

UNIT4

# Unit4 Sustainability Report 2024

**Empowering People, Valuing the Planet, and Innovating with  
Purpose**

April 2025



# Introduction

At Unit4, we are in business for people, and foster a culture where we truly value our social and environmental contribution, guided by our Unit4 values. We recognize the profound impact businesses have on the world, and we are committed to driving positive change through sustainable and responsible practices. Our approach integrates environmental stewardship, social responsibility, and ethical governance, ensuring we contribute meaningfully to a more sustainable future. We work diligently to ensure there is a positive impact on our employees, the environment and wider society. We recognize that we can deliver more for our customers, the communities that we work in, and society as a whole, by taking steps to maximize the social value we are able to generate as a business. We have an opportunity and responsibility to ensure that our technology creates benefits for people and the planet. This document is a preliminary report that includes some of our Environmental, Social, Governance (ESG) initiatives. We are working to issue a complete report which encompasses all ESG related topics in the future.

## Our Sustainability Vision

At Unit4, sustainability is a fundamental part of our business strategy and corporate culture. We believe that businesses have a responsibility to drive positive change, not just for today but for future generations. Our sustainability vision is built on three core pillars:

1. **Environmental Responsibility** – We are committed to minimizing our environmental impact by reducing our carbon footprint, optimizing resource efficiency, and integrating sustainable practices into our operations. Through innovative solutions, responsible energy use, and strategic partnerships, we aim to drive a more sustainable future while ensuring our business growth aligns with environmental stewardship.
2. **Social Responsibility** – Our employees, customers, and communities are at the heart of everything we do. We prioritize fair labor practices, diversity, equity, and inclusion, and employee well-being to create a workplace culture that fosters growth, collaboration, and opportunity. Beyond our workforce, we actively engage in community-driven initiatives, supporting education, digital inclusion, and social impact programs that contribute to the well-being of society as a whole.
3. **Governance and Ethical Leadership** – Strong corporate governance is the foundation of our sustainability efforts. We uphold the highest ethical standards by ensuring transparency, accountability, and integrity in all our business operations. Through responsible decision-making, adherence to compliance regulations, and embedding sustainability into our corporate governance framework, we drive long-term value for our stakeholders and society.

## Environmental Responsibility

We are committed to reducing our environmental impact through responsible energy use, waste management, and sustainable business practices. Key initiatives include:

- **Carbon Neutrality Goals (In Progress)** – We are in the process of defining our carbon reduction targets and have begun transitioning towards renewable energy sources. Our aim is to establish measurable goals and a clear roadmap to achieving carbon neutrality in the near future.
- **Green IT & Cloud Solutions:** Leveraging cloud-based technology to minimize energy consumption and data center footprints.
- **Sustainable Supply Chain:** Partnering with suppliers who share our commitment to environmental sustainability.
- **Employee Engagement:** Encouraging employees to adopt eco-friendly practices, such as remote work options and reduced business travel.

### Social Responsibility

Our people are at the heart of our business. We foster a culture that prioritizes inclusivity, employee well-being, and community engagement.

- **Diversity, Equity & Inclusion (DEI):** We are committed to building a diverse workforce and ensuring equal opportunities for all employees.
- **Employee Well-being:** Providing mental health resources, flexible work arrangements, and professional development opportunities.
- **Community Engagement:** Supporting local initiatives, volunteering, and partnerships that drive social impact.
- **Ethical Business Practices:** Upholding the highest standards of integrity and compliance with human rights and labor laws.

### Governance and Ethical Leadership

Strong governance is the foundation of our sustainability strategy. Our commitment includes:

- **Transparency & Compliance:** Adhering to global regulations and best practices in corporate governance.
- **Sustainability Reporting:** Continuously monitoring and reporting on our ESG (Environmental, Social, and Governance) performance.
- **Ethical Leadership:** Ensuring all leaders uphold and promote our core values through their actions and in their decision-making.

### Aligning with Unit4's Core Values

Unit4's sustainability efforts align with our core values, shaping how we operate and contribute to society:

- **People First:** We put people at the center of everything we do. Looking after our teams and our customers is the bedrock of our success.

