover rate also decreased to 28.3% in 2025, down from 34.2% in 2024, indicating improved team member retention. Team members who strongly identify with our culture, our Culture Peak group, had a turnover rate of just 1%, demonstrating the positive impact of cultural alignment on retention.

As part of our wellbeing approach, we offer four benefit pillars, two of which are **freedom and responsibility** and **work hard – play hard** (see the **Health** and **Growth** sections for the other two).

Company-wide well-being benefits

FREEDOM AND RESPONSIBILITY	WORK HARD – PLAY HARD	
<ul style="list-style-type: none"> • Remote work. Hostinger empowers employees to work from anywhere, offering flexibility and autonomy in how and where they work. • Flexible working hours. At Hostinger, we embrace the principle of Freedom and responsibility, allowing our employees to manage their own time and duties with self-discipline and awareness. • Home office budget. Recognizing the value of a productive workspace, Hostinger offers a home office budget for team members based in locations without a physical office. 	<ul style="list-style-type: none"> • Anniversary gifts. Hostinger celebrates employee anniversaries with personalized gifts. • Appreciation gifts. We honor employees’ life milestones like graduations, weddings, or new parenthood with thoughtful gifts that recognize their dedication and contributions. • Wedding days. Employees tying the knot can enjoy up to three additional paid days off. • Team building activities. Building strong team bonds enhances collaboration, communication, and meaningful connections among colleagues. 	<ul style="list-style-type: none"> • Workations. A workation blends productivity with exploration, allowing employees to work together with their teams from any location they prefer. • Annual events. We celebrate key moments with Appreciation Day (March 7th), Tech Day (September 13th), and festive Christmas activities. • Summer and Winter fests. These seasonal festivals offer an opportunity to unwind, celebrate accomplishments, and connect with colleagues in a fun, festive atmosphere.

Site-specific well-being benefits

LITHUANIAN TEAM MEMBERS	INDONESIAN TEAM MEMBERS	BRAZILIAN TEAM MEMBERS
<ul style="list-style-type: none"> • Žalgiris Arena VIP Lounge. We offer employees exclusive access to Žalgiris Arena for basketball games, concerts, and events with priority seating, premium amenities, and a first-class experience. • Work from abroad. We offer flexibility for team members to work from another country. In the process, we also provide guidance and assistance to ensure compliance with the region’s legal and tax requirements. • Meet the Client. We organize joint events with our clients to connect, learn from their feedback, and better understand their needs. 	<ul style="list-style-type: none"> • Food allowance. All team members receive an additional monthly food allowance included with their payroll to support daily meal expenses. • Internet allowance. Every team member receives a monthly internet allowance to ensure seamless connectivity. • Meet the Client. We bring teams and clients together through events to exchange insights and strengthen collaboration. 	<ul style="list-style-type: none"> • Food allowance. With a flexible Flash card, team members can use their full monthly allowance for both groceries and meals, giving them the freedom to choose what they need. • Internet allowance. A monthly allowance is provided to help cover work-from-home expenses, ensuring access to high-speed internet.

Health

Hostinger is home to talented, hardworking individuals who go above and beyond to serve our valued customers every day. To support sustainable performance, we empower team members to take ownership of their well-being through our **wellness simplified** approach, which offers flexible benefits, including a month of recharge leave, annual health checks, insurance, and sports initiatives – tailored to both global and local needs.

Company-wide physical well-being benefits

- **Company-given sick days.** We recognize that everyone’s recovery needs are different. With our values of Freedom and responsibility, team members have the flexibility to prioritize their physical and mental health in the way that best suits them.
- **Recharge leave.** Employees who have been with Hostinger for over five years receive 30 consecutive days of additional paid leave. This extended break allows for complete disconnection, ensuring employees return refreshed, re-energized, and with a renewed perspective.
- **Balance base.** A wellness initiative designed to support self-mastery, resilience, focus, and personal growth. Through expert-led sessions, practical tools, and everyday practices, Balance Base helps employees strengthen their well-being at work and beyond.
- **Headspace subscription.** Access to the Headspace mindfulness and meditation app, supporting stress management, focus, sleep quality, and overall mental well-being through guided exercises and tools.

Site-specific physical well-being benefits

- **Additional health insurance.** We offer private health insurance for our team members in Lithuania, Indonesia, and Brazil.
- **Dental Insurance.** All team members in Brazil are enrolled in SulAmerica’s PRESTIGE dental plan, offering nationwide coverage.
- **Health check & blood tests.** For our team members in Lithuania, we offer regular health check-ups twice a year, including blood tests, and flu and tick vaccinations for added protection.
- **Mental health consultation.** We provide free psychologist consultations for all team members in Indonesia, recognizing the importance of mental well-being in fostering productivity and overall satisfaction.
- **Group activities & clubs.** Hostinger encourages team bonding through a variety of group activities, including sports, arts, professional development, and hobbies. Team members in Lithuania and Indonesia are welcome to initiate and manage their own clubs.
- **Gym access.** We support physical well-being with gym and fitness options for our team members. In Lithuania, employees can use the on-site gym in Vilnius or request a yearly Lemon Gym membership in Kaunas. In Brazil, team members have access to TotalPass (TP1+), covering virtual fitness, meditation, and therapy, with monthly reimbursement. In Indonesia, employees can use simple gym equipment and sports courts (badminton and basketball) at our Yogyakarta office.
- **SESC Social Service of Commerce.** Team members and their families can enjoy the full range of benefits, services, and events provided by SESC across Brazil.

