

Environmental Social Governance report



Table of Contents

Introduction	3	Growing responsibly	13	Attracting and engaging talent	27
CEO statement	4	Governance structure for ESG oversight	14	People strategy	28
Lucanet at a glance	5	Policies and reporting	15	Diversity, Equity & Inclusion (DE&I)	30
Purpose-built solutions for the needs of finance teams	6	Outlook H1 2024	17	Core Values	32
ESG highlights	8	Case study: AI in the workplace – emerging opportunities	18	Outlook H1 2024	33
				Case study Lucanet’s wellbeing program	34
ESG strategy	9	Advancing sustainability	20	Annex	36
Materiality assessment	10	Climate and energy	21		
Materiality matrix	11	Restatement of Lucanet’s carbon footprint 2022	22		
Purpose and scope of Lucanet’s ESG strategy	12	Key takeaways from our 2023 footprint	23		
		How we are managing our climate and energy impact	24		
		Contributing to climate projects	25		
		Outlook H1 2024	26		

Introduction

CEO statement

Lucanet at a glance

Purpose-built solutions for the needs of finance teams

ESG highlights

CEO statement

I am proud to present our annual ESG report, which outlines our achievements for 2023 and an outlook on the first half of 2024, setting out our roadmap for future sustainability endeavors.

This period has been one of profound growth and transformation for the Lucanet Group, including acquiring AMANA and ementexx and building up our CFO Solution Platform, empowering our customers to lead with ease.

Our ESG report reflects the collaboration between our people that has contributed to further building the foundation for our CSRD journey ahead. We are setting science-based targets and establishing a robust framework as we prepare for CSRD compliance in the coming year. Our proactive approach to CSRD readiness reflects a deep understanding of the challenges and opportunities these regulations present for both us and the businesses we serve. By sharing this path, we can contribute our insights as a reliable and trusted partner.

We are committed to our customers' success, enabling them to make informed business decisions by providing ease of mind. At the heart of our business

"Our ESG Reporting solution is intrinsically linked to our own holistic ESG approach. It embodies our belief that ESG is more than a set of requirements – it is a strategic advantage and a pathway to innovation."

approach is our pledge to Environmental, Social, and Governance (ESG) principles.

Our ESG Reporting solution is intrinsically linked to our own holistic ESG approach. It embodies our belief that ESG is more than a set of requirements – it is a strategic advantage and a pathway to innovation. By following this comprehensive approach, we gain valuable insights, enabling us to offer a solution that empowers businesses to see ESG as a strategic asset.

Embarking on this journey involves transparent governance and forward-thinking strategies. We challenge the status quo, learn from our experiences and share our insights. Our commitment is rooted in our core values – we challenge ourselves to do better every day, we build trust through our actions, and we value our people and the communities we serve. We strive to exceed our targets and lead by example in minimizing environmental impact, building a trusted, reliable, and secure platform for our customers and partners and fostering an inclusive workplace. Our goal is to innovate and inspire transformative impact across industries and ecosystems, reliably and responsibly.

As CEO of Lucanet Group, I am proud of our achievements and the dedication of our team in driving positive change. We are committed to delivering added value in all we do, and we couldn't do it without the support and feedback from our stakeholders. Thank you for joining us on this journey toward a more sustainable future.



Elias Apel
CEO Lucanet Group



Lucanet at a glance

Lucanet is the CFO Solution Platform enabling the modern CFO office to lead with ease. By uniting standardized, compliance-ready insights in one easy-to-use, out-of-the-box SaaS platform, Lucanet's intelligent solution delivers exceptional time-to-value, giving our more than 5,500 customers the time and headspace to concentrate on what matters.



"Its fast efficient implementation gives rapid insights into a business using existing data but cutting through the noise."

Mark Pritchard,
CFO at GA Foods (North America)

"The world of finance wants to know how the turnover of new Basic-Fit studios grows compared to our established clubs. Thanks to Lucanet, we can generate these kinds of analyses quickly and easily."



Tino Bijlemeer,
International Manager at Basic-Fit International B.V. (Benelux)

"Lucanet offers us simply more clarity and efficiency for consolidation. Thanks to the software, our key financial figures can be modeled more transparently and are available at all times. This means we now have time to concentrate on our core business."



Valentina Schröder,
Head of Accounting and Taxes at Engel & Völkers (Germany)

Purpose-built solutions for the needs of finance teams



>5,500
customers
across 50 countries

>150
partners
worldwide

>850
employees
55+ nationalities work at Lucanet

Offices in
12 countries
globally

Market
leader
for Financial Performance
Management (FPM) DACH



ESG highlights

ESG Reporting solution:

Our new offering empowers businesses worldwide to monitor and enhance their sustainability performance, turning compliance complexity into clarity within our CFO Solution Platform. With this solution, we can support our customers by making ESG a key value creation lever.