- **Choose Curiosity:** We love taking on challenges and finding solutions. We always look for new ways to do things even better.
- **Make an Impact:** We are connected by a desire to make a difference, regardless of our role. We should celebrate all the great things we accomplish.
- **Be Genuine:** We are an inclusive company which encourages people to be themselves. We value the unique qualities that each person brings to the team.

## Alignment with Global Standards

### Supporting the United Nations Sustainable Development Goals (SDGs)

At Unit4, we are committed to contributing to global sustainability efforts by supporting the United Nations Sustainable Development Goals (SDGs). These goals serve as a framework for addressing the world's most pressing social, environmental, and economic challenges by 2030. Our sustainability initiatives are designed to create a meaningful and lasting impact for our employees, customers, communities, and the planet.

Recognizing the importance of a collective approach, we have joined the UN Global Compact, reinforcing our dedication to responsible business practices, ethical leadership, and continuous improvement through global collaboration and best practices.

We have identified four key SDGs where our actions can drive the most significant positive change:

- **SDG 5: Gender Equality** – We actively promote gender balance, diversity, and equal opportunities in the workplace, ensuring that all employees, regardless of gender or background, have access to career growth and leadership roles.
- **SDG 8: Decent Work & Economic Growth** – We are committed to fair labor practices, employee well-being, and skills development, fostering an inclusive and thriving work environment.
- **SDG 12: Responsible Consumption & Production** – We focus on reducing our environmental impact by integrating sustainability into our operations, supply chain, and resource management strategies.

- SDG 13: Climate Action – We are working towards carbon reduction initiatives, including transitioning to renewable energy sources and implementing environmentally responsible business practices.

## EcoVadis

In recognition of our ongoing sustainability efforts, Unit4 received an EcoVadis Bronze Rating in 2023. This rating underscores our progress in integrating sustainability practices across our operations while also identifying areas for continuous improvement. EcoVadis, a globally recognized sustainability rating platform, assesses companies based on environmental, social, and ethical criteria. Our Bronze Rating reflects our commitment to advancing ESG initiatives, strengthening responsible business practices, and enhancing transparency in sustainability performance. As we move forward, we remain dedicated to further improving our sustainability impact and working towards higher ratings in future assessments.

## Unit4's Commitment to Social and Environmental Impact

Beyond our direct contributions to the SDGs, Unit4 is dedicated to creating social impact at both a global and local level. Our mission is to lead by example and inspire others in our industry to drive meaningful change. Our focus areas include:

1. Fostering a socially equitable and inclusive tech world – By championing diversity, equity, and inclusion, we create opportunities for all individuals, particularly those underrepresented in the tech sector.
2. Enhancing health and well-being – Through employee wellness programs, flexible working policies, and mental health support, we ensure our workforce thrives both personally and professionally.
3. Driving positive environmental impact – Our sustainability strategy aims to minimize our carbon footprint, advance responsible consumption, and promote innovative solutions that support a greener future.

Unit4's sustainability initiatives are not just about compliance; they reflect our deep-rooted values and our people-first approach. By continuously evolving our practices and strengthening our actions, we strive to be a responsible corporate citizen and a catalyst for sustainable progress.

## Unit4's Double Materiality Assessment & CSRD Reporting

In preparation for upcoming sustainability reporting requirements, Unit4 has taken significant steps to align its sustainability work with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). As part of this process, we have conducted a comprehensive **Double Materiality Assessment (DMA)** to evaluate both our company's impact on the world and the ways in which sustainability-related factors influence our business strategy, financial performance, and long-term resilience.

The Double Materiality principle consists of two key perspectives:

- **Impact Materiality:** Assessing the positive and negative effects of our activities on the environment, society, and people.
- **Financial Materiality:** Evaluating how sustainability-related risks and opportunities impact Unit4's financial position and future business performance.