Knowledge sharing

Enabling online success

Since 2022, our Trustpilot score has increased from 4.5 to 4.7, reflecting strong customer satisfaction. This result underscores our role in enabling entrepreneurs to successfully build, run, and scale their businesses online. To support this journey, we also maintain and curate practical knowledge resources, including:

- **Knowledge base.** A collection of documentation to help our clients set up servers, manage websites, or troubleshoot hosting-related issues efficiently.
- **Hostinger Tutorials.** We provide a comprehensive resource library featuring glossaries, how-to guides, expert tips, and tool recommendations to help our audience build their online success through building websites, growing their online businesses, or enhancing their marketing strategies.
- **Hostinger Academy.** Our YouTube channel helps users get started with web hosting, manage their websites, and troubleshoot issues. Available in English, Spanish, French, and Indonesian, Hostinger Academy has grown to 346,000 subscribers and continues to expand.
- **Hostinger Blog.** On our blog, we share the latest updates on Hostinger products, inspiring success stories from our clients, and exclusive behind-the-scenes glimpses of our team.
- **Learning lab.** Structured learning paths and quick blueprints designed to help users build, grow and monetize their online presence.

To deepen client connections, we launched the **Meet the Client** initiative in late 2023, bringing employees together with customers to engage directly, exchange insights, and gather first-hand feedback on their challenges and how Hostinger products can support them. The initiative runs in Lithuania and in Indonesia, with 22 events hosted in 2025, strengthening customer understanding and reinforcing a customer-centric mindset across teams.

Beyond direct engagement, we also showcase our customer success stories through our client testimonials project, highlighting real customer journeys and the impact of Hostinger products. In 2025, we featured 57 client stories across landing pages, events, ads, PR articles, and tutorials, inspiring others to bring their ideas online with us.



Find the featured [Client Stories](#) on Hostinger Blog, which we categorized into Customer Spotlight and Migration Cases.

Knowledge-sharing for growth

At Hostinger, we believe in the power of knowledge-sharing. Throughout 2025, we shared our expertise at 67 speaking engagements, connecting with approximately 5,000 participants.

As part of our ongoing mission to empower small businesses worldwide, we launched the [Hostinger Microgrant](#) initiative in 2025. This program provides each selected winner with substantial funding and a package of Hostinger services, enabling them to build and scale their businesses and digital presence. It launched in Indonesia with two successful rounds, supporting eight entrepreneurs and small businesses across sectors such as sustainable agriculture, waste reduction, community education, wellness, ethical fashion, and inclusive food products.

Building on this momentum, we expanded the program internationally. In Brazil, the initiative continued under the **Hostinger Start** program, supporting three early-stage businesses in fields such as digital inclusion, community education, sports technology, and youth empowerment.

In Mexico, the [Impulso Hostinger](#) program supported three businesses developing solutions in areas such as rural connectivity, animal-assisted therapy, and environmental conservation.

Meanwhile, in Lithuania, we launched the [Generation AI](#) project in May 2025 together with Tesonet, a startup accelerator. It is a nationwide initiative providing Lithuanian schools with free access to advanced AI tools, including nexos.ai and Hostinger Horizons. This program brings both teachers and students in grades 9–12 up to speed with the latest developments in AI, ensuring Lithuania’s competitiveness on the global stage. As of the end of 2025, over 330 schools representing more than 47,000 students and 500 teachers had registered to participate.

In 2025, we also supported entrepreneurship and innovation through partnerships and media initiatives that inspire future founders. Hostinger sponsors the Lithuanian edition of **Shark Tank**, providing aspiring entrepreneurs with visibility and insights into building successful businesses.

In addition, we supported **MVP – Moksleivių vienaragių paieška (The Search for Student Unicorns)**, a national TV project developed together with Unicorns Lithuania and leading Lithuanian startups that brings high school students together with startup mentors to develop and pitch innovative business ideas.

Beyond these initiatives, we actively support the broader AI innovation community through hackathons focused on breakthrough developments, including the AI-Only Hackathon and Vilnius AI Hackathon. Through these events, we provide hands-on mentoring and support for teams developing market-ready AI products. This engagement reflects our dedication to nurturing talent in AI, fostering innovation to tackle global challenges, and creating opportunities for entrepreneurs to turn ambitious ideas into viable businesses.