Do.Good initiative:

In 2023, part of our donation funds was dedicated to support the victims of the Turkey/Syria earthquake. Our employees voted to allocate the remaining funds to Terre des Hommes and Médecins Sans Frontières.

Employee Advisory Board:

In 2023, we elected our first Employee Advisory Board with colleagues from across our different divisions representing all employees as a sounding board for company initiatives.

Shaping responsible innovation:

Our comprehensive Artificial Intelligence (AI) policy solidifies our dedication to harnessing the power of artificial intelligence while upholding ethical principles, protecting user rights, and nurturing trust in our organization.

Decarbonization:

We reduced our carbon footprint per employee from 6.24 tCO₂e (2022) to 5.19 tCO₂e (2023) and submitted our commitment letter to set science-based targets (SBTs) in 2024.

DE&I report:

We published our first DE&I report highlighting the achievements of the past years.

ESG strategy

Materiality assessment

Materiality matrix

Purpose and scope of Lucanet's ESG strategy

Materiality assessment

In 2022, Lucanet conducted its first Materiality Assessment to identify where we can have the most impact. Through a structured multi-stakeholder engagement process and additional thorough research, we identified the most material ESG topics for our internal and external stakeholders.

By mapping the most material ESG issues to our internal and external stakeholders, we have identified the most material topics in our Materiality matrix.

"At Lucanet, we are committed to ESG and sustainability. We are a company that navigates this journey together, and our governance structure ensures that every individual plays a role in fostering responsible growth and innovation. This collaborative and holistic approach is vital to integrating sustainability into all our business activities. We are focused on our responsibility and ensuring that we not only address mere requirements but also the global challenge of climate change. We work together with our stakeholders to ensure that we are meeting the needs of the present without compromising the ability of future generations to meet their own needs."



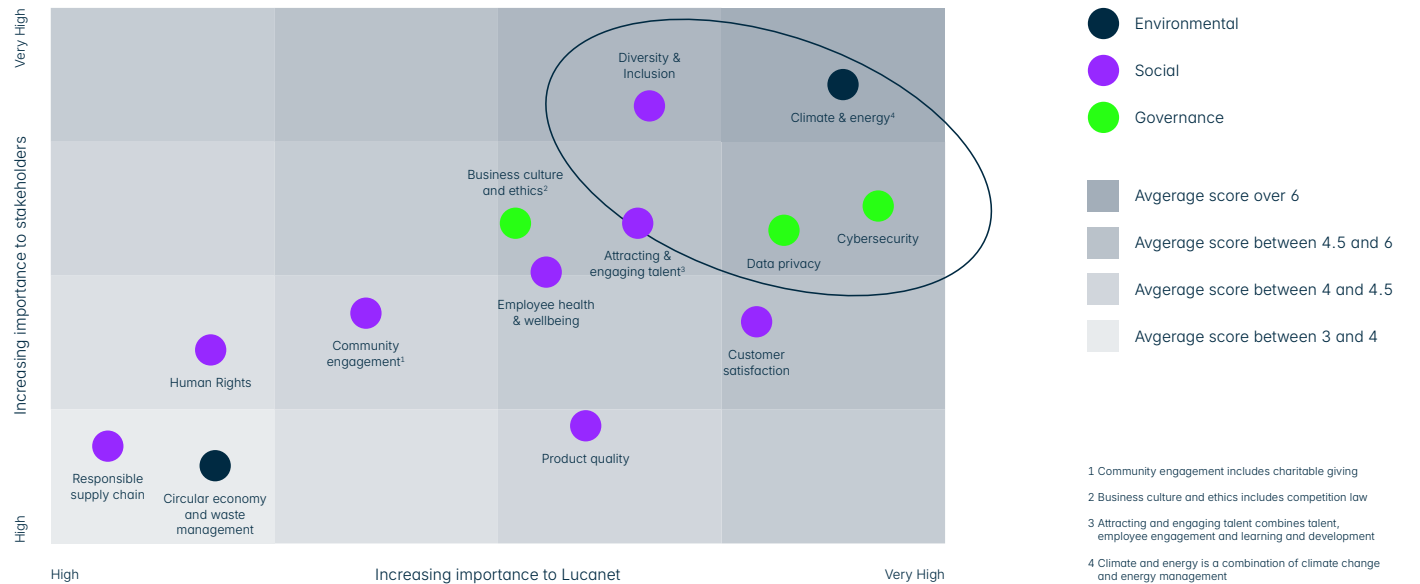
Elena Aubell
CPO



Materiality matrix

In 2022, we evaluated the importance of more than 30 topics to Lucanet and its stakeholders. This evaluation allowed us to narrow down the list to 13 topics, which are clearly displayed in our Materiality matrix. The top four material topics are:

- Climate & energy
- Diversity, Equity & Inclusion (DE&I)
- Cybersecurity & data privacy
- Attracting & engaging talent



The assessment process was comprehensive and included four main areas:

Stakeholder mapping and engagement

Mapped topics onto materiality matrix

Peer benchmarking

Recommendations for an ESG strategy

Since 2022, our ESG strategy has been based on the materiality assessment, which will also form the basis for the upcoming double materiality assessment that Lucanet will conduct as part of its CSRD preparation for 2026.

