



2023 Environmental, Social & Governance Impact Report



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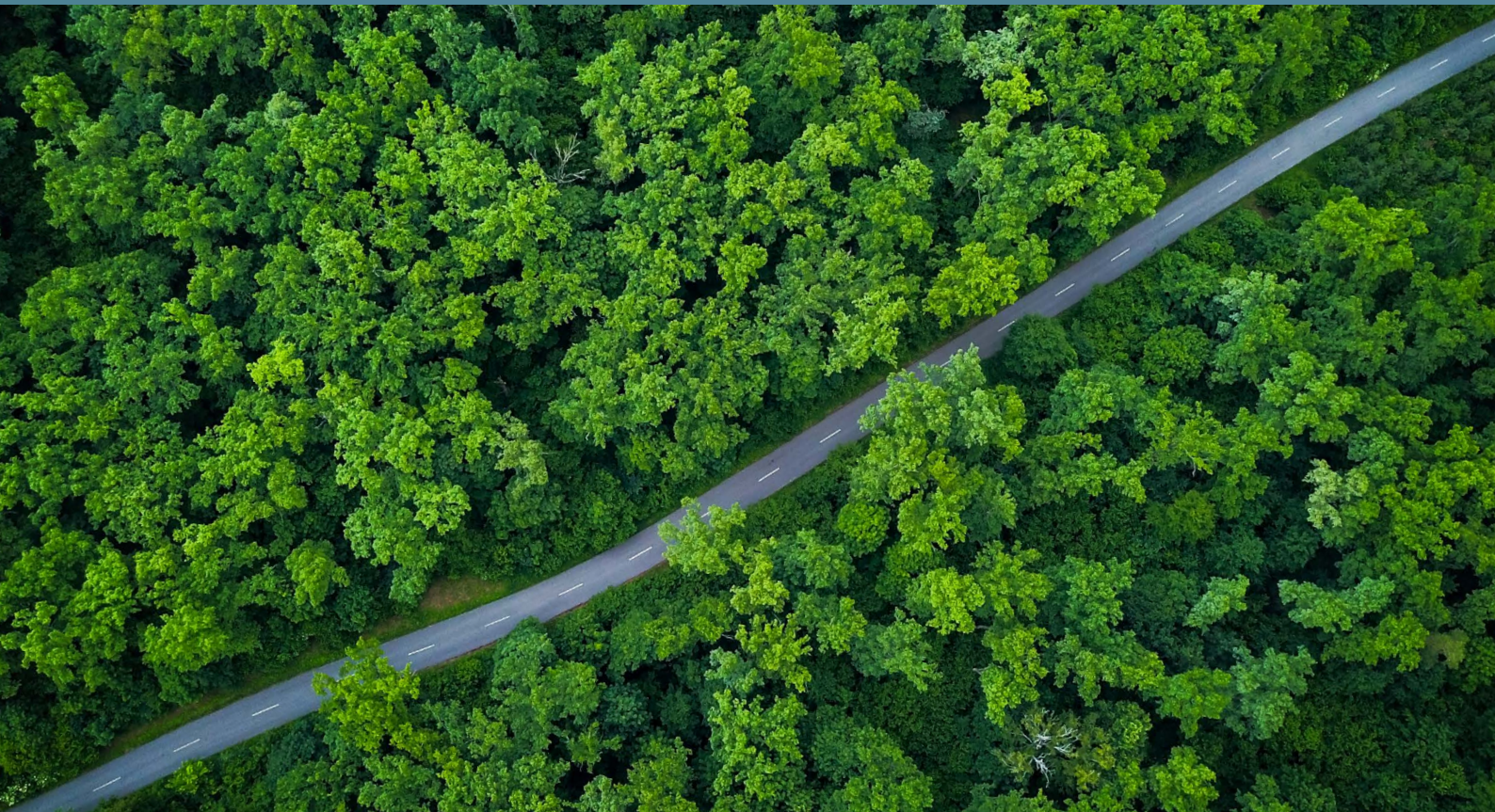
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Foreword from the CEO



“Considering global supply chain challenges and economic uncertainty, JAGGAER is exceeding traditional procurement expectations by leveraging ESG principles. I’m thrilled to help lead the digital transformation in source-to-pay processes for JAGGAER’s thousands of global customers and partners. Our latest ESG Impact Report sets out how we have further enhanced our best-in-class ESG offering for customers, created an engaging environment for our talent, and established ambitious environmental targets in 2023.”

– **Andy Hovancik, Chief Executive Officer**



As Leaders in Autonomous Commerce - we are embedding ESG in procurement.

This is our third Environmental, Social and Governance Impact Report, that outlines how ESG forms an integral part of our Autonomous Commerce journey.

2023 Highlights



2023 Emissions figures



Science Based Target Initiative (SBTi) on track

156%

Increase in Volunteering Uptake



Award: Best-In-Class Employer Award for North America



EcoVadis Certificates



Updated Information Security Policy, including responsible AI



UN GC Signatory

JAGGAER Overview

Procurement that works for you, your budget, and the planet

At JAGGAER, we are transforming the way businesses conduct enterprise commerce. We streamline the experience between buyers, suppliers, and partners. As leaders in the Autonomous Commerce revolution, we have embedded ESG best practices in our operations, products and services.

Autonomous Commerce is a journey — a transformation from tactical purchasing to an automated self-governing B2B commerce experience. We have a clear plan to evolve our platform into a self-governing community where talented workforce can focus on high value, strategic work, such as ensuring that ESG criteria are always automatically built into sourcing, supplier management and purchasing decisions.

JAGGAER Facts and Figures

1,200

Global Employees

\$2.8T

Annual Spend Management

+1,400

Customers with Average Tenure >6 Years

+13M

Suppliers on Platform

4M

Users on Platform

+28

Years in Business



Americas



APAC



EMEA

Embedding ESG

The Commitment from our Shareholder, Cinven

Our shareholder, Cinven, is a signatory to the United Nations Principles for Responsible Investment (UNPRI). Cinven sets high expectations with respect to ESG for its portfolio companies, and at JAGGAER we aim to uphold best practices and follow guidelines set by Cinven when it comes to our ESG approach, as demonstrated by the efforts outlined in this report.

When sourcing and assessing prospective investment opportunities, and subsequently during its funds' ownership period, Cinven seeks to invest in, and build, businesses that are:

- Mitigating and adapting to climate change
- Ensuring the efficient and sustainable use of resources
- Following responsible production and consumption practices
- Embedding inclusion and diversity into their strategy and operations
- Upholding best-in-class moral, ethical, governance and labor standards

This report outlines JAGGAER's progress on its ESG practices. While pursuing and continuously developing our ESG practices, we have the full support and encouragement of Cinven.



Cinven



Mission, Vision & Values



Mission

“We are leaders in Autonomous Commerce driving customer value for buyers and sellers through our globally connected network.”

At JAGGAER, we create efficient and effective procurement. We drive sustainable procurement from sourcing goods and services, through to payment.

By simplifying and streamlining procurement, JAGGAER is enabling and supporting customers and stakeholders in the pursuit of ESG objectives.



Vision

Our portfolio of solutions provides customers and partners with the most intelligent, transparent, and frictionless commerce in the markets they serve – making us an ESG enabler.



Values

Be Collaborative
Be Accountable
Be Adaptable



Our ESG Corporate Governance



“We all recognize that ESG is a journey, not a destination, and JAGGAER has demonstrated both progress and determination in meeting specific targets over the course of the past year. JAGGAER has been living and breathing the cultural value to be adaptable by embracing changing customer demands, regulations, and expectations for innovation with products, partners, and processes.”

- Jeff Laborde, Chief Financial Officer and ESG Sponsor

JAGGER has a fully developed ESG Governance structure. Our Global ESG Manager is responsible for the development, execution, and continuous improvement of our ESG strategy and initiatives, as well as for engaging with our key internal and external stakeholders.

The ESG Taskforce is made up of our senior management committee, chaired by the Global ESG Manager. The Taskforce provides senior management oversight and drives continuous improvement towards ESG initiatives. The Taskforce has regular bi-monthly meetings reviewing Ethics, Labor & Human Rights, Sustainable Procurement, Environment and Product ESG topics.

Our CFO is our Executive ESG Sponsor, overseeing global ESG strategy and reporting to the CEO. He collaborates with the Executive Leadership Team, ESG Taskforce and ESG Manager to establish and implement initiatives. Under the CEO’s direction, the company undertakes initiatives to protect the environment, enhance social practices, and maintain ethical standards in our operations, as well as promoting

good ESG practices for our customers through our products and services.

In 2022, the Board of Directors created an ESG Committee to oversee our program and assist the Board in accountability for our strategy. The committee consists of at least three directors appointed by the Board and meets quarterly, chaired by a non-executive director.



External Validation of JAGGAER Sustainability Performance

Outside of our own governance structure, JAGGAER also relies on independent third-party assessments. EcoVadis¹ is one of the most trusted independent corporate sustainability rating providers, used by over 90,000 companies worldwide to measure their absolute and relative sustainability performance across four key pillars: Environment, Ethics, Labor & Human Rights, and Sustainable Procurement.

The EcoVadis platform is also useful for benchmarking our performance against other companies. At JAGGAER we regularly review our sustainability performance in the industry, and **in 2023 we were awarded a Silver Medal for our overall sustainability rating, putting us in the top 9% of the 'Data processing, hosting, and related activities industry', and the top 20% of all companies EcoVadis rated in that year.** Our highest

score was in the sustainable procurement section, coming out in the top 6% of all companies undergoing assessment in the same industry. The improvement from a 2022 Bronze Rating to the 2023 Silver Medal validates our commitment to building and improving our sustainability practices.

JAGGAER France undertook their own EcoVadis assessment at a local level and also received a Silver Medal in 2023.

For the second year in a row in 2023, JAGGAER was named **'Best in Class Employer'** by **Gallagher**, a global insurance brokerage, risk management and consulting service. The award was given based on our strategic investment in employee benefits, compensation, retirement, and employee communication.



¹ <https://ecovadis.com/>

Materiality Assessment

JAGGAER is focused on the environmental, social and governance topics where we have the biggest impact, and those that hold the greatest importance to our internal and external stakeholders. This process involves undertaking a materiality assessment every two years, or when there is a material operational change, to define the topics that matter most to our organization and our stakeholders. These topics then serve as a foundation for alignment of a successful ESG strategy with JAGGAER’s long-term growth priorities. In 2023, we reviewed our material ESG topics and found that they remained the most material and relevant to our business.