Social responsibility

As Hostinger grows, so does our ability to contribute beyond our core business. This allows us to expand our efforts to support the communities in which we operate. This section highlights the initiatives and partnerships through which we supported culture, education, entrepreneurship, defense, and technology access in 2025. Altogether, we donated over €151,000 to causes that strengthen the communities around us.



Q3 Town Hall, Vilnius, 2025

Here are the key highlights of our social responsibility efforts in 2025:

- [Hostinger started partnering with MO](#), the leading contemporary art museum in Lithuania, to support and promote Lithuanian art and culture. This collaboration reflects our commitment to fostering creativity and supporting local cultural institutions that inspire innovation and artistic expression.
- We continued our support for **Ukraine** by contributing to the production of first-person view (FPV) drones, which play a crucial role in its defense efforts. In 2025, we produced more than 55 drones across five workshops and hosted a drone-flying workshop to support operational readiness.
- Hostinger contributed to the [4 Percent](#) initiative, a business-led movement advocating for Lithuania to allocate at least 4% of its GDP to defense funding. The initiative emphasizes the urgency of defense investments and calls for sustainable financial solutions, including tax adjustments, to ensure national security.
- We provided financial support to [Švietimas #1](#), a Lithuanian educational platform dedicated to supporting teachers, students, and educational communities by providing tools, information, and resources that enhance learning nationwide. Through this contribution, we demonstrate our commitment to education and empowering the next generation of learners.
- We supported the Unicorns LT Association in organizing the national **IT Exam**. Intended for schoolchildren, IT professionals, and everyone interested in IT, we helped make IT more accessible to all by fostering greater understanding and interest in the sector.
- [The Groundbreaker Talents program](#) is a full-time software engineering scholarship that enables young Ugandan women from underprivileged communities to pursue careers in IT. In addition to financial contributions, Hostinger provided continued mentorship and training support.

Awareness raising

In 2025, our awareness-raising initiatives focused on environmental topics through interactive formats such as trivia and a movement-based challenge to encourage responsible habits in everyday life. As global conditions continue to shift, our focus has also expanded toward long-term organizational and societal resilience. This included initiatives centered on employee well-being, community preparedness, risk management, and crisis readiness to help team members build practical awareness and skills relevant to today's realities.

Below are examples of 2025 events that reflect these focus areas:

- **Move Challenge 2025.** Hostinger and Tesonet launched a two-week movement challenge in which employees tracked their walking and cycling via the Walk15 app. Every step and pedal stroke contributed to donations for Back to Life, funding prosthetics and rehabilitation for injured Ukrainian soldier, Enver Kadyrov.
- **People, planet, pizzas: Trivia lunch.** Hosted by Hostinger and Tesonet at Cyber City, this sustainability-focused trivia event combined a team competition with a pizza lunch to raise awareness of topics such as diversity, inclusion, recycling, and environmental issues, making sustainability learning engaging and fun.

Events organized under the Balance Base initiative:

- **Cook with Rosehip.** At the Hostinger offices in Vilnius and Kaunas, we held a hands-on nutrition workshop featuring Rosehip, a well-known vegan bistro that's also our valuable client. Participants cooked together, learned simple food prep tips, and explored easy ways to make both nutritious and delicious menus.
- **Civil resistance – lessons from Ukraine.** An online webinar explored non-violent civil resistance strategies. Participants learned about community coordination, subtle resistance tactics, safeguarding resources, and how civilians can safely support one another during challenging situations.
- **Mastering survival outdoors.** At Kaunas' Kleboniškės Forest Park, this hands-on session taught participants essential outdoor survival skills, including compass navigation, fire-starting without matches, tourniquet application, knot-tying, and go-bag preparation, combining practical emergency preparedness with team building.
- **Readiness for extreme situations.** Held in both Kaunas and Vilnius offices, this session covered go-bag essentials and emergency planning, equipping employees with practical knowledge for crisis preparedness and personal safety.
- **How to strengthen personal psychological safety and resilience to stress.** An online webinar introduced employees to Vagus Nerve Theory and science-based body practices for managing thoughts, emotions, and behavior. The session covered how the nervous system signals psychological safety, how to identify insecurity-driven behavior, and practical techniques to boost personal resilience.

Governance



Data and cybersecurity

GRI 2-23

GRI 2-24

Millions of people have chosen to launch their websites with Hostinger. Every day, we strive to keep their sites private, safe, and secure from cyber threats, so we can maintain their valuable trust.

We take a cross-functional and risk-based approach to cybersecurity and user privacy. Every quarter, we set goals, track key performance indicators to improve our security, and monitor our progress toward them.

For security reasons, we cannot disclose every technical detail, but we will share key information on how we've implemented these security measures.