Purpose and scope of Lucanet's ESG strategy

Our ESG strategy is the foundation for embedding responsible business practices across all of Lucanet's business dimensions. This holistic approach aligns us with global standards and regulations while ensuring we are actively contributing to a sustainable future. It is built on three key pillars:

- **Advancing sustainability:** We demonstrate our commitment to environmental stewardship through strategic initiatives aimed at reducing our environmental impact.
- **Attracting and engaging talent:** We recognize that our people are our greatest asset, and we want to foster an inclusive and supportive workplace that reflects our core principle of valuing our people and the communities we serve.
- **Growing responsibly:** Our focus on governance and compliance reinforces trust and accountability throughout our organization.

Our strategy

Acting responsible together



Advancing
sustainability

Commit and develop
science-based targets

Reducing company cars
to an absolute minimum
by 2025

Sustainable events
and travel policies with
internal carbon limits



Attracting and
engaging talent

Wellbeing
framework

Diversity initiatives in
recruitment and
DE&I reporting

Building up new
Tech Hub in Romania



Growing
responsibly

ISO27001 for the
entire organization

Responsible AI
innovation framework

Extending Lucanet
compliance
development

Key Priorities 2023/2024

Growing responsibly

Governance structure for ESG oversight

Policies and reporting

Case study: AI in the workplace

Case study: AI in the workplace – emerging opportunities

Governance structure for ESG oversight

We are dedicated to maintaining the highest standards of governance, ensuring that we conduct ourselves with the utmost accountability, integrity, and transparency in all aspects of our business. By maintaining robust Board oversight, upholding ethical conduct, effectively managing risks, engaging with shareholders and providing transparent reporting, we demonstrate our commitment to responsible governance. These practices are crucial for advancing stakeholder trust and driving responsible value creation. To fulfill our commitments to stakeholders, we consistently monitor our progress against our goals and use this data to assess risks and drive decision making.

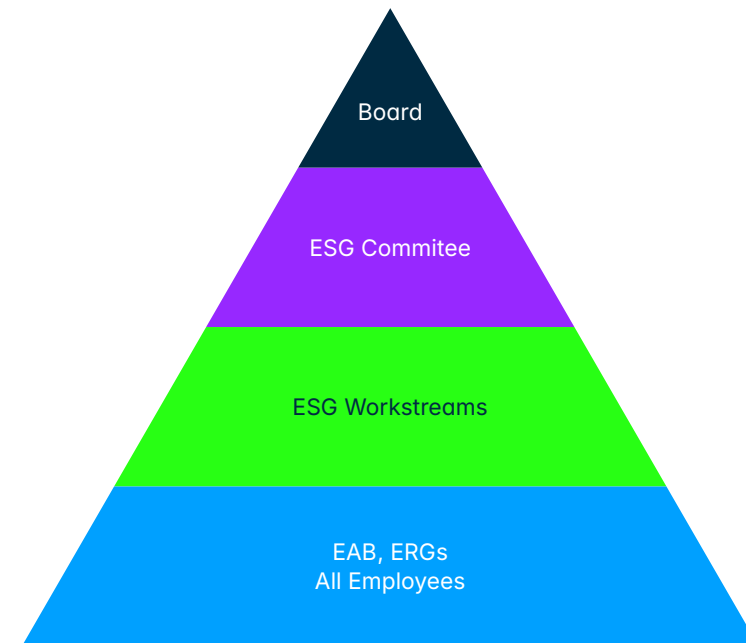
Our ESG oversight is integrated into our governance framework and divided into four key roles:

1. Board-level oversight: Our **Executive Board** provides overall guidance and direction at the highest level of the organization. It is responsible for overseeing our ESG strategy and defining our sustainability goals.

Our CPO serves as **the Board sponsor and promoter of ESG** within and outside of Lucanet, defining the overall ESG strategy and approving all initiatives.

2. The **ESG Committee** comprises cross-functional senior leaders and reports to the Executive Board. They are instrumental in advancing our ESG strategy. It promotes robust standards of corporate governance that integrate all ESG pillars in our business operations and decision-making across all business functions.
3. Our **ESG Workstreams** consist of topic owners and subject matter experts. They are responsible for ensuring the planning and implementation of initiatives in respective ESG areas.