In 2024, we plan to undertake a double materiality assessment. This will provide more comprehensive insights into the organization’s outward influence on society and the environment, as well as how the environment and society impact the organization as a whole – from finance to customer engagement and from supply chains to future growth.

Matrix of material topics from internal assessment



Importance to Business Success

■ Social ■ Governance ■ Environmental

JAGGAER as an ESG Exemplar

“ESG is a journey, and not a destination.”

We are proud to call ourselves ESG enablers, but we cannot be enablers without being an exemplar first. Our holistic approach to ESG topics considers not only our own impact on society and the environment but the impact of our customers and vendors. Underpinning our ESG Principles are the UN Sustainable Development Goals. We have identified the goals that most align with our core values and ESG strategy:

JAGGAER Principles:

Principle 1: Equality

We aim to eliminate all forms of discrimination based on gender, nationality, race, disability, age, religion, political affiliation or sexual orientation. [SDG 5, 10]

Principle 2: Diversity and Inclusion

We aim for our company to be highly inclusive, open, and welcoming to all people and take the positive steps necessary to help drive towards this. [SDG 5, 10]

Principle 3: Respect of Human Rights

We respect the human rights of our employees and those people working for our partners and suppliers, including the right to a private and family life. [SDG 3, 5, 8, 10]

Principle 4: Climate Action

We act responsibly with respect to the environment, our impact on the climate and the use of natural resources. [SDG 12, 13]

Principle 5: Compliance

We comply with the letter and the spirit of the law, wherever it applies. [SDG 8]

Principle 6: Adequate Corporate Governance

We train our employees to be mindful of governance issues such as bribery, aiming to maintain the highest ethical standards in all our business dealings. [SDG 8]

Principle 7: Continuous Improvement

We recognize that ESG is a journey and not a destination, and we actively monitor industry guidelines and best practices in the spirit of continuous improvement. [SDG 8]

We are signatories of the United Nations Global Compact (UNGC) and use their guiding principles to implement universal sustainability principles across our operations and across our global footprint. Also, we will be reporting on our progress against the ten universal principles of UNGC, covering human rights, labor, environment, and anti-corruption.²

Additionally, the UN Sustainable Development Goals, which have been included in each section of this report, underpin our approach to tracking JAGGAER's progress in ESG.



² <https://unglobalcompact.org/what-is-gc/mission/principles>

Environmental Impact

During 2023 we had our carbon reduction targets verified by the Science-based Targets Initiative (SBTi), which led to the establishment of JAGGAER's new Plan Zero ambition and targets - further elaborated within this section.

Greenhouse Gas (GHG) Emissions

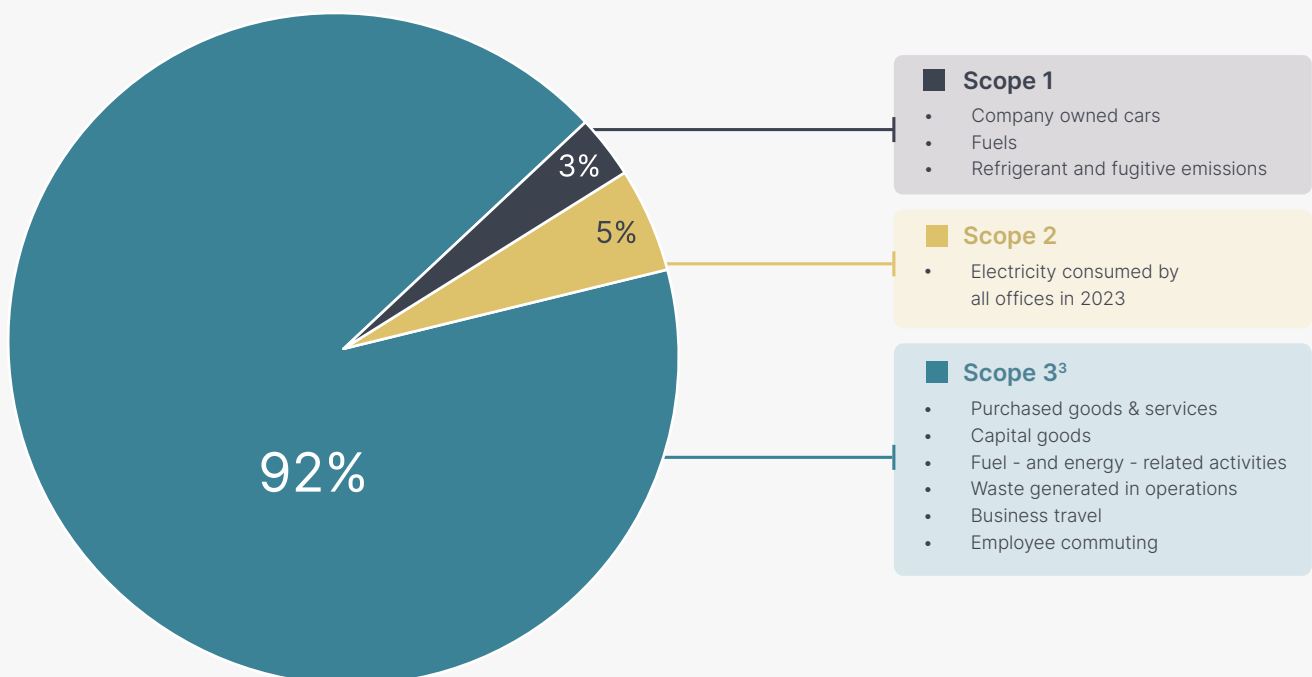
The nature of our operations as a software development company is not as carbon intensive as manufacturing, travel or some other industries. Nonetheless, we believe as a responsible business that we should take action to reduce our direct and indirect emissions. We measure ourselves against an established GHG emissions calculation methodology based on the Greenhouse Gas Protocol – a globally recognized carbon accounting standard.

We have been calculating our Scope 1, Scope 2 and Scope 3 GHG Emissions since 2021, and where possible, we use actual or activity-based data. If that data is unavailable, we opt for spend-based data.

Our total GHG emissions in 2023 were 8,699 tonnes CO₂e. The majority of emissions come from Scope 3 (92%) while Scope 1 and Scope 2 emissions account for 3% and 5% respectively

JAGGAER 2023 GHG Emissions by Scope - tCO₂e

Our calculations include the following categories within each emission's scope:



³ These are all upstream activities that create our Scope 3 indirect GHG emissions. Employee commuting calculated for internal purposes only, not part of the SBTi GHG Inventory.

Year-on-year GHG Emissions⁴ (in tonnes of CO₂e)

Emissions	2023	2022	2021
Scope 1	227	444	400
Scope 2	424	948	503
Scope 3	8,048	10,981	13,322
Total GHG Emissions	8,699	12,373	14,224

	2023	2022	2021
Energy consumption - electricity & heating (MWh)	1,224	2,589	1,699
Energy intensity - carbon (CO ₂ e per employee)	0.35	0.74	0.48
Energy intensity – electricity & heating (MWh per employee)	1	2.03	1.5

We are proud to have been able to reduce our Scope 1, Scope 2 and Scope 3 GHG Emissions, and remain on track to meet our SBTi targets. We have achieved a 28% reduction in overall Scope 1 and Scope 2 emissions compared to 2021.⁵

Furthermore, we reduced our Scope 3 emissions – our largest emissions category – by 40% compared to our 2021 baseline. This is partly due to the migration of our services to a third-party cloud-based hosting infrastructure provider, Amazon Web Services (AWS), which is expected to be 100% powered via renewable energy by 2025. With Scope 3 forming such a large part of our overall emissions, it is important that we take ownership of engaging with suppliers and vendors for accurate data where we can. Working with AWS means we can use actual data rather than the spend-based data used for previous calculations.

We also developed a Plan Zero that is now coming into effect in order to keep reducing overall carbon footprint. (see pg. 15 of this report)

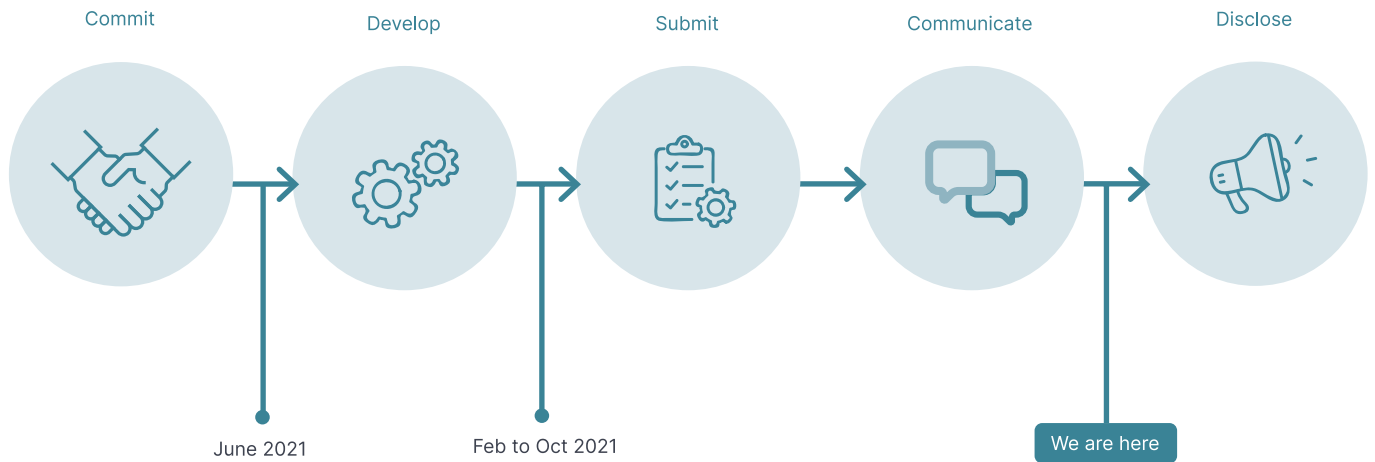


⁴ Location based method was used for Scope 2. Recalculations for 2022 data were made due to changes in methodology. The increase in Scope 2 Emissions in 2022 is mainly due to the reopening of our Morrisville office in 2022.