Security frameworks

In 2024, we obtained ISO/IEC 27001:2017 certification, validating the strength of our information security practices. In 2025, we successfully upgraded our compliance to ISO/IEC 27001:2022, demonstrating alignment with evolving international security requirements and our continued commitment to strong data protection and risk management.

We constantly adapt our security measures to improve our company and services security. We follow the latest and best security industry standards and practices to protect our customers' information and comply with local laws and regulations, such as GDPR. This approach is supported by ongoing monitoring and rapid response capabilities.

Operational security measures

- An **in-house cybersecurity department** keeps our day-to-day operations secure at all times.
- **Security incidents** and **access management** procedures are established.
- **The best industry practices**, including OWASP Secure Coding practices, are followed to ensure the utmost security of our products.
- **Risk assessment** processes are in place to evaluate third parties we plan to work with.
- Team member access to our systems follows the **principle of least privilege**, meaning users are granted only the minimum access necessary to fulfill their roles.
- Our systems are **monitored 24/7**.
- Regular **risk assessments** are conducted with our teams to identify possible risks in the company.
- **Security awareness training** is conducted regularly for all team members.
- Employees' security awareness is evaluated through **phishing and social engineering campaigns**.
- A comprehensive Information Security Management System (ISMS) is in place, comprising **32 security-related policies and standards**, with 11 new policies introduced in 2025. These internal policies and procedures cover key areas, including data protection, access and identity management, system security, risk and compliance, development and operations, and governance and awareness.

Technical security measures

GRI 2-23

GRI 2-24

In 2025, we strengthened our cloud security by implementing runtime monitoring across cloud workloads and hardening container images against known vulnerabilities. These measures improve real-time threat detection, reduce attack surfaces, and enhance the overall resilience and compliance of our cloud environment.

- Infrastructure is regularly scanned for vulnerabilities with **automated tools**.
- **Manual penetration** testing is conducted for all product releases.
- **Data** on workstations is **encrypted**.
- Our services are continuously tested for vulnerabilities by multiple security researchers worldwide through a **bug bounty program**.
- Public-facing servers are safeguarded with a **web application firewall (WAF)**.
- **Two-factor authentication** is enabled on all applicable systems.
- Servers are protected with appropriate **anti-malware** solutions.
- **Modern endpoint detection and response (EDR)** solutions protect workstations from malware and other threats.
- Our servers are safeguarded by a **firewall**. Access to our servers is only permitted from trusted networks.
- All of our databases are encrypted with **secure hashing algorithms**. Our **data** is **backed up** regularly.
- **Automation** is used to manage infrastructure changes and ensure all servers have the same security configuration.
- Workstation **OS** and **software updates** are **centrally managed**.
- **Static code analysis tools** are used to detect potentially vulnerable code.
- An **MDM solution** is used to ensure the security configuration of our workstations.
- Server access is tied to verified user identities, protected by **multi-factor authentication (MFA)** and **role-based access controls (RBAC)**, with encrypted connections, real-time session monitoring, and comprehensive audit logs.

In 2025, these measures enabled us to quickly identify and [investigate an incident – suspicious activity](#) on one server hosting client websites. The investigation confirmed that a customer, Notepad++, was specifically targeted. We worked closely with the affected client to secure their services and implemented additional protective measures. The issue was resolved promptly, and no other customers were impacted.

Content safety

GRI 2-23

GRI 2-24

Hostinger prohibits the creation of harmful content that promotes, encourages, or engages in violence or other illegal activities.

We value both Freedom and responsibility, encouraging open expression that is essential for creativity and the open exchange of ideas. At the same time, we understand our responsibility to prevent the distribution of harmful content that could negatively impact others. We take stakeholder complaints and feedback seriously to uphold our principles and maintain positive relationships with relevant parties.

Our content safety principles are outlined in our [Terms of Service \(ToS\)](#). Content that violates these terms includes material involving violence or illegal activities, including but not limited to:

- ⊗ Child pornography or the exploitation of children.
- ⊗ Terrorism, war, violence, or hatred against people, animals, or property.
- ⊗ Sale or distribution of prescription medication without a valid prescription.
- ⊗ Fraud, identity theft, phishing, scams, or the distribution of malware or ransomware.
- ⊗ Harassment, bullying, defamation, or hate speech.
- ⊗ Cyber attacks, including DDoS or activities intended to disrupt service security.
- ⊗ Infringement of intellectual property, privacy, or publicity rights.
- ⊗ Use of services in violation of applicable sanctions or trade restrictions.

Periodically, we revise our Terms of Service and policies to ensure compliance with evolving content-related regulations.

Moreover, Hostinger has a dedicated Abuse and Compliance team. Whenever they receive a complaint, they will review it carefully and promptly to determine whether it violates Hostinger’s Terms of Service and policies. If so, they will decide on the appropriate response, including informing the client to make the necessary changes, suspending service, or terminating service, among other measures.