By integrating these perspectives, we have developed a **holistic view of the sustainability matters most relevant to Unit4 and our stakeholders**. The results of our DMA will guide our sustainability strategy and reporting, ensuring that we address the most critical environmental, social, and governance (ESG) topics.

### Process & Key Findings

Unit4's Double Materiality Assessment was carried out in accordance with EU sustainability reporting principles, with the support of an independent third party. The assessment covered our entire value chain and followed a structured methodology:

1. **Identifying Sustainability Topics** – We conducted an extensive analysis of our value chain, markets, and geographical operations to compile a list of potential impact drivers, risks, and opportunities.
2. **Stakeholder Engagement** – Internal and external stakeholders were consulted to validate material topics and determine where in the value chain each issue is most relevant.
3. **Prioritization & Materiality Assessment** – The identified topics were assessed based on predefined criteria, including magnitude, scale, reversibility, likelihood, and financial impact. Only those topics meeting a **medium or high threshold** for significance were classified as material.
4. **Final Validation** – Representatives from across Unit4 reviewed and validated the final list of material sustainability topics.

## Key Findings from the Double Materiality Assessment

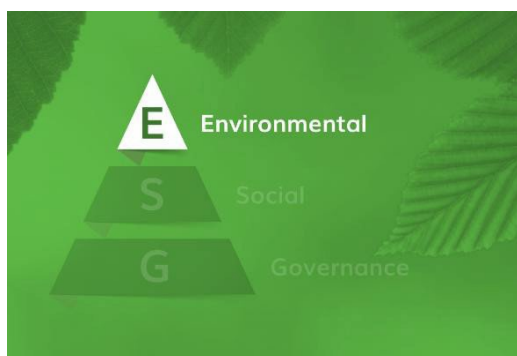
Unit4's DMA was conducted in accordance with **EU sustainability reporting principles**, with the support of an **independent third party**. The analysis covered our value chain and involved engagement with internal and external stakeholders. Through this process, **seven ESRS sustainability standards were identified as material**, along with two sector-specific topics.

ESRS Standard	Number of Material IROs (Impact Materiality)	Number of Material IROs (Financial Materiality)
E1 (Climate Change)	4	5
E3 (Water & Marine Resources)	1	1
E5 (Resource Use & Circular Economy)	2	0
S1 (Own Workforce)	10	5
S2 (Workers in Value Chain)	2	0
S4 (Consumers & End Users)	3	2
G1 (Business Conduct)	2	0
Sector-Specific Topics	2	2

## Next Steps & Future Outlook

The completion of our first Double Materiality Assessment marks a critical milestone in Unit4's ESG journey. This process has identified the key focus areas that will shape our sustainability strategy moving forward.

In 2025, we will update our assessment to ensure ongoing alignment with evolving regulatory expectations and stakeholder priorities, reinforcing our commitment to transparency, accountability, and long-term sustainable value creation.



## Driving Sustainable Innovation and Reducing Our Carbon Footprint

At Unit4, we recognize that environmental stewardship is a critical component of our sustainability journey. In this section, we outline our commitment to addressing climate change, reducing greenhouse gas (GHG) emissions, and implementing sustainable

practices across our operations. We will discuss our current emissions profile, key initiatives in emissions reduction, the role of digital innovation in driving a greener future, and our broader efforts to embed environmental responsibility in every aspect of our business.

### Climate Change & Greenhouse Gas (GHG) Emissions at Unit4

At Unit4, we recognize the urgent need for action in addressing climate change. Since 2021, we have actively measured and reported our Scope 1, 2, and 3 GHG emissions, continuously refining our methodology to improve accuracy and transparency. This year, we are taking a significant step forward by partnering with a third-party organization to establish clear and science-based emission reduction targets. Our goal is not just to track emissions but to actively work towards reducing them in a structured and measurable way.