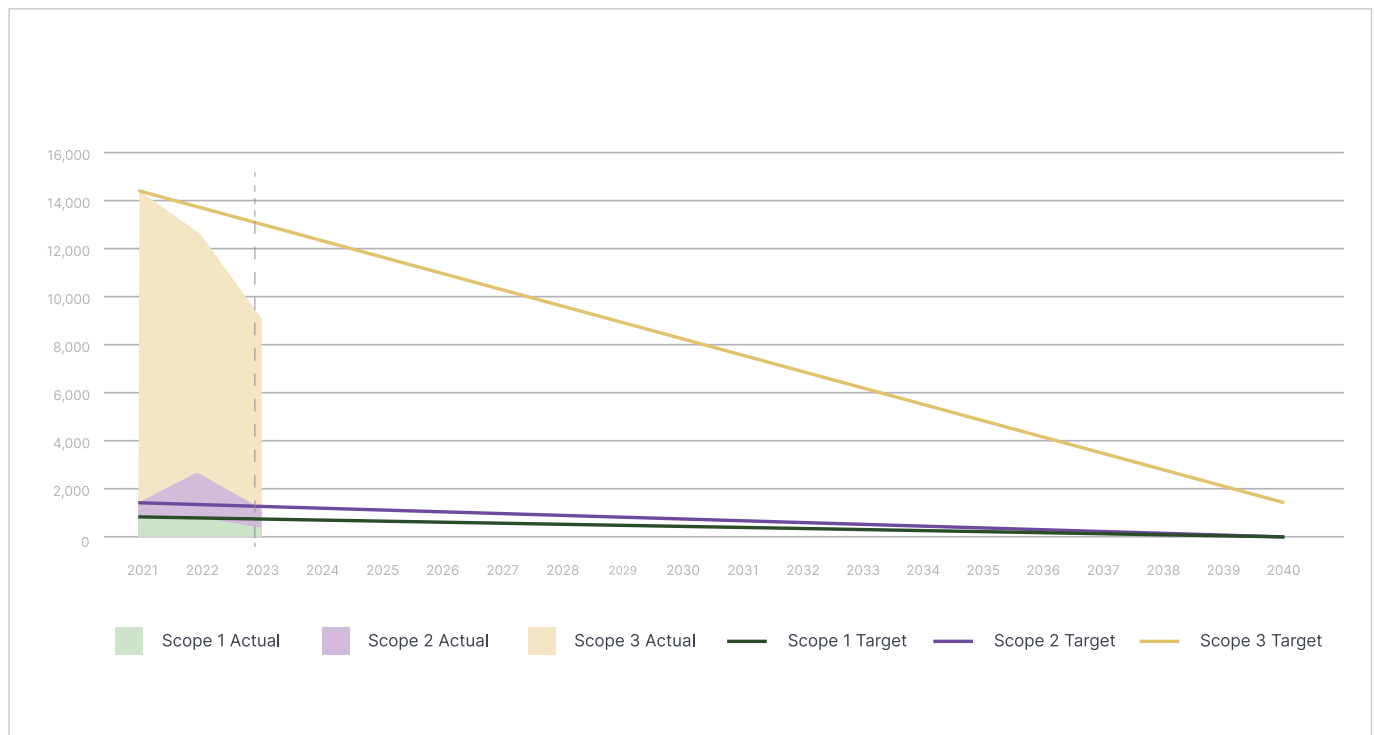
⁵ Part of the drop in Scope 1 emissions in 2023 is due to more accurate input data compared to 2022. Scope 2 emissions are due to the reduction and/or closure of our offices in the US.

Science-Based Targets Initiative

In 2023 our science-based GHG reduction targets were verified by the Science-Based Targets Initiative (SBTi), and we are now communicating our progress against those targets. The SBTi is a global initiative that defines and promotes the best-practice target setting for emissions reductions and net zero pathways, in line with the latest scientific recommendations and the Paris Agreement.⁶



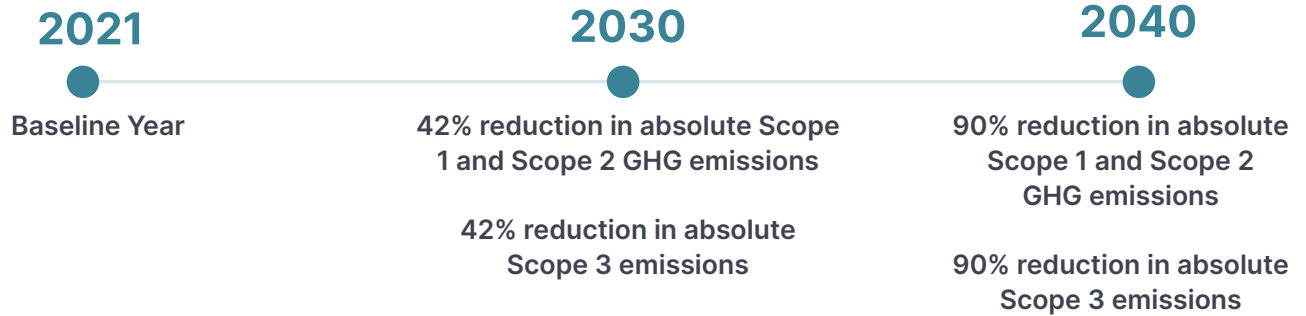
With our reduction targets now verified by the SBTi, we are happy to share that we are currently on track to meet our near-term and long-term targets overall. More progress is to be made in 2024, with Plan Zero in effect and addressing Scope 1, Scope 2 and Scope 3 emissions.



⁶ <https://sciencebasedtargets.org/target-dashboard>

Plan Zero

In 2023, we set our ambitions on becoming net zero by 2040, with the near and long-term targets laid out below. This was the crucial prerequisite required to implement Plan Zero effectively. Now, with targets externally verified and more reliable data on-hand, we can focus resources on reducing our largest sources of emissions



Plan Zero Key Focus Areas



Procuring renewable electricity for offices



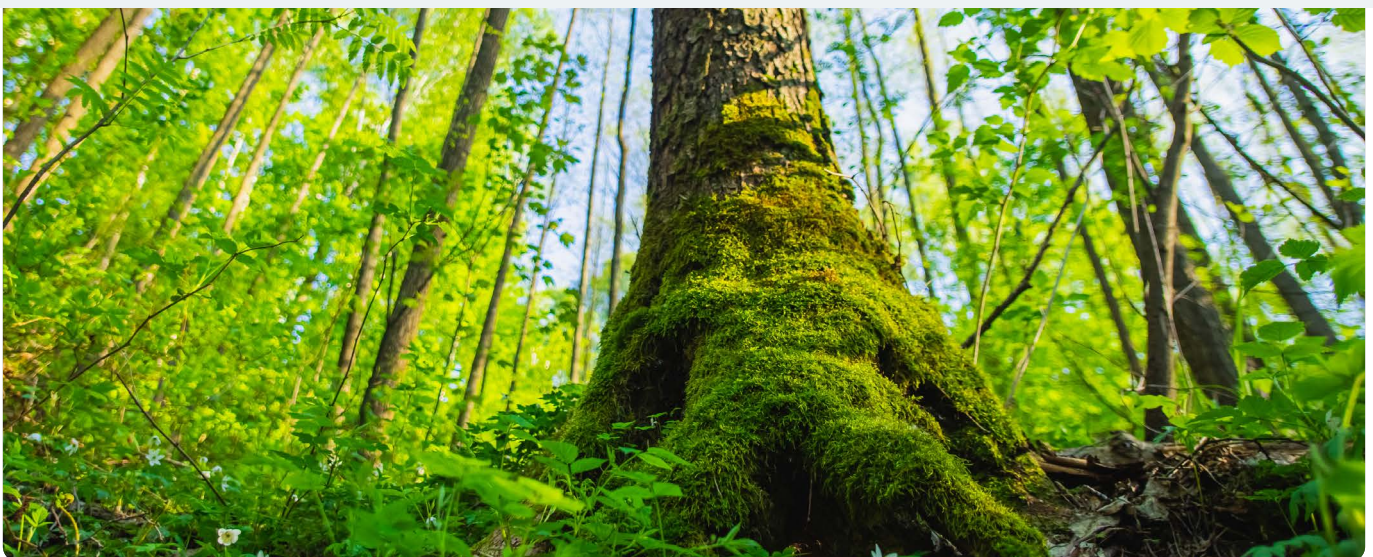
Lower emissions company fleet



Engaging with suppliers and vendors



Mindful business travel



Water, Waste and Air Pollution

As we are not a manufacturing company our impact on the environment regarding water use, waste generation and air pollution is limited. Nonetheless, we are committed to a responsible use of natural resources and aim to reduce the potential negative impact of our operations on the environment.

Our water consumption comes only from our office spaces. In 2023 we used 6,305 cubic meters of water in our offices.

Our goal is to achieve a 10% reduction of total water consumption by 2030 from a 2023 baseline.

We aim to conduct a detailed assessment of 100% of our company car fleet by 2026 assessing the potential of using more hybrid and electric vehicles, as well as reducing our overall fleet.

Given that our only contribution to air pollution is from company cars and air travel we aim to reduce NOx emissions from company cars by 15% by 2030 compared to 2023.



Our emissions of NOx in 2023 amount to 6.7 tons of NOx.



Total waste generated in our operations in 2023 is 11.5 tonnes.

By 2030 we aim to cover 100% of operational sites with waste sorting measures.

Furthermore, we aim to reduce the amount of waste generated in our operations by 10% by 2030 from a 2023 baseline.

Sustainable Office Spaces

We are proud that our Belgrade office has a LEED Gold Certification, a prestigious recognition awarded to buildings that meet high standards for environmental sustainability and energy efficiency. Our Belgrade and Madrid offices also have a WELL Health and Safety Certification, which acknowledges the rigorous health and safety standards of these buildings.

Our Vienna office has a BREEAM certification at the Outstanding level, the highest level of sustainability when it comes to BREEAM Certificates. Furthermore, it has 100% green electricity, Class A energy-efficiency, green facades, and green rental agreements. We have an ISO9000 Certification in place that covers 75% of all our operational sites.