4. All employees, the Employee Advisory Board, and **Employee Resource Groups**, provide feedback, support, and input to the overall ESG strategy in addition to participating in regular surveys and focus groups. Employee Resource Groups (ERG) are volunteer-led initiatives that unite employees with shared identities or interests to advocate for collective issues and enhance professional inclusion.



Policies and reporting

We remain firmly committed to responsible business practices, holding ourselves and our business partners to the highest ethical standards. As an organization, we are dedicated to acting with integrity and managing risks with the appropriate Board oversight.

Lucanet's culture of integrity

Our compliance framework is a fundamental component of our operational structure. All employees, Board members, and external partners are subject to the provisions of our Code of Conduct, which defines our responsibilities to stakeholders and provides guidance on decision making. Since 2022, we have established the Lucanet Whistleblower System, which team members are expected and encouraged to use to report any suspected misconduct. Reports and concerns can be submitted anonymously, unless otherwise required by law. The Lucanet Legal and Compliance team is responsible for managing these reports and maintains the highest level of confidentiality as is reasonably possible. All reported violations are investigated, and disciplinary actions taken when necessary, including the possible termination of employees. External parties, such as suppliers and customers, can access the Whistleblower System via our [website](#).

The 2022 established policies outlining ESG, compliance, and labor-related procedures are subject to annual review. These policies address risk management, anti-bribery, anti-money laundering, data

protection compliance, and information security. To ensure compliance with all relevant regulations, including those pertaining to privacy and information security, our team conducts regular mandatory training and monitors completion rates to guarantee that all employees participate in the necessary training completion and policy acknowledgment on an annual basis.

In accordance with global standards, we have published our **Compliance and ESG statement** in addition to our **UK Modern Slavery Act Statement**. This demonstrates our commitment to combating modern slavery and human trafficking, as well as upholding the highest governance standards within our operations and supply chain.

In 2023, we began publishing quarterly internal compliance reports to demonstrate our dedication to a transparent governance structure. These reports are accompanied by quarterly compliance meetings, "Quarterly Compliance Connect & Insights", where employees can directly engage with our Compliance team to share ideas and raise questions.

Anti-corruption and bribery

At Lucanet, we have a zero-tolerance policy towards bribery and corruption. This is a requirement of our Code of Conduct and is further emphasized by our Anti-Corruption Policy. This policy provides employees with comprehensive guidance on the applicable laws and bribery risk areas relevant to our business operations. It includes instructions and responsibilities for all employees within our organization to prevent and report any potential instances of bribery.

Since 2023, we have implemented a sanction screening tool within our customer management processes to mitigate the risk of engaging in business relationships that could potentially violate laws or regulations.

The Legal, Compliance, and Finance teams are responsible for overseeing adherence to anti-bribery and anti-corruption standards. The Legal, Compliance and People teams oversee and investigate potential whistleblower reports. As part of our ongoing commitment to integrity, the Board and senior management members are expected to actively support anti-corruption policies and practices.

Data privacy and security

We are dedicated to delivering the highest standard of customer service as a trusted, reliable, and secure partner. This commitment includes safeguarding our customers' privacy and personal data, and ensuring we operate within competitive and legal frameworks.

Our approach to data protection is fully aligned with the EU General Data Protection Regulation (GDPR), ensuring that all our processing activities adhere to the highest European data protection standards. Our contracts include European Standard Contractual Clauses, with all data protection information published **online** per Art. 13. We have made our **standard contractual clauses**, including a list of sub-processors, and our IT security policy accessible.

These efforts reflect our ongoing efforts to maintain high compliance standards and ensuring that ethical business practices are at the core of our operations.

Cybersecurity

We continue to emphasize our dedication to acting as a reliable and secure ally for both our customers and partners. As a certified Cloud Service Provider (CSP), we build trust through concrete measures and robust audits that have been validated by certifications, reaffirmed in 2023. We safeguard our business operations and data while upholding our customers' privacy requirements. In 2023, we obtained the following security certifications:

- ISO 27001 with extensions to ISO 27017 and ISO 27018 audit certification
- IDW PS880 / ISAE 3000 accreditation for our Lucanet 24 release
- SOC 1 Type 2 & SOC 2 Type 1 accreditation

Our cybersecurity focus has intensified further as we have worked to develop and implement our SaaS solutions and to enhance our risk management and opportunities strategies. To effectively manage risks, we have implemented several key actions. These include Regular Employee Training: Ongoing training on an annual basis and simulated exercises to prepare for potential security breaches.