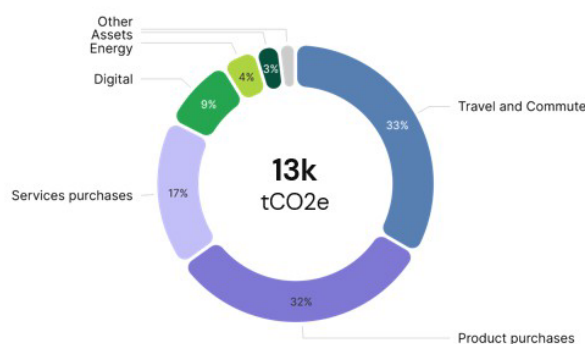
In 2024, our total emissions amount to 13,000 tCO<sub>2</sub>e, with the vast majority—98%—falling under Scope 3. This category includes emissions generated by business travel, purchased goods, and services, areas that require close collaboration with suppliers and partners to drive reductions. Scope 1 emissions, which stem from direct company operations, account for 77 tCO<sub>2</sub>e, while Scope 2, which includes purchased electricity, contributes 126 tCO<sub>2</sub>e.



### General overview

#### RESULTS BY ACTIVITY

Total emissions of Unit4, by activity (% tCO<sub>2</sub>e)



	Absolute tCO <sub>2</sub> e	Per employee tCO <sub>2</sub> e/employee
<b>Travel and Commute</b>	4.3k	1.7
<b>Product purchases</b>	4.1k	1.6
<b>Services purchases</b>	2.2k	0.9
<b>Digital</b>	1.1k	0.4
<b>Energy</b>	526	0.2
<b>Assets</b>	359	0.1
<b>Others**</b>	250	0.1

Breaking down our emissions by activity, business travel and commuting represent the largest share, contributing 4,300 tCO<sub>2</sub>e—approximately 33% of our total footprint. Product



purchases, which include hardware and infrastructure investments, follow closely at 4,100 tCO<sub>2</sub>e, making up 32% of our emissions. Service purchases, such as outsourced operations and consultancy, contribute 2,200 tCO<sub>2</sub>e, while digital operations, including cloud services and IT infrastructure, account for 1,100 tCO<sub>2</sub>e. Energy consumption from office spaces remains a relatively small at 526 tCO<sub>2</sub>e, while assets and other activities, including office equipment, contribute a combined 609 tCO<sub>2</sub>e.

Unit4 has already implemented several initiatives to reduce our carbon footprint. One of our key commitments is to halve business travel compared to pre-pandemic levels, recognizing that remote collaboration tools allow us to maintain efficiency while significantly reducing emissions. Additionally, we have introduced an e-waste recycling program, ensuring that outdated electronic devices are disposed of responsibly rather than contributing to environmental harm.

A critical aspect of our sustainability strategy is our reliance on energy-efficient data centers, which are fundamental to our cloud-based software solutions. We work with four main providers, all committed to carbon neutrality and renewable energy adoption. Microsoft Azure has been carbon neutral since 2012 and aims for 100% renewable energy by 2025. Conapto has operated on 100% renewable energy since 2009 and became carbon neutral in 2019. Both OVH and AWS have set ambitious targets to achieve 100% renewable energy by 2025, aligning with our commitment to a more sustainable digital infrastructure.

### **Digital Innovation for a Greener Future**

At Unit4, our commitment to sustainability extends beyond reducing our own emissions. We leverage our ERP software solutions to help clients optimize their operations, reduce waste, and improve energy efficiency. Our platforms enable organizations to track and analyze resource consumption, thereby identifying opportunities for cost savings and environmental improvements. By integrating sustainability metrics into our solutions, we empower customers to make data-driven decisions that support green practices, promote the circular economy, and reduce their overall environmental impact.

### **Environmental Stewardship in Our Operations**

Environmental sustainability is woven into every facet of our operations. In addition to adopting energy-efficient technologies and practices within our offices, we are actively investing in initiatives that promote green transportation, waste reduction, and sustainable procurement. Our offices incorporate energy-saving designs and practices, while our partnerships with vendors emphasize renewable energy and eco-friendly solutions. These efforts not only help lower our operational emissions but also set a benchmark within the industry for responsible, forward-thinking business practices.