Partnering to Restore Ecosystems

Our partnership with Reforest'Action⁷ supports the regeneration of terrestrial ecosystems across the globe. Our annual financial contribution to the project has helped restore ecosystems in Spain, Indonesia, Tanzania, France, South Africa, and Peru. Since 2019, the planting of over 9,000 trees equates to the following environmental and social benefits:

CLIMATE

1,373.4

tons of CO₂ stored in 30 years

BIODIVERSITY

27.468

shelters for animals created

HEALTH

36.642

months of oxygen generated

SOCIAL&ECONOMICS

9.156

hours of work

⁷ <https://www.reforestaction.com/contributeur/jaggaer>



Social Impact

Diversity, Equity, and Inclusion (DE&I)

A diverse, equitable and inclusive workplace helps us to better serve our customers and partners, resulting in more positive impact from JAGGAER's products and services. A culture based on mutual respect is essential to drive value through our globally connected network.

In 2023, we launched a dedicated DE&I project team to assess diversity across the business and across our networks, and work on an action plan to continuously improve.

We are committed to maintaining a diverse, inclusive, and equitable working environment for our employees. Our internal policies and practices reflect the principles of the United Nations Global Compact, meaning employment opportunities are equal to all, with no difference in treatment regardless of any protected human characteristic.⁸ Our core values of being collaborative and fostering a culture of mutual accountability with others underpin our approach to employee wellbeing, diversity, and community engagement.

"DE&I has a significant impact on our business success, as a diverse workforce with different perspectives and experiences can contribute to solving complex problems. In addition, a diverse and inclusive environment creates a sense of belonging among employees and makes them feel more engaged and connected to JAGGAER."

**- Moïra Balsan (HR Manager France & Benelux),
leader of the global DE&I project**



⁸ As defined by The Equality Act 2010, protected characteristics include: age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, and sexual orientation.

Global Workforce Diversity Targets

Our global workforce diversity targets are:

- Achieve at least 20% of female participation in Board structure until 2030.
- Achieve at least 30% of female participation the ELT, management, and overall employees by 2030.⁹

JAGGAER strives to maximize all diversity types, and while there is always room for improvement, we are proud to be leading

Metrics are from July 2023.



An Inclusive Workplace

Global Initiatives

A global Women's Network: uniting women, men and non-binary allies across diverse roles, levels, locations, and cultures willing to support and empower the women of JAGGAER.

Yearly celebration of International Women's Day across all our offices worldwide with the JAGGAER team coming together to mark the event with breakfasts, team lunches, insightful roundtables, and discussions.

Flexible/hybrid working policy: we take pride in doing things the other way around. While many companies may be slowly returning to office-working we stand firm in our commitment to our trust-based, flexible working culture. In particular, we believe this flexibility is key to supporting working parents in finding the right balance between work and personal life. In addition to our strong remote

the way and exceeding our targets with 42% of the company-wide workforce being female.

At JAGGAER, we strongly feel that diversity in the workplace is key to unlocking creativity and innovation across all functions. In 2023, our HR team created metrics to measure the progress of our DE&I goals year-on-year. We are proud to disclose the following KPI's for 2023 which demonstrate our commitments to gender equity across multiple leadership levels, and cultural and generational diversity:

work culture, in 2023 we launched a Working from Abroad Policy enabling employees to reconcile work and family/personal needs.

Mandatory online anti-harassment and bullying trainings for all employees:

Harassment and bullying threaten a respectful workplace. This course provides instruction on ways that individuals can help prevent harassment and bullying or respond to this conduct if it occurs. It also addresses retaliation against individuals who report improper conduct or assist in an investigation.

Providing a supportive work culture during Maternity and Paternity leave:

At JAGGAER, we value working parents as key to our overall company success and support new parents returning from parental leaves to reengage with their roles. We are proud of JAGGAER's numerous success stories of employees being promoted or evolving to a new role just before or after such leaves.

⁹ These targets were set in 2021, and as we have already achieved them, we will review these targets next year.

Local Initiatives

Our local HR teams are committed to fostering an inclusive workplace for all and especially for women, LGBTQ+, parents, mentally/physically challenged employees, and people from different cultural background and age generations. A sample of regional DE&I activities includes:



Women Inclusion

- In 2023, we hired another woman onto the Executive Leadership team, bringing the gender equity at ELT (Executive Leadership Team) level to 43%.
- In 2023, in collaboration with its Works Council and with the Trade Unions, JAGGAER Spain has launched its first Gender Equality Plan with a set of concrete actions to ensure a fair work environment.



LGBTQ+ Inclusion

- In the UK, our Gender Reassignment Policy advocates that transgender job applicants and employees are not required to inform us of their gender status or gender history. The gender in which an individual chooses to present will always be acknowledged and respected. We commit to promoting a workplace that is inclusive of transgender people.



Inclusion of People with Disabilities

- In Italy, 4% of our employees are living with mental and physical disabilities. We are proud to recognize their critical contributions to JAGGAER's success.
- In France, we prioritize the hiring of contractors living with mental disabilities for gardening and catering services.



Parent Inclusion

- In Serbia, to support our employees juggling work and parenting, we grant a day off on the first day of school, reduce working hours during the first month back from maternity leave and offer 10 days of parental leave to fathers.
- In India, JAGGAER goes beyond local legal requirements and entitles every male-employee with 3 days off at each child's birth.



Cultural Diversity Inclusion:

- As a company present on several continents and in multiple countries with over 20 different nationalities coexisting harmoniously, we celebrate our various communities throughout the year with festive events that promote inclusivity.

Employee Health and Safety



JAGGAER gives the outmost priority to employee health and safety and has several policies around employee health and safety. 63% of employees are covered by workplace risk assessments.¹⁰

We aim to achieve a 50% coverage of employees that receive annual health and safety training by 2030.

Our employees work 35 to 40 hours over five days a week. We also offer employees part-time contracts. Employees who work in shifts are reimbursed for night shifts work. In 2023 we didn't have any work-related accidents.

Working Conditions and Labor Relations

1

Our goal is to cover 60% of our employees with living wage analysis by 2026.

2

JAGGAER aims to engage yearly with all employees in the Global Employee Engagement Survey. Our goal is to keep the 100% coverage by the Global Employee Engagement Survey by 2030.¹¹

3

Furthermore, all new hires in JAGGAER have a 90-day feedback survey.

4

100% of our operational sites in countries that require collective bargaining agreements are covered by collective bargaining agreements.

5

100% of our operational sites are aligned with local regulations regarding labor and human rights.

¹⁰ Percentage calculated based on the number of employees that work from JAGGAER offices.

¹¹ Excluding New Hires who joined less than 60 days prior to the survey, as they are covered by the New Hire Survey.

Career Management

1

100% of our employees have access to over 300 courses in JAGGAER University. Courses cover different topics around the features of our products as well as sales enablement.

2

Our goal is to achieve a 20% increase in the average training hours per employee by 2030 compared to 2023.

3

100% of our employees receive formal performance evaluation and feedback at least annually, as attested by an independent third party in the Type 2 SOC 2 Report.

4

We aim to keep independently attested 100% coverage of employees that receive formal performance evaluation and feedback at least annually by 2030.

Diversification of our Supply Chain



As part of our sustainability commitment and our dedication to promoting good working conditions and respecting human rights, we have initiated screening evaluations across our supply chain. This process allows us to assess the social performance of our vendors, ensuring alignment with our values. In 2022, we introduced a new questionnaire for our vendors that encompasses social criteria, and 100% of our new suppliers now undergo a diversity screening as part of our onboarding process.

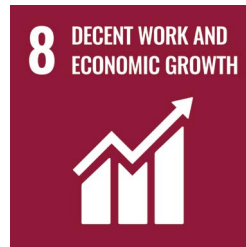
Employee Wellbeing

We invest in company-wide benefits, which vary by location, to help reinforce a strong organizational culture and a healthy employee population. JAGGAER has maintained the hybrid working set-up that evolved after the COVID-19 pandemic, with employees across the business valuing the flexibility and work-life balance benefits that hybrid working offers. Also, we make our office days count with weekly breakfasts, drinks, regional townhalls, in person onboarding and socials to keep everyone connected.

In 2023, all regions held employee wellbeing programs, workshops, and team days, and in most offices, fruit is delivered to foster a healthier lifestyle. The UK, Ireland and Nordics regions have kicked off a Mental Health & Wellbeing platform, driven by employee feedback and led by volunteers from different functions as Wellbeing Ambassadors. They come together once a month to plan and execute the region's wellbeing agenda and they get an extra day off each year for their contributions to employee wellbeing. The region also has a formal charity partner, the Switch,

to contribute to a shared cause together. Meanwhile, employees in the US had access to non-mandatory learning events covering a range of topics related to health, wellbeing, personal finances, and company socials.

In 2024 we plan to implement a new global wellbeing strategy and policy. To ensure that we are offering the appropriate initiatives, as of the date of this report in 2024 we have concluded a global employee survey to help shape our go-forward global wellbeing strategy and inform our key focus areas.



JAGGAER 2023 Global Wellbeing Initiatives

Europe & UK¹²

- Wellbeing workshops
- Charity: Donations for kids without parental care, and fundraising for children living with mental, physical and emotional difficulties
- Physical exercise: Monthly group physical activities “JAGGAER in Motion”
- Mental health workshops
- Recognition: Seniority awards and Rockstar celebration
- Physical exercise: Yoga activities
- Social interaction: Monthly afterwork events, Summer & Christmas parties

UAE/KSA:

- Social interaction: Office breakfast, In-office entertainment room
- Wellbeing workshops
- Partnership with mental health support providers

India:

- Social interaction: team gathering activity in December
- Wellbeing workshops

US:

- Wellness Challenges
- Walk for Mental Health Month
- Regular wellbeing webinars
- Several local social events (BoxCar event, Christmas party etc.)

¹² This is a summary of JAGGAER initiatives across our European offices covering: Spain, Italy, Serbia, France, Netherlands, UK and the DACH region.

Investing in employee well-being, learning and development is an essential component to boost productivity and shared team successes. We adopt a proactive and structured approach to planning, developing, and implementing comprehensive benefits, training, and HR programs. Additional training programs offered to employees in 2023 included:

- Leadership coaching
- Language courses
- Project management courses
- Negotiation training
- Sales psychology training

Our commitment to supporting ongoing improvements in employee well-being and building a resilient culture has been recognized for the second year in a row.



JAGGAER (North America) was named a 2023 Gallagher Best-in-Class Employer.