We accept abuse forms via email at abuse@hostinger.com. In 2025, our team responded to over 377,982 abuse reports.

Business ethics

GRI 2-23 GRI 2-24 GRI 2-26 GRI 205-3 GRI 206-1

Hostinger’s governance culture is built on the principles of Freedom and responsibility. We believe in giving our employees the autonomy to make decisions and take ownership of their roles, recognizing that true responsibility requires both empowerment and structure. Therefore, we emphasize guidance, training, and adherence to established practices and procedures to ensure efficiency and high performance.

- **Transparency.** Our company moves and grows fast. Even so, size and hierarchy should never get in the way of effective processes and communication – especially when it comes to important decisions. We strongly encourage all members to discuss questions and decisions within their teams through public channels rather than private messages. Doing so fosters diverse perspectives, promotes collaboration, prevents misalignment, and discourages a culture of secrets, suspicion, and politics.
- **Hostinger Handbook.** To keep all team members aligned with company principles and procedures, we have a comprehensive handbook that covers all the standards, principles, and norms at Hostinger and its departments. All team members can use it to find a wide range of information, such as company structure, product offerings, brand book and style guide, salary philosophy, financial reporting, and more.
- **Policies.** These are rules and procedures that every team member must follow, including the handbook and the

aforementioned Equal Rights and Cybersecurity policies. Our company also implements the Prevention of Violence and Harassment at Work Policy, the Remote Work Policy, procedures for managing conflicts of interest, and updated internal work rules.

- **Risk management.** Our risk management framework is designed to proactively identify, assess, and mitigate risks. Our governance aligns with global best practices, utilizing the Three Lines Model and a clearly defined risk appetite. Risk owners across all departments are supported by the dedicated Risk Team, with strategic oversight provided by the CEO and CEO team. Hostinger maintains zero tolerance for customer data security breaches, non-compliance with international sanctions, and platform abuse.

In 2025, we conducted a comprehensive company-wide risk assessment, strengthening our ability to address emerging threats and enhance operational resilience. Our primary focus was on hardening the restrictions on our services in sanctioned jurisdictions, stress-testing the resilience

of our processes against fraud and cyber threats, and a significant overhaul of our Crisis Management Framework.

To ensure data integrity, we maintained 100% server backups across geographically diverse locations.

- **Anti-corruption.** At Hostinger, we are deeply committed to maintaining a culture of integrity and transparency. While our current practices uphold these values, we believe in continually strengthening our stance against corruption. Our dedication to this cause stems from our ethical and moral responsibility to ensure fair competition, prevent market distortion, and uphold the public’s trust. We are proud to report that our management assessment from 2025 revealed no confirmed incidents of corruption or anti-competitive behavior.

- **Whistleblower and critical concerns management.** The whistleblowing channel aims to prevent unethical and fraudulent behavior in the company. It allows all team members and other third parties to report any serious or illegal wrongdoing within Hostinger. We ensure the safety and anonymity of whistleblowers or individuals reporting breaches or possible misconduct. In 2025, we didn't receive any reports that qualified as whistleblowing.
- **Conflicts of interest.** We have a Procedure for Avoiding and Declaring Conflicts of Interest that provides a comprehensive, detailed description of actions to be taken in such situations. This policy aims to enhance transparency and trust while preventing potential conflicts of interest that could impact our company's confidential information and trade secrets. The procedure for handling conflicts of interest for Board members is set out in the company's Articles of Association.
- **Supply chain compliance and ethical standards.** As a global organization, Hostinger maintains an uncompromising stance on compliance with international and local sanctions regulations across all legal entities. We enforce strict prohibitions on business relationships with vendors, partners, and customers from countries subject to comprehensive US, EU, and UN sanctions. This includes Cuba, Iran, North Korea, Russia, Belarus, Venezuela, and the occupied regions of Ukraine (Crimea, Donetsk, Luhansk, Zaporizhzhia, and Kherson).

Consistent with this commitment, we prohibit all service connections and registrations from sanctioned jurisdictions or by individuals and entities listed on global watchlists, including the UN, the US Specially Designated Nationals (SDN) and Blocked Persons List, the EU Consolidated List, and the UK Sanctions List. Furthermore, we do not process payments from financial institutions or cards issued within these regions.

As a responsible international company, Hostinger strictly adheres to the Digital Services Act (DSA) and takes immediate action on reports of service abuse. To maintain the integrity of our ecosystem, our vendor and partner onboarding process includes a comprehensive risk assessment covering reputational, financial, GDPR, and cybersecurity factors.

We also maintain the Third Party Code of Conduct. This code is designed to align the practices of our third parties associated with Hostinger's core values, particularly in environmental, social, and governance (ESG) principles. It sets clear standards of conduct that our suppliers, vendors, service providers, consultants, partners, and other third parties engaged in business with or on behalf of our company are expected to adhere to.