By continuously improving our emissions tracking and reduction strategies, Unit4 is committed to meaningful climate action. We recognize that sustainability is an ongoing journey, requiring constant evaluation and adaptation. As we work with third-party experts to set firm reduction targets, we remain focused on creating lasting change, minimizing our environmental impact, and contributing to a more sustainable future for our employees, customers, and the broader community.



## Fostering an Inclusive and Empowering Workplace

### Diversity, Equity, and Inclusion at Unit4

At Unit4, we firmly believe that diversity, equity, and inclusion (DEI) are not just moral imperatives—they are fundamental drivers of innovation, collaboration, and long-term success. Our approach is grounded in the principle that diverse perspectives fuel fresh ideas, and an inclusive culture empowers employees to thrive. We understand that fostering an inclusive environment where everyone is respected and valued enhances creativity, strengthens teamwork, and contributes to better decision-making.

### Our Commitment to DEI

We are committed to continuously evolving our DEI practices, ensuring that they align with our broader ESG goals. Unit4 is dedicated to breaking down barriers, addressing inequalities, and creating a workplace where all employees feel a sense of belonging and empowerment. Our efforts focus on making DEI an integral part of our culture, leadership, and overall business success.

### Empowering Our People

Unit4's success is built on the talent and dedication of our employees. At the heart of what we do lies a simple yet profound purpose: *Improve how people work by focusing on what truly matters.* — A powerful statement that enables different priorities for different people.

This is why we prioritize their **career development, well-being, and engagement** through initiatives that foster **autonomy, learning, and growth.**

- **Leadership & Growth** – Our **Leaders' Forum** strengthens leadership across all levels, equipping managers to support and develop their teams effectively.
- **Transparent Communication** – We encourage open dialogue between employees and leadership to ensure that all voices are heard and valued.
- **Learning & Development** – Our **e-learning programs, training sessions, and on-demand learning platforms** empower employees to upskill and grow.

### E-Learning & Training

To foster awareness and understanding of DEI, all employees are required to complete our **Diversity & Inclusion (D&I) e-learning course** as part of their mandatory compliance training. Through this course, employees:

- ✓ Understand the significance of **creating an inclusive work environment**
- ✓ Learn to **recognize unconscious bias** and its impact
- ✓ Become **more knowledgeable about DEI initiatives** and their role in driving inclusivity

In addition to internal training, employees have access to **LinkedIn Learning** for continued professional development.



### Flexible Working with Fusion

Recognizing that flexibility is essential to a thriving workplace, we introduced **Fusion**, our modern approach to flexible working.

#### Fusion is built on three key principles:

- ✓ **Flexibility First** – Employees have the autonomy to structure their work in a way that suits their role and productivity.
- ✓ **Connected Collaboration** – While remote work is embraced, in-person interactions remain essential for teamwork and innovation.
- ✓ **Outcome-Driven Approach** – Success is measured by results and impact, not hours worked or office presence.

With **Fusion**, we aim to create an environment where all employees—regardless of location, background, or personal circumstances—feel valued, included, and empowered to thrive.

### Employee Resource Groups (ERGs)

Unit4 has launched **Employee Resource Groups (ERGs)** to promote diversity and inclusion, foster community, and drive meaningful change.



WOMEN  
AT UNIT4



PEOPLE  
OF COLOR  
AT UNIT4



MENTAL HEALTH  
AND ACCESS  
AT UNIT4



PRIDE  
AT UNIT4

Each ERG is supported by an **executive sponsor**, reinforcing its importance and alignment with our company values. These groups play a vital role in:

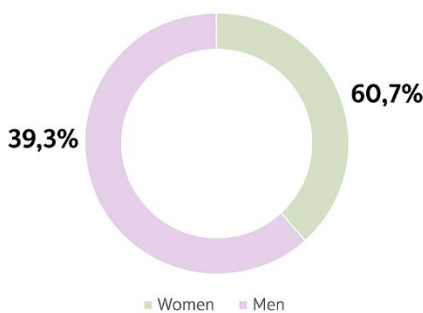
- ✓ Providing feedback on policies and culture
- ✓ Helping attract and retain diverse talent
- ✓ Raising awareness through events and initiatives
- ✓ Creating a **psychologically safe space** for employees to share experiences