Working effectively and productively with others represents a material part of our collaborative values. By engaging with the wider community, we can, as an organization, empathize from a broad range of perspectives, maximizing the positive impact that we can have.

Community Engagement

Every JAGGAER employee is offered two days of paid volunteering time each year. In 2023, we saw an increase in uptake of 156% across the organization. This equals just over 300 hours of time given back to local communities across our country locations.

In addition to volunteering time, several offices dedicate time and resources to specific local community engagement initiatives. Specific examples to note in 2023:

- **Spain:** toy collection for disadvantaged children
- **Serbia:** donations for orphaned children
- **France:** career planning and support for teenagers
- **UK:** fundraising for children living with mental and physical disabilities, and partnership with educational charity, Switch





Corporate Governance

At JAGGAER we put a strong emphasis on being clear and open about how we do business, our ethical practices and policies and how we manage data.

Code of Conduct

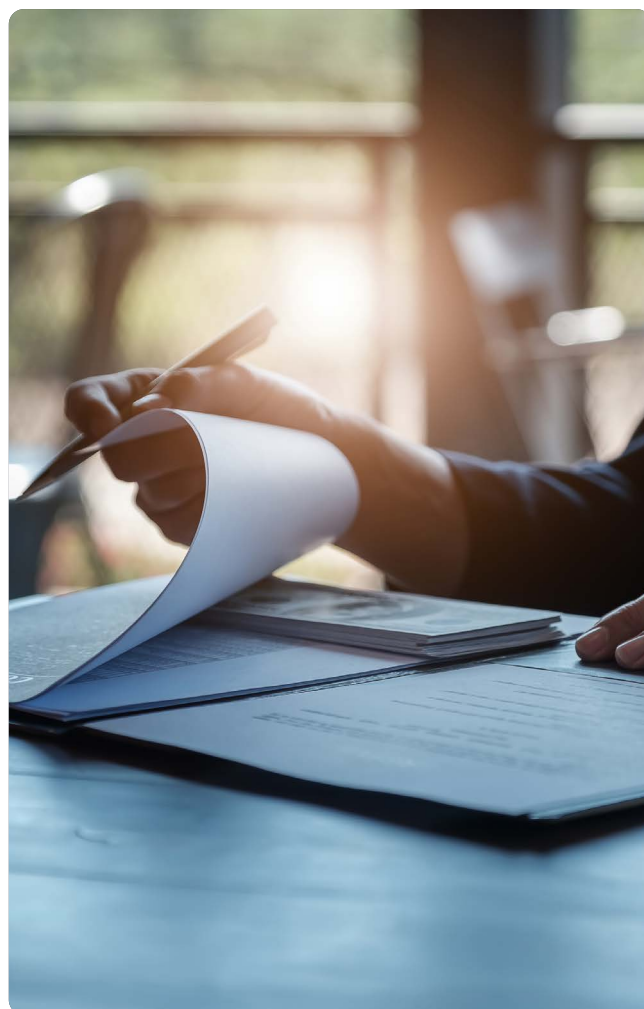
JAGGAER's Code of Conduct embodies our shared values – collaboration, accountability, and adaptability. It provides our employees, stakeholders, and partners with a globally recognized framework to operate ethically within their respective jurisdictions.

The Third-Party Code of Conduct applies to organizations of any type, including channel partners, suppliers, and consultants, working with JAGGAER. It is expected, from the very start of any relationship, that our Third-Party Code of Conduct is adhered to and engaged with. The expectation is that third parties are responsible for maintaining compliance with the standards laid out by their employees, workers, representatives, suppliers, and sub-contractors.

Anti-corruption

All JAGGAER employees receive regular, mandatory anti-corruption training relevant to their role. This training includes how to speak up about potential conflicts of interest, enabling the identification of potential risks well in advance of business disruption. Our core values embody this, with accountability being central to the way in which we always do business.

Employees receive training on corruption and bribery prevention and are asked to review the Code of Conduct each year. We are strongly committed to doing business fairly, and equitably. All partners, vendors and suppliers are selected solely on their merits, and we adhere to the strictest anti-bribery and anti-corruption standards. This includes adherence to the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act.



Against All Forms of Modern Slavery

At JAGGAER we take the risks of potential modern slavery very seriously. We have a commitment to all relevant laws regarding modern slavery, such as the UK Modern Slavery Act of 2015. We regularly review and publish our Modern Slavery Statement on our website. Adhering to these minimizes the chance of risks, fines or scandals happening. Our ESG sourcing questionnaire has helped us to increase the visibility of our supply chain, and we are committed to the further enhancement of our supply chain screening this further.

Our commitment to avoiding modern slavery is also laid out in the Third-Party Code of Conduct, meaning that all third parties are required to have the same level of commitment. The commitment includes validating the following:

- All third-party vendors must observe applicable laws and regulations concerning fair wages, hours, recruitment and employment contracts.
- Compliance with all applicable environmental, health & safety laws and regulations to provide safe and healthy working conditions that have no adverse effect on local communities.

- Respecting human rights throughout business operations, prohibiting employment of individuals under 16, and preventing any form of worker abuse.

Reporting Facility

As part of our Code of Conduct, JAGGAER employees have a duty to report concerns about any potential violations of laws, policies, or misconduct – otherwise known as Integrity Concerns.

If an employee feels that they cannot share their concern with a supervisor or manager, there are other options available. By agreeing to the Code of Conduct, employees are aware of the steps that need to be taken to share any concerns. Employees also have the option to go external should they feel more comfortable doing so. The Lighthouse service is an independent third-party reporting service that allows employees to make an anonymous comment 24-hours a day, in every jurisdiction where JAGGAER operates.



Data Privacy & Information Security

As a data processor, JAGGAER has implemented technical and organizational measures that provide the appropriate level of security required by both local legal requirements and JAGGAER's constituent contractual requirements. All JAGGAER employees undergo regular mandatory data privacy and information security training, and we are continuously working to strengthen our operational, product and IT security. In 2023, we were able to reinforce security measures even further by consolidating our customer-facing services onto Amazon Web Services.¹³ We regularly review legal and regulatory frameworks with data protection across the globe, to ensure that we are continuously meeting all applicable standards across the countries in which we operate.



JAGGAER takes the protection of personal data very seriously. Data protection is enshrined in law, the European Union's General Data Protection Regulation (GDPR) being one of the most widely recognized. We aim to collect only the necessary amount of data. Since the publication of GDPR regulations, JAGGAER has proactively assisted customers in understanding their responsibilities as data controllers. As a data processor, JAGGAER has implemented technical and organizational measures to provide the appropriate level of security based on the risk.

Any new products undergo a privacy impact assessment at the early design stages to support our privacy-by-default posture. The privacy and data security of our customers, suppliers, partners, and other stakeholders is always protected with the utmost importance. We do this by code analysis, systems architecture reviews, vulnerability management, penetration testing, and validation with independent third-party audits. We also take full accountability for the operational governance of our software by continually monitoring, hardening, and performing reviews and assessments.

Our approach involves the following steps:

- Continuously looking for vulnerabilities with surface attack monitoring, meaning we can quickly assess and measure emerging threats.
- Proactively mitigate cybersecurity risks, consistently securing the operating environment.
- Creating a secure and trusted environment for customers to supply data and manage risks collaboratively.
- Maintaining continuity and service availability by consistently developing and implementing organization-wide processes. We make certain that our AWS environments have the necessary resilience, failover and redundancy capabilities to endure adverse conditions and unforeseen physical or environmental events.
- Conducting regular data security and cyber security certifications and audits to provide assurance that the proper controls are in place, monitored, and tested.

¹³ We have two regional co-location data centers.

JAGGAER Security and Compliance Certifications and Assurance

Certification	Purpose and value for JAGGAER
SOC 1 Report	Quality and operating effectiveness of controls relevant to an audit of customer financial statements.
SOC 2 Report	Controls that relate to security, availability, and confidentiality.
ISO 27001	Information security management system (ISMS) for the best practice in managing information security.
ISO 27018	Demonstratable personal identification information (PII) protection in public clouds.
ISO 22301	Reduce the likelihood of incident occurrence and prepare for, respond to and recover from disruptive incidents if they arise.
ISO 9001	Demonstrable ability to consistently provide quality products and services that meet customer and regulatory requirements.
Cyber Essentials Plus	A UK Government certification recognizing protection against the most common cyber-attacks.
PCI DSS	Globally recognized compliance standard securing online credit and debit card payments against data theft and fraud.

ISO Certificates coverage:

67% of our operational sites are covered by ISO 27001 Certification.

67% of our operational sites are covered by ISO 27018 Certification.

51% of our operational sites are covered by ISO 22301 Certification.



Trust Center: Our customers' business data is of the utmost importance. We provide high-level data protection and compliance across our entire platform. Our customers and partners are always updated on issues around reliability, data security and privacy via our online JAGGAER Trust Center, in plain and easy-to-understand language.

Secure Software Development Lifecycle: Trust, security and privacy awareness are integrated throughout the entire software development process, and the JAGGAER Secure Software Development Lifecycle (SSDL). We operate on a privacy-by-default design principle, and this mantra represents our core philosophy throughout the product lifecycle from creation to end of life. The security and privacy threat landscape constantly changes, and we evolve our approach by reviewing the latest threats and vulnerabilities, so that we can always defend ourselves.

Threat modelling security: Threat modelling allows us to review, understand and prioritize potential security risks at the component, application, or system level, and expose potential design vulnerabilities. We take a structured approach to any threat scenarios, allowing us to identify risks where the data or system could be compromised. This also allows us to develop responsive mitigation strategies to minimize risk. By utilizing the hybrid STRIDE¹⁴ and LINDDUN¹⁵ approach, we adopt a comprehensive approach to address security and privacy threats during threat modelling.

Cloud security: We take care to develop our solutions in line with industry-specific frameworks, such as the Center for Internet Security (CIS) Benchmarks, and align with compliance by maintaining certifications, such as SOC 2 Type II, ISO 27001, and ISO27018. By doing this, we can integrate global security and privacy compliance activities into the workflow, while continuously supporting our overall cloud security posture.

Code analysis: Delivering a secure customer experience requires commitment and focus on secure code development with peer review and with static and dynamic analysis testing (SAST and DAST). JAGGAER performs daily static code analysis using Enterprise tools. Code is validated against Open Web Application Security Project (OWASP) rules in addition to our code conventions. Before each release, applications are scanned using dynamic application security testing (DAST) tools to test application and interconnections in a running environment to look for exploitable vulnerabilities to assess risk.