- Ongoing employee training on an annual basis and simulated exercises to prepare for potential security breaches
- Extension of the CSA CAIQ to the Amana Product offering
- Internal security measures such as introduction of multi-factor authentication for Lucanet user accounts.
- Extension of the Application Security Program to the entire group, streamlining code security and manual penetration testing.

Outlook H1 2024

In 2024, we continue our efforts. It is our goal to become a leading Cloud Service Provider (CSP). As such, we have worked on several key measures in the first half of 2024 such as developing and implementing an internal AI assistant to answer standardized questions on cyber and information security based on the CSA CAIQ standard.

AMANA Consulting GmbH has become part of Lucanet's Information Security Management System sharing certifications in ISO 27001, ISO 27017 and ISO 27018. Together, we have successfully completed a joint SOC1T2 Audit, underscoring our commitment to maintaining the highest standards of security and compliance.



Case study: AI in the workplace – emerging opportunities

Our team has the potential to leverage the potential of AI within the constraints and guidelines of the Lucanet AI policy based on a comprehensive ethical framework.

In the current business environment, the potential for integrating new innovations has reached a new level with the advancement of artificial intelligence (AI). At Lucanet, we have also identified the emerging opportunities that come with exploring the seemingly endless options of AI. These include increased productivity and the implementation of AI features in our solution offering. We understand the potential of AI to transform industries, enhance user experiences, and drive innovation. In 2023, we implemented key actions to enable our employees to navigate the evolving landscape of AI technology with responsibility and integrity.

An AI working group has been established to oversee the review of current and potential applications, evaluate new requests for AI tools, and approve new use cases.

To further demonstrate our commitment to leveraging the potential of AI in a responsible manner, we have developed and launched a comprehensive Artificial Intelligence Policy. This policy serves as the guiding framework for our AI initiatives, reflecting our

understanding of the importance of developing and deploying AI in an ethical manner to mitigate potential risks and unintended consequences.

Since 2023, Lucanet employees have had the opportunity to leverage the potential of AI by using a variety of AI tools, including OpenAI playground, within the constraints and guidelines of the Lucanet AI policy. Our tech teams have been able to safely explore the possibilities offered by AI since the launch of the policy.

Key takeaways

- **Ethical framework:** Our AI policy is based on a comprehensive ethical framework that governs the development, deployment, and use of AI systems within our organization. We have provided our employees with transparent guidance on how to use AI, taking into account the specific risks that should be avoided when working with AI. As a reliable business partner, our employees must understand how to work with data within an AI

environment. Our policy sets out the essential rules concerning what is and what is not permissible, including also a use case overview to provide further clarity and guidance. This policy is aligned with our core values, respects human rights, and contributes positively to society.

- **Transparency & accountability:** Recognizing that AI brings both opportunities and questions, the creation of a cross-functional working group has allowed us to review individual topics, possible AI tools, and assess usage across the business. This transparent view enables AI innovation of Lucanet's solution offering, as well as increasing operational efficiency.

- **User privacy and data protection:** Respecting user privacy and data protection is paramount. Our AI policy emphasizes responsible collection, storage, and use of data in compliance with strict privacy regulations. We implement robust security measures to protect user information and ensure data confidentiality.
- **Bias mitigation and fairness:** Recognizing the potential biases that can arise in AI systems is critical and requires a commitment to mitigating them. Our AI policy mandates ongoing efforts to identify and address bias in our algorithms, ensuring fairness, equality, and inclusivity in all our AI-powered applications.
- **Continuous monitoring and improvement:** With our AI policy and working group, we have put in place levers for continuous monitoring and improvement. Recognizing that AI technology is rapidly evolving, we must stay at the forefront of responsible AI practices. This ensures that we regularly evaluate our AI systems, update our policy, and adapt to changing ethical and societal considerations.

“At Lucanet, we are committed to being a trusted partner by integrating advanced AI technologies and robust cybersecurity measures into our solutions. By deploying generative AI capabilities, we enhance our product offerings, bringing significant productivity gains and operational efficiency to our clients. Simultaneously, our layered security strategy, built on principles like ‘shift-left’ and zero-trust models, ensures that we protect our clients’ data meticulously. These efforts reflect our pledge to provide innovative, secure, and reliable services in the digital age.”



Kevin Smith
CTO

Advancing sustainability

Climate and energy

Restatement of Lucanet's carbon footprint 2022

Key takeaways from our 2023 footprint

How we are managing our climate and energy impact

Contributing to climate projects

Outlook H1 2024

Climate and energy

At Lucanet, we recognize the critical importance of addressing climate change as a fundamental threat to the planet, communities, and business. We are committed to advancing sustainability through comprehensive initiatives to reduce our greenhouse gas (GHG) emissions in line with climate science, with the goal of leading Lucanet to a net-zero future.