### Act4Good – Give a little, and you give a lot

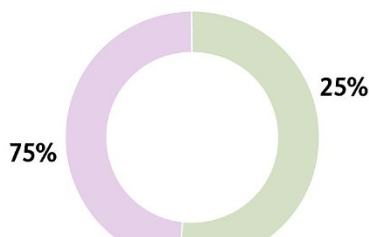
Through our Act4Good initiative, we empower our people to dedicate time to causes they care about, from local foodbanks to global conservation efforts. Whether it's a beach clean-up, a farm volunteer week, or mentoring youth, every action adds up. Our Act4Good anniversary program celebrates milestone moments by offering unforgettable volunteer experiences in partnership with nonprofits across Europe. With over 180 participants and a 100 NPS score, the impact is clear: giving back brings us together, strengthens our values, and drives real change—one good act at a time.

### Gender Equality & Representation

As a **technology company**, Unit4 operates in an industry that has historically been **male-dominated**. While our gender distribution reflects broader industry trends, we are committed to increasing **diverse representation and equity**.



Board members gender distribution 2024



## Our Progress & Goals

- **Women at Unit4:** 39.3% of our global workforce is female.
- **Leadership Targets:** We aim for **40% women company-wide and 35% in leadership by 2026** (from a **38% and 31%** baseline in 2022).
- **Board Representation:** Our Board of Directors reflects our commitment to leadership diversity.

## Gender Pay & Fair Compensation

Unit4 ensures **fair and competitive compensation** through **role benchmarking**, preventing gender pay disparities. We do not base salaries on previous pay history, recognizing that women often face systemic wage gaps in the job market.

## Female Health Services

Unit4 is proud to introduce a **new benefit supporting female health**, available to employees and their partners. This program offers:

- ✓ **Fertility & Family Support** – Including **preconception counseling, egg freezing, IVF/IUI support, adoption, and surrogacy guidance.**
- ✓ **Menopause & Ongoing Care** – Access to **OBGYNs, mental health specialists, career coaches, and nutritionists.**

By providing **personalized support and resources**, we aim to help employees balance their health and careers seamlessly.

## Our Commitment to an Inclusive Future

At Unit4, we are committed to fostering a workplace where **all employees can thrive**. Our leadership team has defined a **clear action plan** with measurable DEI targets, continuous improvement strategies, and employee-driven initiatives.

*“Our extraordinary people experience and fresh ideas are fueled by people’s differences. Diverse backgrounds and identities make up our global culture. We celebrate that culture every day: a culture where you feel like you belong without having to conform, where your contribution matters, and where everyone has the opportunity to inspire.”*



## Strengthening Leadership and Accountability for a Sustainable Future

In 2024, Unit4 enhanced its sustainability governance framework to ensure greater accountability, transparency, and alignment with evolving regulatory requirements. Recognizing the growing importance of Environmental, Social, and Governance (ESG) factors, we've taken significant steps to integrate sustainability into our corporate decision-making processes, positioning ESG as a critical driver of long-term business success.

Key governance developments include:

- Appointment of an ESG Compliance Manager: To oversee regulatory adherence, manage reporting obligations, and ensure alignment with the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS).
- Creation of an ESG Steering Committee: Comprising senior executives and cross-functional leaders, this committee ensures board-level oversight of sustainability strategies and risks, driving long-term ESG goals across the organization.
- Integration of ESG into Risk Management: We have incorporated ESG considerations into our risk management frameworks, reinforcing sustainability as a core element of Unit4's resilience and future-proofing our business.

### Expanding the Role of the ESG Steering Committee

Looking ahead to 2025, the ESG Steering Committee will expand its remit beyond CSRD compliance to develop a broader ESG strategy, reflecting our commitment to integrating sustainability across all business areas.

The Committee, working in close collaboration with the Global Leadership Team (GLT), plays a pivotal role in shaping and overseeing Unit4's ESG strategy, ensuring it aligns with global sustainability standards and addresses industry-specific challenges.