- **Responsible use of artificial intelligence.** We actively encourage the development and internal use of AI tools to support innovation, efficiency, and better decision-making across the organization. At the same time, we are committed to ensuring AI is implemented responsibly, transparently, and in line with ethical and legal standards. Our approach balances experimentation and progress with clear safeguards to protect people, data, and the company.

To prevent misuse, the sharing of confidential, regulated, or sensitive data with AI tools is strictly controlled and requires prior consultation and approval from the Cybersecurity team. We maintain clear acceptable-use rules, require human review of AI-generated outputs, and ensure accountability remains with employees rather than automated systems. Ongoing training and awareness initiatives cover topics such as ethics, bias, fairness, data privacy, intellectual property, and security, helping employees use AI thoughtfully and responsibly in their everyday work.

Appendix



GRI content index

Statement of use	Hostinger has reported the information cited in this GRI content index for the period 2025.01.01-2025.12.31 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD AND DISCLOSURE		LOCATION
GRI 2: GENERAL DISCLOSURES 2021		
1. The organization and its reporting practices		
2-1	Organizational details	HOSTINGER Group International S.à r.l. Private limited company. Headquarter: Švitrigailos g. 34, LT-03228, Vilnius. p. 7
2-2	Entities included in the organization’s sustainability reporting	All financial reporting entities of Hostinger are also included in this sustainability report. p. 4
2-3	Reporting period, frequency and contact point	p. 4
2-4	Restatements of information	No restatements of previously reported information were made during the reporting period.
2-5	External assurance	p. 4
2. Activities and workers		
2-6	Activities, value chain and other business relationships	pp. 9-10; 16; 41
2-7	Employees	p. 52
2-8	Workers who are not employees	p. 52

3. Governance

2-9	Governance structure and composition	p. 11
2-10	Nomination and selection of the highest governance body	p. 11
2-11	Chair of the highest governance body	p. 11
2-12	Role of the highest governance body in overseeing the management of impacts	p. 13
2-13	Delegation of responsibility for managing impacts	p. 13
2-14	Role of the highest governance body in sustainability reporting	p. 13
2-15	Conflicts of interest	p. 41
2-16	Communication of critical concerns	p. 41
2-17	Collective knowledge of the highest governance body	pp. 23-25
2-18	Evaluation of the performance of the highest governance body	The highest governance body does not have a formal process for evaluating its performance in overseeing the management of impacts on the environment and people.
2-19	Remuneration policies	p. 27
2-20	Process to determine remuneration	p. 27
2-21	Annual total compensation ratio	This information is not disclosed in this report due to applicable confidentiality restrictions.

4. Strategy, policies and practices

2-22	Statement on sustainable development strategy	p. 3
2-23	Policy commitments	pp. 21; 26-27; 37-41
2-24	Embedding policy commitments	pp. 21; 26-27; 37-41
2-25	Processes to remediate negative impacts	p. 14
2-26	Mechanisms for seeking advice and raising concerns	pp. 14; 41

2-27	Compliance with laws and regulations	During the reporting period in 2025, Hostinger did not have any significant instances of non-compliance with laws and regulations.
2-28	Membership associations	Association of the Registrar Stakeholder Group Lithuanian Data Protection Officers Association International Association of Privacy Professionals Association of Human Resource Management Professionals Young Presidents' Organization Unicorns Lithuania Lithuanian Diversity Charter Association Association Francaise pour le Nommage Internet en Cooperation Corporate Research Forum (CRF)

5. Stakeholder engagement

2-29	Approach to stakeholder engagement	p. 14
2-30	Collective bargaining agreements	3.3% of employees are covered by collective bargaining agreements, all of whom are located in Brazil, where sector-level agreements apply.

GRI 3: MATERIAL TOPICS 2021

3-1	Process to determine material topics	p. 15
3-2	List of material topics	p. 15
3-3	Management of material topics	The management principles for material topics are described in sections that represent material topics.

ECONOMIC TOPICS

GRI 205: ANTI-CORRUPTION 2016

205-3	Confirmed incidents of corruption and actions taken	p. 40
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GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 40
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ENVIRONMENTAL TOPICS

GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	pp. 18-19; 49
305-2	Energy indirect (Scope 2) GHG emissions	pp. 18-19; 49
305-3	Other indirect (Scope 3) GHG emissions	pp. 19; 49
305-4	GHG emissions intensity	GHG emissions intensity amounted to 75.1 tCO ₂ e per €1M revenue during the reporting period.