Vulnerability & penetration testing: To continuously identify any defects and vulnerabilities, we have adopted a vulnerability and risk management approach that consists of complementary programs designed to understand and monitor our attack surface and continuously improve our ability to defend against cyberattacks, mitigate, and control risk. We have employed a defense-in-depth approach and adopted enterprise-class tools to scan and monitor for threats and test these controls by conducting third-party web application and penetration testing.

Product launch: Our security team at JAGGAER takes accountability for operational governance through continual monitoring, hardening, reviews and assessments, penetration testing, and integrating security into the Disaster Recovery/Business Continuity programs. Meanwhile, our privacy team confirms that cross-border transfers, data-sharing and retention periods are monitored, and that data is only processed for the purpose for which the data was collected.

Reporting vulnerability: JAGGAER established a Product Security Incident Response Team to minimize risks associated with security vulnerabilities in our products. All users are asked to report any potential vulnerabilities to our Global Security team. Doing so helps us to track risks and set goals to minimize them as much as possible.

Training: Employees are required to complete training for Internet Security, Data Protection, Code of Conduct, and Information Security.

¹⁴ Model for identifying computer security threats developed by Praerit Garg and Loren Kohnfelder at Microsoft. Considers security threats in six categories: Spoofing, Tampering, Repudiation, Information disclosure (privacy breach or data leak), Denial of service, Elevation of privilege.

¹⁵ Privacy threat modeling framework, developed by privacy experts at KU Leuven. Considers following privacy threat types: Linking, Identifying, Non-repudiation, Detecting, Data Disclosure, Unawareness, and Non-compliance.

Mandatory Compliance Training

Training	Coverage 2023
Security Awareness Training	100%
Data Protection Training	100%
Anti-Bribery / Anti-Corruption Training	100%
Anti-Harassment & Discrimination Training (US)	100%
Anti-Harassment & Discrimination Training (non US)	100%

Policies	Coverage 2023
Information Security Policy	100%
Code of Business Conduct & Ethics	100%

The average number of training hours per employee on mandatory compliance training is 4 hours. In addition to this our employees have over 300 courses available in JAGGAER University. 100% of all new hire employees receive ESG New Hire Onboarding Training.

Our training targets are:

1

Maintain the coverage of 100% employees for Security Awareness and Data Protection Training by 2030.

2

Maintain the coverage of 100% employees for Anti-Bribery / Anti-Corruption / Anti-Harassment & Discrimination Training until 2030.

3

Maintain the coverage of 100% employee's acknowledgement of Code of Conduct by 2030.

4

Maintain the coverage of 100% employee's acknowledgement of Information Security Policy by 2030.

Responsible AI

Artificial Intelligence (AI) is an emerging and rapidly evolving technology. At JAGGAER, we are currently defining the responsible use of AI in alignment with the NIST AI Risk Management Framework, part of NIST's Trustworthy & Responsible Artificial Intelligence program. We are also monitoring regional and governing body developments, such as the latest ISO 42001 standard. Our approach to AI is top-down, with responsible use guidance now included in our Information Security Policy and training, which is reviewed and acknowledged annually by all JAGGAER employees and third parties. AI has been leveraged in the delivery of many JAGGAER capabilities, including spend management, category management, supplier management, sourcing, contracts, eProcurement, and invoicing.





JAGGAER Supply Chain Management

The EcoVadis platform also assists JAGGAER's efforts to continuously drive transformative business practices across our supply chain. All JAGGAER suppliers must comply with our third-party code of conduct and complete a self-assessment ESG questionnaire. This data enables us to strengthen supplier relationships, share best business practices and challenge each other to continuously do better on ESG matters. By using EcoVadis to assess some of our suppliers, we can be sure that relative supplier strengths and

weaknesses are underpinned by actual data. Furthermore, EcoVadis provides a sustainability performance monitoring solution to compare overall scores by industry and purchasing category over time.

In 2023 JAGGAER requested its largest vendors to undergo further independent assessment through EcoVadis, and the results showed particularly high scores in the environment and labor & human rights sections.¹⁵

Results from vendor assessment through EcoVadis



¹⁵ 10% of our entire supplier base was screened through EcoVadis

Our sustainable procurement targets are:

1

We aim to train 100% of our employees from the procurement team on environmental issues in the supply chain by 2028.

2

We aim to train 100% of our employees from the procurement team on social issues in the supply chain by 2028.

3

We aim to increase the number of new suppliers assessed through a questionnaire on environmental topics by 20% by 2026.

4

We aim to increase the number of new suppliers assessed through a questionnaire on social topics by 20% by 2026.

Diving into this level of detail helps us to collaborate with our suppliers and identify areas for improvement. Additionally, at JAGGAER, we are committed to educating and innovating with our partners and customers. During REV 2023, our annual customer conference, together with our technology partners and our customers, we explored in depth some of the following topics:

REV
2023

- Building resilient and adaptable supply chains
- Reaching beyond cost savings
- Engaging suppliers to achieve ESG success
- Elevating procurement automation

KEYNOTE

The Road to Stronger, Faster, More Agile Procurement with JAGGAER One

Procurement:
Recommendations

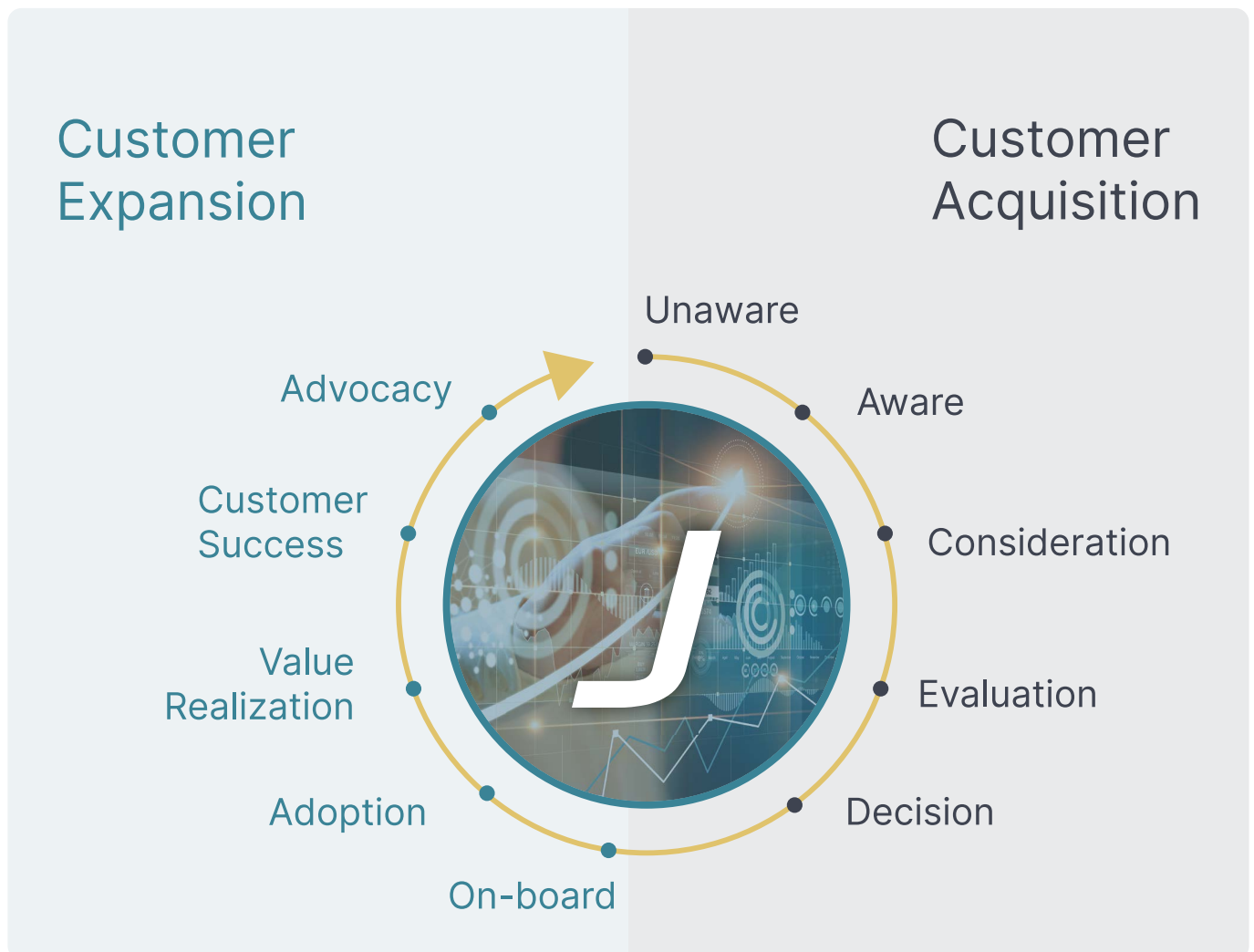
Supplier Management
Supplier Development Plan Recommendations
Intelligent Document Validation
Supplier Unlinked Assessment
Update Supplier Secondary Status

Category Management
Category Maintenance
Category Strategy Supplier Fit

Our Customer Journey

At JAGGAER, our customers are paramount to everything we do. Every decision we make is centered on enhancing their experience. We meticulously chart the 'Customer Journey,' a comprehensive framework guiding us through the various stages of our relationship with customers.

Within each stage, we diligently analyze customer feedback, leverage advanced data analytics, and stay attuned to current market trends to identify areas for enhancement. Subsequently, we embark on strategic initiatives aimed at propelling these areas forward. To achieve this, we assemble cross-functional task forces comprised of experts from diverse departments, ensuring holistic solutions that address our customers' needs effectively.



Enabling Our Customers



Supporting organizational ESG goals by enhancing supplier visibility and supply chains, while managing risk and enabling compliance.

As a global leader in Source-to-Pay and Supplier Collaboration, JAGGAER recognizes the significant impact of sustainable procurement practices. To that end, JAGGAER champions ESG integration within supply chains by empowering organizations to seamlessly integrate ESG principles into their procurement decisions. This enables early identification of potential risks, safeguarding reputation and preventing negative supply chain impacts.