As part of our ESG strategy, we have taken several key actions since we began mapping our carbon footprint in 2020 to ensure that our operations make a positive contribution to the environment.

Since 2021, we have partnered with **Normative** to conduct our carbon accounting in accordance with the Greenhouse Gas Protocol as the international standard in emissions reporting and accounting. Continued collaboration with an external partner has enabled us to further improve our data collection process across scopes 1, 2, and 3.

In our 2023 carbon footprint, we have seen an increase in overall emissions, while the emissions intensity (tCO2e) per employee shows a reduction compared to the previous year, in line with our growth path.

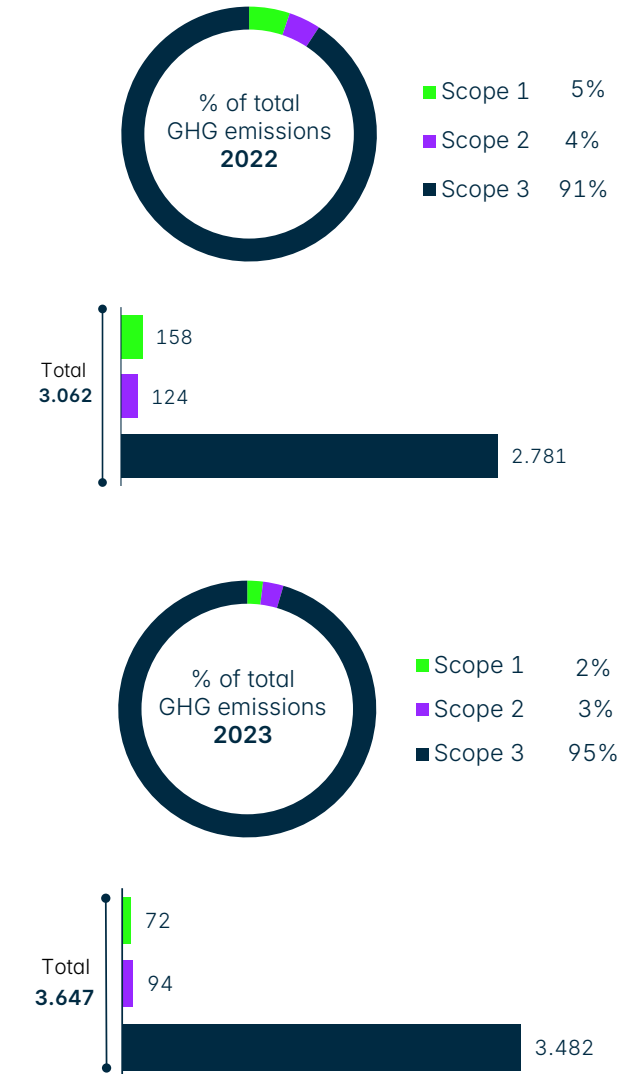
Percentage change from 2022 to 2023 plus emissions intensity per employee

Year	Emissions per employee (FTE)	Deviation to previous year
2022	6,24	
2023	5,19	-17%

Percentage change from 2022, 2023 to H1 2024 plus emissions intensity per 1M revenue

Year	Emissions per 1M revenue	Deviation to previous year
2022	44,18	
2023	37,93	-14%
H1 2024	33,82	-11%

Emissions overview 2022/2023





Restatement of Lucanet's carbon footprint 2022

According to the Greenhouse Gas Protocol, companies should choose a base year with available verifiable emissions data. We have chosen 2022 as our base year and reported on the emissions in Lucanet's ESG Report 2022.

Triggers for recalculating a base year include significant structural changes such as mergers, acquisitions, or divestments that may have a significant impact on emissions. Changes in the methodology or improved accuracy of data and emission factors also trigger recalculations.

In our case, the acquisition of ementexx and the addition of the category "Waste generated in operations" to our greenhouse gas inventory led to a recalculation of the base year 2022 carbon footprint. This recalculation ensures that the emissions data accurately reflects the current organizational structure, activities, and growth.

The assessment and disclosure of climate-related risks in this report remain consistent with our previous report from 2022, with no significant changes identified. We continue to monitor these risks closely and commit to updating our stakeholders should any substantial developments arise.

"As an ESG expert at Lucanet, I am committed to aligning sustainability data with the precision of financial reporting. By leveraging Lucanet's innovative software solutions, I aim to ensure that our environmental, social, and governance insights are as reliable and impactful as our financial data. This dedication is driven by a passion for transparency and a desire to enable informed decision making for a sustainable future."