SOCIAL TOPICS

GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	p. 51
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 30
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-6	Promotion of worker health	p. 31
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	p. 25
404-2	Programs for upgrading employee skills and transition assistance programs	pp. 23-24
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	pp. 50; 53
GRI 406: NON-DISCRIMINATION 2016		
406-1	Incidents of discrimination and corrective actions taken	p. 26

VSME index

BASIC MODULE DISCLOSURE			COMPREHENSIVE MODEL DISCLOSURE		
B1	Basis for preparation	NACE code: J63.11 Turnover: 275 400 298 Latitude: 54.674214 Longitude: 25.270065 pp. 3; 6; 42; 52	C1	Strategy: business model and sustainability-related initiatives	Our largest markets included India, Brazil, the US, Indonesia, and France, with the UK, Pakistan, Spain, Mexico, and Colombia rounding out the top ten, highlighting the global reach of our services. pp. 9-10; 13; 16; 41
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	pp. 21; 23-27; 35; 37-41	C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	pp. 13; 21; 23-27; 35; 37-41
B3	Energy and greenhouse gas emissions	GHG emissions intensity amounted to 75.1 tCO ₂ e per €1M revenue during the reporting period. pp. 18-19; 48-49	C3	GHG reduction targets and climate transition	p. 19
B7	Resource use, circular economy, and waste management	p. 21	C4	Climate risks	The undertaking is developing its assessment of climate-related hazards and transition risks. Completion has been deferred due to ongoing development of methodologies and guidance related to ESRS. The assessment will be finalized once the approach is sufficiently established.
B8	Workforce - General characteristics	p. 52	C5	Additional (general) workforce characteristics	pp. 50; 53
B9	Workforce - Health and safety	One work-related incident was recorded during the reporting period. No serious injuries or long-term impacts occurred.	C6	Additional own workforce information - Human rights policies and processes	(a) Yes (b) Yes - the undertaking's policies cover child labour, forced labour, human trafficking, discrimination, and accident prevention. (c) Yes
B10	Workforce - Remuneration, collective bargaining, and training	3.3% of employees are covered by collective bargaining agreements, all of whom are located in Brazil, where sector-level agreements apply. p. 27	C7	Severe negative human rights incidents	(a) No - the undertaking has not identified any confirmed incidents related to child labour, forced labour, human trafficking, discrimination, or other severe human rights violations within its own workforce. (c) No - the undertaking is not aware of any confirmed incidents involving workers in the value chain, affected communities, consumers, or end-users.
B11	Convictions and fines for corruption and bribery	p. 40	C8	Revenues from certain sectors and exclusion from EU reference benchmarks	The undertaking is not active in any of the listed sectors and is not excluded from any EU reference benchmarks aligned with the Paris Agreement.
			C9	Gender diversity ratio in the governance body	pp. 50; 53

Energy consumption

	2022	2023	2024	2025
Total nonrenewable electricity consumption (MWh)	2411.5	2198.5	-	-
Total renewable electricity consumption (MWh)	1454.2	2419.2	7165.5	12,770.6
Total electricity consumption (MWh)	3865.6	4617.7	7165.5	12,770.6
Total heating consumption (MWh)	11.7	250	152.9	232
Total energy consumption, TJ¹	13.9	17.5	26.4	46.9

¹Total energy consumption includes both electricity and heating consumption.

Calculation methodologies

The carbon footprint represents the total volume of greenhouse gas emissions resulting from Hostinger’s day-to-day operations. The emissions accounting is based on the international GHG Protocol Corporate Accounting and Reporting Standard, as well as the Corporate Value Chain (Scope 3 Accounting & Reporting Standard).

The assessment considered all significant greenhouse gases listed in the Kyoto Protocol – carbon dioxide (CO₂), methane (CH₄), nitrogen oxide (N₂O), hydrofluorocarbon compounds (HFCs), perfluorocarbon compounds (PFCs), sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). The climate impact is expressed in carbon dioxide equivalent (CO₂e) per tonne.

Hostinger’s carbon footprint was measured through GHG inventory analysis and emission calculations, following these steps:

- Mapping Hostinger’s operations and supply chain.
- Identifying GHG emission categories relevant for reporting.
- Assessing GHG emissions, including Scope 1, Scope 2, and Scope 3 emissions (Upstream indirect emissions, as well as Downstream indirect emissions associated with the use of Hostinger’s services).

We employed the operational control consolidation approach, which means the company accounts for 100% of the GHG emissions over which it has operational control. It does not consider GHG emissions from operations where it owns an interest but lacks operational control.

To conduct the most precise analysis, both qualitative and quantitative data on Hostinger’s operations were considered:

- Information about the company’s main activities, geographic locations, and structure.
- Details of the company’s operational processes.
- Invoices for purchased products, services, and materials.
- Invoices for resource consumption, e.g., energy, water, waste.
- Accounting information on cost reports, e.g., business trips.

Emission factor selection is guided by the GHG Protocol’s general data quality guidelines. The criteria for company activity data suggest selecting data that are most representative in terms of technology, time, and geography, as well as being complete and reliable. These criteria are similarly applied when choosing emission factors, with a preference for source- or facility-specific factors over more generic ones—this calculation aims to include the emission factor that most closely represents the activity data across these criteria.