Solution-Based Approach

- 01** | Organizations require critical intelligence on suppliers' non-financial information and achieve this visibility through JAGGAER's Supplier Management, Risk, and Performance solution. JAGGAER solutions unlock the ability for procurement and supply chain teams to qualify their suppliers, assess ESG performance, identify areas for improvement, and align sustainability goals with suppliers through collaborative actions.
- 02** | Including ESG criteria into the negotiation process with JAGGAER's Sourcing solution enables organizations to make decisions based on cost and other ESG factors like Carbon Emission calculations per product per supplier, or ESG risk scores.
- 03** | JAGGAER's comprehensive ESG data collection and analytics solution simplifies regulatory compliance. JAGGAER partners and integrates with leading industry Information Providers including EcoVadis, Moody's, Sphera, Dun & Bradstreet, Descartes, Tealbook, and carbmee to enrich supplier and product information with the most accurate and up-to-date ESG information, providing actionable insights that informs and supports policy compliance.

Delivering value for over 25 years, JAGGAER's solutions have been leveraged by leading global organizations to screen suppliers against sanction lists, evaluate their Corporate Social Responsibility, track their diversity background or sustainability ratings, and assess their CO₂ emissions per product.

As a responsible and transparent partner, JAGGAER places significant importance on its own impact on the environment and people and is proud to serve as both an ESG exemplar and enabler.

ESG & Risk Management Capabilities in JAGGAER

Risk Monitoring & Prevention

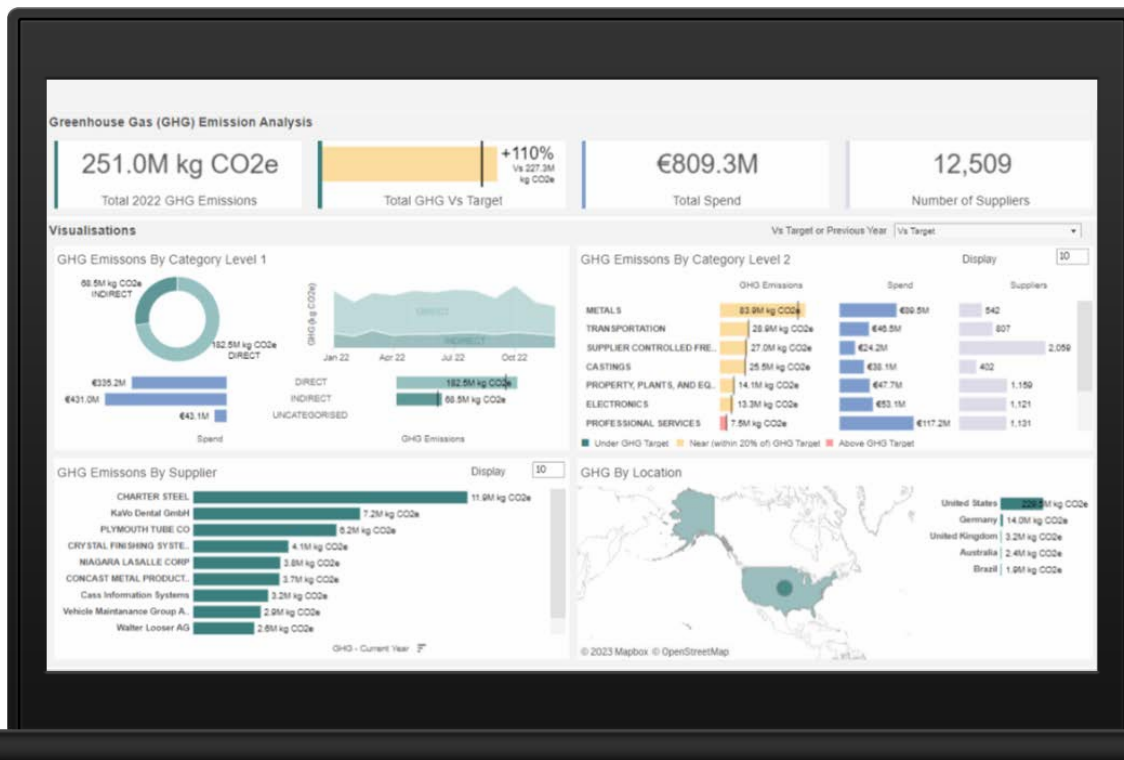
- Leverage ESG and risk information across different Source-to-Pay (S2P) events through assessments, evaluations, and monitoring practices.
- Evaluate and provide assessments around supplier risk and ESG during supplier onboarding and sourcing events.

Reducing Carbon Footprint

- Monitor and visualize the CO₂ emission and Spend per Purchasing Category. Reducing CO₂ emissions by awarding to low-emission suppliers and building corporate reports.

Reporting & Data-Driven Decisions

- Use a single source of truth to maintain supplier ESG data and assess based on custom criteria/scoring.
- Making strategic and data-driven decisions based on current statuses around different ESG dimensions.



ESG & Risk Management

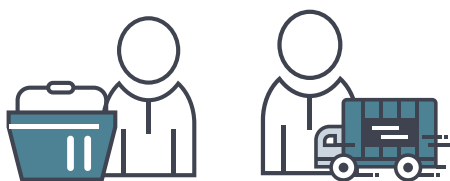
JAGGAER One

Information Providers Partner Ecosystem

Sustainable Procurement



Procurement Team & Supply Chain



Environmental Impacts

- Operations/Products
Energy, Water, Biodiversity,
Pollution, Materials & Waste,
Customer Safety, Advocacy, etc.



Sustainability, Quality
and Good Certificates



Sustainability
Ratings, Reports with
automated updates



Scope 3 emissions, Supplier
Carbon Footprint and
Product Carbon Footprint



Ethics/Governance

- Corruption & Bribery
- Anti-Competitive Practices
- Data Security



Fraud Prevention &
Preventing Penalties



Fraud Prevention -
Bank Information



Assess on risk (Compliance, corporate,
financial, MKT, Hierarchies, etc.



Checking risk from different angles -
political, country, corporate, news ESG, etc.

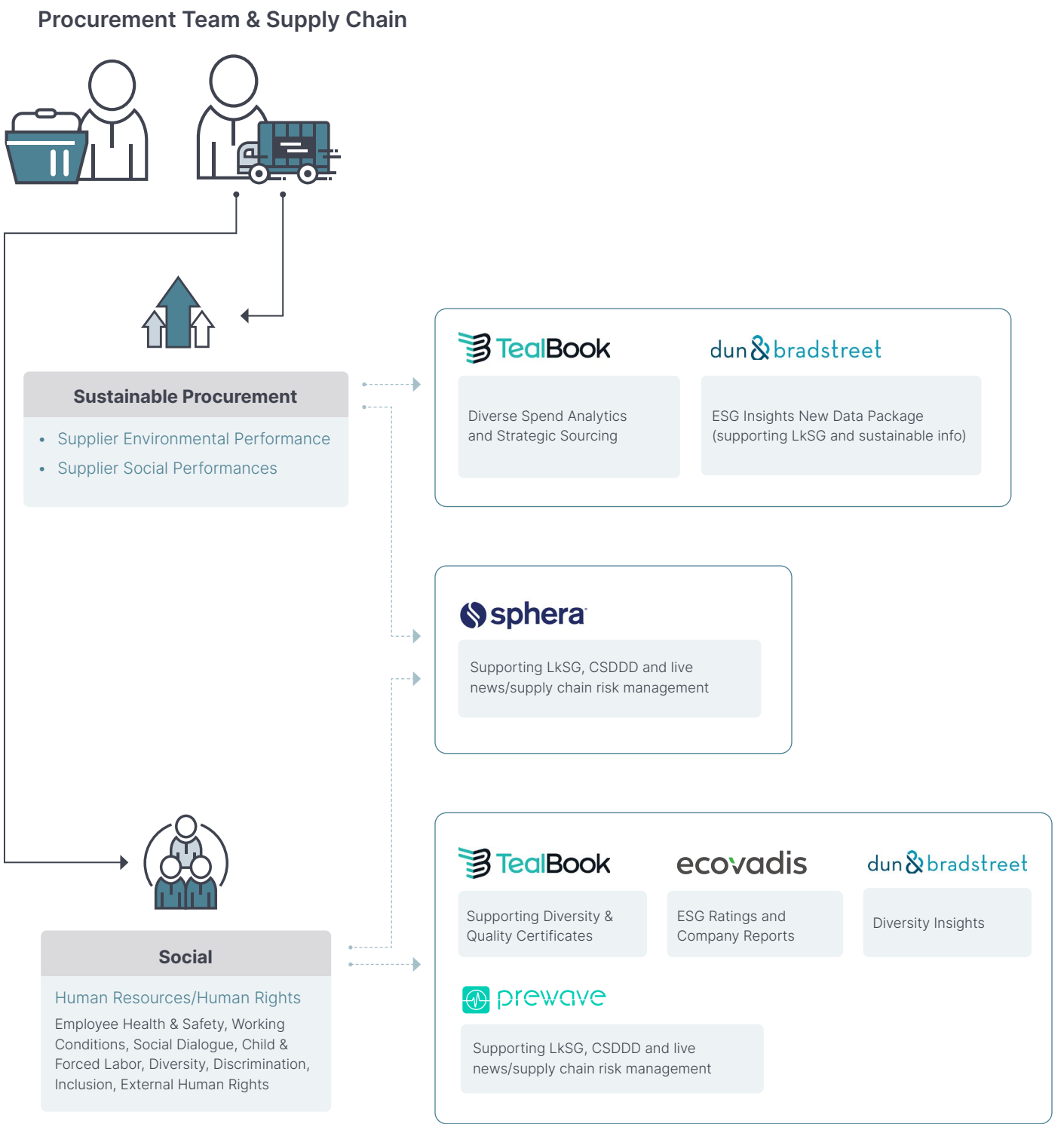


Restricted Party
Screening to secure collaboration and business

JAGGAER One

Information Providers Partner Ecosystem
(continued)

Sustainable Procurement





Customer Success Stories

ESG Case Study

Leading Global Supplier of Engineering and Technology Service

JAGGAER as a Driver for Environmental Initiatives

A leading global supplier of engineering and technology services that employs roughly 402,600 associates worldwide and had a turnover of €78,74 billion in 2021. The organization is divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, as well as Energy and Building Technology.