By expanding the role of the ESG Steering Committee and deepening our commitment to sustainability governance, Unit4 is embedding ESG principles into its core business strategy, ensuring resilience, transparency, and long-term value creation for all stakeholders.



## Upholding Integrity and Sustainability: Our 2024 Code of Conduct

In 2024, we reinforced our commitment to ethical business practices, responsible corporate citizenship, and sustainable growth through the adoption of our newly updated Code of Conduct. This enhanced framework reflects our dedication to Environmental, Social, and Governance (ESG) principles, ensuring that integrity, transparency, and accountability remain at the core of our operations.

Our Code of Conduct sets clear expectations for ethical behavior across all levels of the organization, emphasizing respect for human rights, environmental responsibility, and fair business practices. It aligns with our broader ESG strategy by integrating sustainability considerations into decision-making, promoting diversity and inclusion, and reinforcing our stance against corruption and unethical conduct.

The Code explicitly outlines the ethical standards we expect from all employees, partners, and stakeholders. It emphasizes respect for human rights, environmental responsibility, and fair business practices, while encouraging diversity and inclusion. To further strengthen our ethical framework, the Code includes a zero-tolerance policy toward corruption and bribery. This policy ensures that all business dealings are conducted in a fair and transparent manner, both internally and externally, reinforcing our commitment to lawful and ethical practices in all the markets where we operate.

We have also implemented robust whistleblowing mechanisms as part of our commitment to integrity. These channels are designed to be confidential and secure, ensuring that individuals can report issues without fear of retaliation. This mechanism strengthens our commitment to fostering a corporate culture where transparency, honesty, and responsibility are paramount.

By embedding ESG values into our corporate culture, our Code of Conduct not only guides our employees, partners, and stakeholders in making responsible choices but also strengthens our long-term resilience and positive impact on society. This commitment reflects our belief that strong governance and ethical leadership are fundamental to building a sustainable and successful future.

## Responsible AI Integration as a Pillar of Sustainable Innovation

At Unit4, we view the integration of Artificial Intelligence (AI) not only as a driver of operational efficiency but as a key component of our broader sustainability and governance agenda. As AI technologies increasingly influence the way organizations function, it is essential that their development and application are rooted in ethical, transparent, and people-centered principles. That is why Unit4 has established a comprehensive AI governance framework designed to ensure our use of AI aligns with our core values and

ESG commitments.

Our framework is anchored by a set of guiding principles that promote human oversight, robust security, data privacy, and fairness. We are committed to ensuring that no decisions with significant business or human impact are made solely based on AI outputs. Instead, human judgment remains central, preserving accountability and ethical decision-making. Data governance is equally prioritized, with strong controls in place to respect user privacy and comply with all relevant legal and contractual obligations.

Transparency is another foundational value in our approach. We openly communicate the role and functionality of AI tools used across our products and services, reinforcing trust with our stakeholders. To address systemic and computational biases, we implement proactive bias identification and mitigation strategies, ensuring AI solutions are fair and equitable. Furthermore, we maintain compliance with a constantly evolving legal landscape through the efforts of a specialized legal team that monitors global regulatory changes.

Governance structures at Unit4 support the operationalization of these principles. Our AI Committee, a cross-functional body, oversees compliance with our AI Policy and ensures alignment with sustainability goals. An AI Product Development Review is integrated into our design processes, and all AI tools are evaluated for ethical impact before deployment. These structures are complemented by established privacy and security programs that safeguard sensitive information throughout its lifecycle.

By embedding responsible AI practices into our corporate DNA, Unit4 not only embraces the transformative potential of technology but does so in a way that advances long-term sustainability.

### **Data Security and Compliance: Safeguarding Our Stakeholders' Trust**

Unit4 is deeply committed to ensuring the highest standards of data security and compliance, which are essential to safeguarding the trust of our customers and stakeholders. The company holds ISO 27001 certification, an internationally recognized standard for information security management systems (ISMS), which demonstrates our robust approach to managing sensitive data and mitigating risks. Additionally, Unit4 complies with ISO 22301, ensuring business continuity management and operational resilience in the face of disruptions.