Professional databases and datasets, including Ecoinvent v3.8, EXIOBASE v3.8.2, AIB European Residual Mixes, IEA Life Cycle Upstream Emission Factors, UK Government GHG Conversion Factors for Company Reporting, Supply Chain Factors Dataset v1.3, Greenview Hotel Footprinting Tool (for several countries), and scientific literature, were used to assess emissions from processes outside the company, such as production of inputs and energy sourcing.

Team members

Team members			2023		2024		2025	
			Women, %	Men, %	Women, %	Men, %	Women, %	Men, %
		All team members	43.9	56.1	43.3	56.7	44.4	55.6
Team members by age	Under 30	All team members	66.4		59.4		50.4	
		By gender	32	34.3	27.7	31.6	24.9	25.5
	30-50 years old	All team members	33.6		40.6		49.4	
		By gender	11.9	21.8	15.6	25.1	19.5	29.9
	over 50 years old	All team members	-		-		0.2	
		By gender					-	0.2

Leading team members ²			2023		2024		2025	
			Women, %	Men, %	Women, %	Men, %	Women, %	Men, %
		All team members	50.4	49.6	54.8	45.2	52.2	47.8
Leading team members by age	Under 30	All team members	41.5		31.1		22.4	
		By gender	25.7	16.3	21.5	9.6	16.4	6
	30-50 years old	All team members	58.5		68.9		76.9	
		By gender	25.2	33.3	33.3	35.6	35.8	41
	over 50 years old	All team members	-		-		0.7	
		By gender					-	0.7

² Leading team members are the ones who have people reporting to them, even if it's just one person.

New team members			2023		2024		2025	
			Women, %	Men, %	Women, %	Men, %	Women, %	Men, %
			46.2	53.8	41.1	58.9	48.1	51.9
New team members by age	Under 30	All team members	74.1		67.6		49.7	
		By gender	36.2	37.9	24.4	43.2	25.1	24.6
	30-50 years old	All team members	25.9		32.4		50.3	
		By gender	10	15.9	16.7	15.7	23	27.3
	over 50 years old	All team members	-		-		-	
		By gender						
New team members by region	Lithuania	All team members	29.7		44.3		68.3	
		By gender	10.3	19.3	18.1	26.1	32.2	36.1
	Indonesia	All team members	23.8		5.9		1.1	
		By gender	18.3	5.5	3.5	2.4	-	1.1
	Brazil	All team members	0.3		0.3		1.1	
		By gender	0.3	-	-	0.3	-	1.1
	Cyprus	All team members	45.5		49.1		28.4	
		By gender	16.9	28.6	19.5	29.6	14.8	13.7
	UK	All team members	0.7		0.3		1.1	
		By gender	0.3	0.3	-	0.3	1.1	-

GRI 2-7 GRI 2-8

Team members	2023		2024		2025	
	Women, %	Men, %	Women, %	Men, %	Women, %	Men, %
		43.9	56.1	43.3	56.7	44.4
Permanent	39.9	54.9	42.3	55.2	44.4	55.6
Temporary	4.0	1.2	1	1.4	-	-
Full-timers	42.8	53.7	42.3	54.1	43.2	53.1
Part-timers	1.2	2.3	1	2.6	1.1	2.5

Team members	2023					2024					2025					
	Lithuania, %	Indonesia, %	Brazil, %	Cyprus, %	UK, %	Lithuania, %	Indonesia, %	Brazil, %	UK, %	Cyprus, %	Lithuania, %	Indonesia, %	Brazil, %	UK, %	Cyprus, %	Other, %
		41.5	24.9	12	21.2	0.3	46.1	20.1	3.9	0.2	29.7	52.5	18	3.4	0.3	25.4
Permanent	41.5	20	11.8	21.2	0.3	46.1	18.9	3.9	0.2	29.7	52.5	18	3.4	0.3	25.4	0.4
Temporary	-	5	0.2	-	-	-	1.2	-	-	-	-	-	-	-	-	-
Full-timers	40.3	24.9	11.3	19.7	0.3	44.9	20.1	3.9	0.2	27.3	51.5	17.6	3.4	0.3	23.1	0.4
Part-timers	1.3	-	0.7	1.5	-	1.2	-	-	-	2.3	0.9	0.5	-	-	2.3	-

CEO members by gender		2023		2024		2025	
		Women, %	Men, %	Women, %	Men, %	Women, %	Men, %
		44.4	55.6	44.4	55.6	50	50
CEO members by age ³	Under 30	-	-	11.1	-	10	-
	30-50 years old	44.4	55.6	33.3	55.6	40	50
	over 50 years old	-	-	-	-	-	-

³ Numbers represent respective year structure and data.



If you have questions about this Sustainability Report or Hostinger's sustainable practices, please email us at sustainability@hostinger.com.