Tina Osmer
ESG Expert

Key takeaways from our 2023 footprint

Takeaway 1

In 2023, our revised workplace strategy prioritized two key actions: optimizing office space in Stuttgart, Mönchengladbach, Munich, and Madrid after implementing LucaFlex to improve collaboration and reduce our footprint and deciding to relocate our Berlin headquarters to the newly built, sustainable C1 Berlin in 2024. With optimized district heating and DGNB-certified materials as well as a rooftop photovoltaic system, our new headquarters will ensure high standards of air quality in an improved workplace environment in line with sustainability standards. These initiatives reinforce our commitment to sustainable practices and efficient workspaces.

Takeaway 2

The majority of the Lucanet Group's GHG emissions, 96%, continue to fall into scope 3. These are the emissions associated with our value chains, such as purchased goods and services and business travel.

Takeaway 3

In 2023, we achieved a notable reduction in emissions intensity, in line with our sustainability goals. Emissions per million euros in revenue decreased from 44.18 tCO₂e in 2022 to 37.93 tCO₂e, representing a reduction of approximately 14%. Similarly, emissions per employee fell from 6.24 tCO₂e to 5.19 tCO₂e, marking a 17% decrease. This reflects our continuous efforts toward enhancing sustainability and growth efficiency.

Takeaway 4

In 2023, Lucanet made a commitment to reduce greenhouse gas emissions by aligning our targets with the Science Based Targets initiative (SBTi). We concentrated our efforts on developing emissions reduction targets that meet the SBTi's criteria, with the aim of ensuring a sustainable path for growth. Our next steps involve submitting these targets for validation in 2024, communicating them to stakeholders, and annually disclosing our progress.

Our initiatives reflect not only our responsibility to the environment, but also our commitment to making positive changes for our stakeholders and the communities in which we operate.

How we are managing our climate and energy impact

In 2023, we have made significant progress in reducing emissions per million euros in revenue and per employee, which is a central pillar of our sustainability efforts. While we continue to evaluate initiatives across all scopes, our focus remains on scope 3. Accounting for 96% of our footprint, we recognize that this is the area where we can have the greatest impact.

1. The commitment in 2023 to set science-based targets in 2024 allows us to further substantiate our efforts to establish a long-term decarbonization plan for Lucanet. Recognizing the urgency of climate action, we have decided to submit near-term greenhouse gas emissions reduction targets. Our goal is to develop clear and measurable targets that are consistent with climate science by working with the Science-Based Targets initiative. This commitment will ensure that our emission reduction targets are ambitious and based on the latest scientific research, helping us to contribute to global efforts to limit temperature rise and mitigate the negative impacts of climate change.

2. In 2023, we did a comprehensive update of our Travel policy to align it with our broader sustainability goals. A key innovation was the introduction of TravelPerk, a sophisticated travel booking tool that will enable detailed, activity-based calculations of travel-related emissions starting in 2024. This advancement not only refines our ability to track and report the environmental impact of every business trip and hotel stay but also underscores our commitment to sustainable operations. We also launched our Sustainable Event Policy, which provides a robust framework for ensuring that Lucanet Group events are environmentally responsible. Policy measures include selecting venues accessible by public transport, sourcing local and seasonal catering to reduce carbon footprints, and minimizing waste through sustainable packaging and eco-friendly event materials.

3. As we integrate our solutions into our SaaS platform, we are moving towards a cloud-native technology stack. This strategic shift offers numerous benefits, most notably accelerating innovation cycles. It also aligns with our commitment to environmental sustainability. By leveraging cloud-native architecture, we significantly reduce the energy consumption associated with running our platform compared to traditional data center hosting, thereby reducing our carbon footprint. The data centers of AWS and Azure are at the forefront of promoting sustainability by using 100% renewable energy and providing granular emissions data to optimize carbon footprints. These platforms provide innovative tools and recommendations to increase efficiency, enabling significant reductions in GHG emissions and aligning with global sustainability goals.

Contributing to climate projects

In order to offset the emissions that we are not yet able to eliminate, we have been financially contributing to certified carbon avoidance and removal projects since 2022. We collaborate with an external partner to do our part to support global climate action through these projects.

The three projects we have offset through are:

Forest management

The Pina Earth Lindorf Improved Forest Management project spans 318-hectares in Bavaria and Baden-Württemberg. It transforms monoculture spruce forests into diverse, climate-resilient forests by planting a variety of tree species and supporting natural rejuvenation. The initiative is certified by TÜV Nord Cert GmbH and aims to cut over 24,000 tons of CO₂ emissions over 30 years, enhancing biodiversity and forest resilience.

Forest management

The S&J Taylor Improved Forest Management project conserves 18,000 acres in south-central Arkansas, focusing on carbon sequestration, habitat protection, and enhanced water resources. It forwards sustainable land management while balancing timber production with ecological preservation, reducing sedimentation and nutrient runoff. The project also offers benefits to local communities and ecosystems and is certified by the American Carbon Registry.

