

Unit4 FP&A

Environmental, Social, and Governance (ESG)

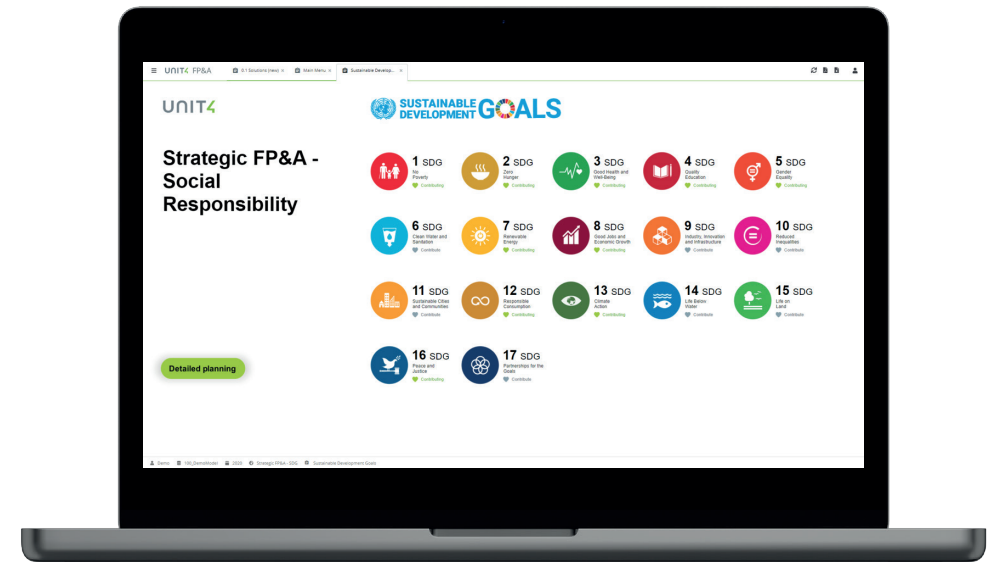


ESG data structures and dimensionality of data is very diverse amongst mid-size service organizations. Therefore, having a flexible approach to reporting that supports alignment with the specific requirements of ESG data is of growing importance.

Unit4 FP&A is a comprehensive software solution **designed to assist** organizations in collecting, analysing, and reporting their Environmental, Social, and Governance (ESG) data. This powerful planning and analysis tool **enables** organizations to monitor their sustainability performance, **support compliance** with statutory reporting requirements, and make more informed decisions to drive positive environmental and social impacts.

Functionality with the ability to support:

- Re-use existing ERP metadata and reporting structures for ESG/ sustainability reporting
- Import external ESG/sustainability data for reporting
- Define specific dimensions for ESG/ sustainability reporting to calculate metrics or flag ESG risks
- Store and report on non-financial ESG KPIs including emissions and workforce diversity
- Set targets and monitor variances using ESG data and metrics
- Link and share ESG/sustainability narrative reporting to/with financial disclosures
- Support and share data between multiple ESG reporting frameworks
- Pre-built conversion calculations such as kilowatts to gigajoules



Key features

Data Collection and Management

- Gather ESG data from various departments and organizational units in one location
- Seamless integration with existing source data sources, such as ERP, enabling automatic data retrieval via APIs and reducing manual entry efforts.
- Robust data management capabilities, including data validation, and consolidation for accurate ESG reporting.
- Full modelling capabilities to calculate emissions with multi-dimensional business logic based on value driver logic

Performance Monitoring and Analysis

- Interactive reporting dashboards and visualizations to monitor sustainability performance across key ESG indicators.
- Advanced analytics tools with drilldown capability to identify trends, benchmarks, and areas for improvement.
- Customizable reporting templates and KPI scorecards, aligned to UN SDGs, for tailored analysis and more transparent stakeholder communication.

Compliance and Reporting

- Comprehensive support for global reporting frameworks such as GRI, SASB, TCFD, and CDSB
- Automated generation of ESG reports, ensuring compliance with regulatory requirements.
- Easier collaboration and data sharing functionalities for internal teams and external stakeholders.
- Set-up reports which pull data from different areas of the model and present them in the needed format
- Track how sustainable partners, suppliers and vendors are, in support of ongoing procurement work

Risk and Opportunity Management

- Robust risk assessment tools to identify and help mitigate ESG-related risks.
- Scenario modelling capabilities to evaluate the impact of different sustainability strategies.
- Opportunity identification features to leverage sustainability initiatives for growth.
- Enhanced transparency through data sharing and disclosure, driving trust and accountability.