These certifications not only highlight our commitment to transparency and accountability but also align with our broader ESG strategy. By prioritizing secure data handling and risk management, Unit4 contributes to a secure digital environment, fostering long-term trust and responsible stewardship of resources. Our commitment to maintaining high security and compliance standards is integral to upholding the values of integrity, resilience, and sustainability in all aspects of our business operations.

### **Procurement & Supply Chain Governance**

At Unit4, our procurement process is a vital component of our ESG strategy, ensuring that our supply chain aligns with our sustainability and ethical standards. We actively screen and evaluate the social and environmental performance of our suppliers, including assessing their carbon emissions and risk management practices, to ensure responsible sourcing. Our commitment extends to integrating locally based suppliers, reinforcing our support for regional economies and sustainability. Although we do not conduct physical supplier visits,



we utilize comprehensive surveys—including pre-qualification, Artificial Intelligence (AI), and ESG questionnaires—to continuously monitor and improve our supply chain performance. This robust framework is underpinned by our Global Procurement Policy, along with the Key Contractual Principles for Supplier Contracts, the Modern Slavery and Human Traffic Statement, and the Business Partner Code of Conduct, which also covers contractor management. Together, these policies and practices underscore our dedication to ethical procurement and sustainable supply chain governance.

## GHG Appendix

Scope	Name	tCO2e	
1.1	Generation of electricity, heat or steam	2	
1.2	Transportation of materials, products, waste, and employees	45	
1.3	Physical or chemical processing	-	EXCLUDED : Category is not relevant for the company
1.4	Fugitive emissions	31	
2.1	Electricity related indirect emissions	123	
2.2	Steam, heat and cooling related indirect emissions	3	

Scope	Name	tCO2e	
3.1	Purchased goods and services	7565	
3.2	Capital goods	359	
3.3	Fuel- and energy- related activities not included in Scope 1 or Scope 2	53	
3.4	Upstream transportation and distribution	16	
3.5	Waste generated in operations	21	
3.6	Business travel	3470	
3.7	Employee commuting	748	
3.8	Upstream leased assets	362	
3.9	Downstream transportation and distribution	-	EXCLUDED : Category is not relevant for the company
3.10	Processing of sold products	-	EXCLUDED : Category is not relevant for the company
3.11	Use of sold products	-	EXCLUDED : Category is not relevant for the company
3.12	End-of-life treatment of sold products	-	EXCLUDED : Category is not relevant for the company
3.13	Downstream leased assets	-	EXCLUDED : Category is not relevant for the company
3.14	Franchises	-	EXCLUDED : Category is not relevant for the company
3.15	Investments	-	EXCLUDED : Category is not relevant for the company
4.1	Other emissions - Emissions from biomass (soil and forests)	-	EXCLUDED : Category is not relevant for the company

# Scope 1&2

Scope	tCO2e	tCO2b	CO2f*	CH4f*	CH4b*	N2O*	Other GHGs*
1.1	2	0	2	0.2	0	0.06	0.02
1.2	45	0	31	4	1	9	0
1.3	-	-	-	-	-	-	-
1.4	31	0	0	0	0.06	0.5	30
2.1	123	0	104	7	6	6	0
2.2	3	0	3	0.5	0.1	0.2	0

# Scope 3

Scope	tCO2e	tCO2b	CO2f*	CH4f*	CH4b*	N2O*	Other GHGs*
3.1	7565	0	6565	660	1	245	95
3.2	359	0	359	0	0	0	0
3.3	53	0	38	11	0.8	5	0.006
3.4	16	0	14	1	0	1	0
3.5	21	0	16	2	0	4	0
3.6	3470	0	3009	238	0.4	222	0
3.7	748	0	643	21	8	61	15
3.8	362	0	355	3	1	1	1
3.9	-	-	-	-	-	-	-
3.10	-	-	-	-	-	-	-
3.11	-	-	-	-	-	-	-