The Need

The organization needed to assess suppliers CO₂ emissions and leverage CO₂ emission information into other modules such as sourcing and category management.

The Approach

A Supplier Segmentation Assessment has been implemented to create a new status linked in with the CO₂ emissions at supplier level. Information gathered from this assessment is leveraged into other modules/solutions.

Solutions

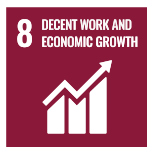
- Supplier Management
- Sourcing
- Contracts
- JAGGAER Adopt

Outcome

- Making use of the Supplier Segmentation
- Assessment to create a CO₂ status element within the JAGGAER platform.

Key Data Points

- 7,500 Buyer Users
- 150,000 Suppliers
- 86,000 RDQs
- 11,500 Auctions



Customer Success Stories

ESG Case Study

A Large Energy Company in Europe

JAGGAER Enabling Positive Impacts on Society

This energy company needed to evaluate and provide an assessment around supplier Corporate Social Responsibility and demonstrate ESG capabilities during the onboarding process and sourcing events.

Approach

- Suppliers are provided with assessments in areas such as IT, Data Security, Modern Slavery, CSR, and Creditsafe data
- Assessments are qualitative and suppliers rank themselves using multiple option answers
- For the sourcing process, they link templates to specific categories
- Questionnaires are built into technical envelopes for RFQ templates
- Data is later exported via bulk data export

Solutions

- JAGGAER One
- Sourcing
- Savings Management

Outcome

- All answers can be exported out of JAGGAER to carry out business intelligence in analytics platforms such as PowerBi
- Make data-driven decisions around ESG and CSR

Key Data Points

- £112M savings captured in JAGGAER in 2022.
- Centralized tracking of savings, contract visibility and sourcing. The JAGGAER-built TER (Tender Evaluation Report) summarizes in one place all event details, processes, savings and awarding, fulfilling the company's obligations for a transparent and auditable selection process.
- Due to the ambitious growth and targets towards renewable energy and carbon reduction, the managed spend is due to double in the next five years to £24Bn. Therefore, digital transformation of the business by 2025 to give visibility on spend and supplier compliance is key to this strategy and JAGGAER is at the heart of this.



Customer Success Stories

ESG Case Study

A Renewable Energy Company in Europe

JAGGAER Platform Providing Robust Governance

A Spanish renewable energy company whose mission is to become the first vertically integrated 100% renewable energy operator in the Iberian Peninsula. They are committed to transitioning to an entirely renewable generation value chain and have solar projects with more than 30 gigawatts of capacity. In July 2022, they embarked on an ambitious project to digitalize 100% of its procurement processes and have chosen JAGGAER to execute this.

Approach

- Achieve significant savings across procurement needs, ranging between 10% and 15%
- Increase management efficiency by reduction in time spent on tasks, up to 30%
- Minimize general spend costs
- Digitize 100% of purchasing processes

Solutions

- Supplier Management
- Sourcing
- Contracts
- eProcurement
- Invoicing
- The project includes the JAGGAER One

Solution integrated with the company's ERP

Outcome

- Homogeneous procurement processes
- Traceability and transparency of the negotiation processes
- Increased control of the whole process, including internal approval flows
- Automatic generation of management dashboards
- Multi-level deployment: two countries (Spain and Portugal)

Key Data Points

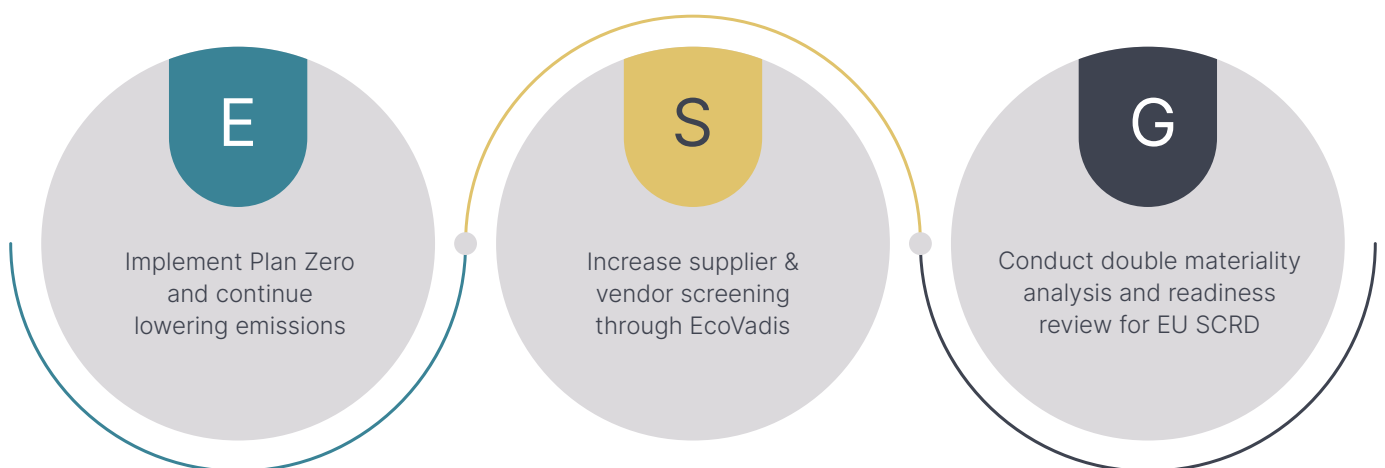
- 1,600+ Suppliers
- 7,000+ PRs managed per annum

Looking Ahead to 2024



"I'm thrilled to have joined JAGGAER at a time of such growth and am pleased to share our progress in 2023. It's fantastic to see such advancement in our journey to net zero – we are on track to meet our carbon reduction targets, now verified by the Science Based Targets Initiative (SBTi). Our attention will now turn to addressing our scope 1 and 2 emissions as part of our Plan Zero in the coming year. We are also preparing for CSRD reporting and look forward to conducting our first double materiality assessment. Employee wellbeing, diversity and human rights remain a priority, and we will begin reporting on the principles of the UN Global Compact. I would like to extend my thanks to our Board of Directors ESG Committee and our sponsor Cinven for their continued support and dedication into 2024."

– Andy Hovancik, Chief Executive Officer



GRI Index Table

Disclosure	Report Location
2-1 Organizational details	JAGGAER Overview
2-2 Entities included in the report	JAGGAER Overview, GHG Emissions
2-6 Activities, value chain and other business relationships	JAGGAER Overview, JAGGAER Supply Chain Management
2-7 Employees	Social Impact
2-9 Governance structure and composition	ESG Corporate Governance, Corporate Governance
2-12 Role of the highest governance body in overseeing the management of material topics	ESG Corporate Governance
2-13 Delegation of responsibility for managing impacts	ESG Corporate Governance
3 -2 List of material topics	Materiality
305- 1,2,3 & 5 direct Scope 1, energy indirect Scope 2, other indirect Scope 3, and reduction in GHG emissions	Environmental Impact, GHG Emissions
205 -2 Communication and training about anti-corruption policies and procedures	Corporate Governance
401-2 Benefits to full-time employees that are not provided to temporary or part-time employees	Social Impact, Employee Wellbeing
403 – 6 Promotion of worker health	Social Impact, Employee Wellbeing
404 – 2 Programs for upgrading employees' skills and transition assistance programs	Social Impact, Employee Wellbeing
405 – 1 Diversity of governance bodies and employees	Social Impact, Diversity, Equity & Inclusion
413 – 1 Operations with local community engagement, impact assessments and development programs	Social Impact, Community Engagement
414-1 New suppliers that were screened using social criteria	JAGGAER Supply Chain Management

2023 GHG Emissions Endnotes

Scope and Date

The total absolute 2023 operational (Scopes 1, 2 and partial Scope 3) GHG emissions for JAGGAER have been provided. These figures are for the 01/01/2023 - 12/31/2023 period.

Methodology

Measurement was completed using an external consulting company tool to collect, calculate and report on consumption and emissions data across relevant business sites. As part of the GHG emissions calculation, the tool applied relevant emissions factors from international standards. Scope 1 and Scope 2 GHG emissions in the Greenhouse Gas Emissions Inventory have been prepared in accordance with the World Resources Institute / World Business Council for Sustainable Development's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition and the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard (collectively referred to as the "GHG Protocol"). Scope 3 GHG emissions have been prepared with reference to the Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard.

Greenhouse Gasses Included in Inventory

Emissions disclosed in this report include the following greenhouses gasses: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). These emissions are converted to carbon dioxide equivalents (CO₂e) for reporting purposes.

Other greenhouse gasses, including Nitrogen trifluoride (NF₃), Perfluoro carbons (PFCs), and Sulfur Hexafluoride (SF₆) are not included as they are not relevant to the sources of emissions within our operational boundaries or do not generate emission material to our overall greenhouse gas inventory.

Organizational Boundary

JAGGAER used the operational control approach to set organizational boundaries and consolidate GHG emissions, which means we account for emissions from operations over which we have full authority to introduce and implement operating policies. The Company presents emissions from activities within our value chain, but outside of the Company's operational control, under scope 3 emissions.

Operational Boundary

Scope 1 emissions are direct emissions from the combustion of fuel from sources inside the organizational boundary and include leaked emissions from refrigerant gasses. Scope 2 emissions are indirect emissions from the generation of acquired and consumed electricity, steam/heat occurring at sources outside of the organizational boundary resulting from activities from sources inside the organizational boundary and include: purchased electricity and steam/heat. Scope 3 emissions are indirect emissions from sources outside the

organizational boundary resulting from activities of the Company and include Category 1 purchased goods and services, capital goods under Category 2, waste under Category 5, air, rail, road, and hotel services under Category 6 Business travel, and well to tank emissions. Use of estimates and measurement uncertainties: The preparation of the Greenhouse Gas Emissions Inventory and accompanying notes requires management to make estimates and assumptions that affect the amounts reported. Emissions data presented are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. The Company bases its estimates and methodologies on historical experience, available information, and various other assumptions that it believes to be reasonable. Certain emissions rely on information provided by the suppliers / participants in our value chain, and other third parties. While these are sources that are believed to be reliable, the suitability of the design and effectiveness of the third-party systems and associated controls over the accuracy and completeness of the data has not been independently assessed.

Verification

JAGGAER's 2023 GHG emissions inventory was not verified by an independent third party.



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