Sustainability Goal Tracking

- Goal setting and tracking functionalities to align with ESG targets and frameworks.
- Progress monitoring and reporting on key performance indicators (KPIs).
- Recommendations to drive continuous improvement and achieve sustainability objectives.

Benefits



Streamlined ESG data collection, reducing manual efforts and ensuring data accuracy



Enhanced compliance with global reporting frameworks and regulatory requirements



Improved visibility into sustainability performance, enabling better decision-making



Strengthened stakeholder engagement and trust through transparent reporting



Identification of risks, opportunities, and areas for improvement, fostering sustainable growth

Please Note:

Unit4 FP&A is a flexible software solution designed for financial planning and analysis. Unit4 can work with your organization to tailor the FP&A product according to your specific ESG reporting needs and sustainability goals.

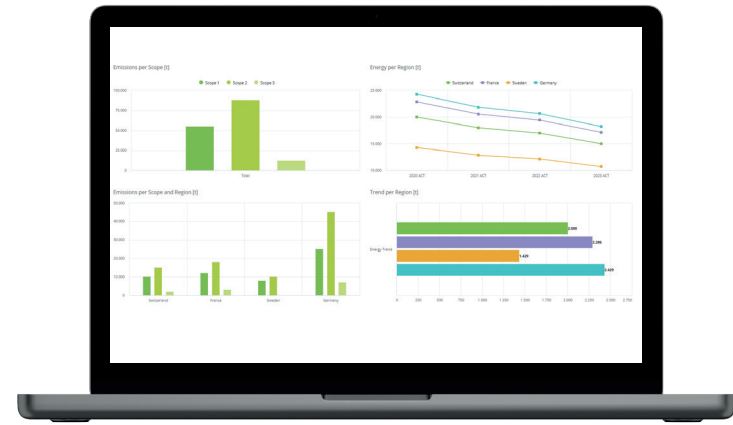


Unit4 FP&A – ESG Product Highlights

Unit4 FP&A is designed to assist organizations in collecting, analyzing, and reporting their Environmental, Social, and Governance (ESG) data. Although designed primarily for financial planning and analysis, our FP&A solution enables organizations to streamline data collection linked with environmental and sustainability goal tracking. Capabilities include:



ESG dashboards including emissions, people and compliance



Scope emissions by type and region



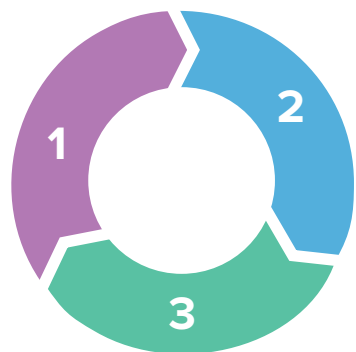
Environmental actuals vs. budget



CO2 analysis over time

Unit4 - Sustainability and ESG summary

Our sustainability mission aligned to UN SDGs



- 1 Create a socially equitable and inclusive tech world
- 2 Improve people's health and well-being
- 3 Have a positive impact on the planet

Strongest ESG performance



78%

People engagement and well-being score



98%

Carbon-neutral data centers 100% renewable energy by 2025



38%

Woman in overall workforce above tech industry average



At Unit4, together with professionals, public servants, and nonprofits doing good in the world, we strive to build an inclusive and sustainable society - caring for the world around us.

Reflecting the people-first approach Unit4 lives by every day, our approach strongly aligns with the UN Sustainable Development Goals — the world's best plan to build a better world for people and our planet by 2030.

We focus on three key areas in which we strive to make a true difference as a cloud software company through our actions: education and employability through digital skills and inclusion, health and well-being, climate change and environmental sustainability: UN SDGs 3,4,12 and 13.

EcoVadis silver medal
Top 25% of companies



Key initiatives to improve our ESG performance



Greenhouse Gas emissions reduction plan

Yearly GHG emissions report, and target setting: reducing direct emissions, carbon removal and offsetting



Sustainable procurement program

Further embed ESG in our procurement processes and decision making using our own technology ScanMarket



ESG governance

Improve our ESG policies and reporting and ensure compliance with CSRD