Reforestation

GreenTrees is undertaking a major reforestation project in the Mississippi Alluvial Valley with the goal of planting one million acres of marginal farmland. To date, GreenTrees has planted over 42 million trees on 120,000 acres in partnership with private landowners, also certified by the American Carbon Registry.

Outlook H1 2024

CFO Solution Platform

In June 2024, we launched our cloud-based CFO Solution Platform, which features an advanced ESG reporting solution. This product elevates ESG reporting and financial management by integrating financial and non-financial data, streamlining ESG data collection, and ensuring adherence to global standards. Through enhanced collaboration and automation, it advances sustainability performance and transparency for organizations worldwide. The solution provides insightful analytics and resources that underscore the tangible benefits of sustainable practices and highlight the strategic opportunities in comprehensive ESG management. This enables businesses to effectively identify and mitigate risks, empowering informed decision-making that aligns with both regulatory requirements and strategic business objectives.

Data quality enhancement

In the first half of 2024, we significantly enhanced the accuracy and quality of our ESG data by expanding the operational boundaries of scope 2 to include shared office spaces, ensuring a more comprehensive representation of our energy consumption. Additionally, we have introduced precise activity-based data for scope 3.6, thereby enhancing the accuracy of our business travel emissions reporting. Furthermore, our integration of waste management data from offices under our operational control and recalculation of these to the base year emissions for 2022 and the emission calculation for 2023 enrich our reporting. These improvements reflect our ongoing commitment to transparency and precision in our sustainability reporting.

Science-based targets

By December 2024, Lucanet will have finalized and submitted its Science-Based Targets, marking a significant milestone in our sustainability journey. This submission reflects our dedication to robust climate action and our commitment to aligning our strategies with cutting-edge scientific standards to effectively reduce greenhouse gas emissions.

“At Lucanet, we understand the complexities of implementing ESG strategies and meeting regulatory demands. Through active management of our own ESG initiatives, we have realized the substantial benefits of a holistic ESG approach. Our ESG reporting solution not only simplifies regulatory compliance but also turns ESG practices into strategic assets for risk mitigation and sustainable growth, converting obligations into opportunities for innovation. This empowers both our customers and us to build more resilient and forward-thinking organizations. Our goal is to deliver a solution that provides genuine value while ensuring compliant ESG reporting.”



Joris van Leeuwen
CRO

Attracting and engaging talent

People strategy

Diversity, Equity & Inclusion (DE&I)

Core Values

Outlook H1 2024

Case study Lucanet's wellbeing program

People strategy

At Lucanet, we have made it a priority to attract and engage top talent, as our people are the cornerstone of our success. We are dedicated to empowering our employees and leaders, cultivating an environment where they can take ownership of their performance and development. By nurturing an inclusive and supportive workplace culture, we encourage our team to deliver sustainable, high-impact contributions.

Our People, Organization, and Legal strategy is built on three fundamental pillars. First, a People & Organization framework that creates greater value for our people and our organization within a changing environment, then driving Lucanet's future readiness in becoming a full SaaS company and lastly, enabling us to operate responsibly, achieving long-term benefits for Lucanet, our people, and our stakeholders.

To this end, we have implemented a series of initiatives in 2023 leading into 2024 with the objective of enhancing our workplace environment and promoting inclusive practices and processes.

We are confident that these initiatives contribute to our goal of enabling success through our people. By directly involving our workforce and providing opportunities for them to contribute to our organization's success, we are

well-positioned to succeed. A key aspect of this is our approach to recognizing and rewarding the contributions of our employees. In 2023, we revised our rewards program and implemented a Total Rewards Strategy for the entire Lucanet Group. This strategy provides a foundation for inclusive and equal compensation decisions. Our total reward philosophy is designed to attract, retain, and motivate talent by offering competitive compensation, benefits, and growth opportunities that align with our values and business goals. It is also the result of our first pay gap analysis, which identified an unadjusted pay gap of -8.2% and an adjusted pay gap of -5%. We conducted the analysis for our entity Lucanet AG as the size of the

Key initiatives

- Total Rewards Strategy
- Lucanet tech hub Bucharest I
- Launch of 360-degree feedback process
- Employee Advisory Board
- Engagement survey & actions
- Lucanet.Do Good initiative
- Introduction of Bloom

entity and number of employees represent a critical mass with a big enough workforce required for the analysis.

To enhance our future readiness, in 2023 we established a new technology hub in Bucharest, Romania. The team plays a pivotal role in our product development and in our efforts to adopt a diverse workforce on a global scale. Further information regarding the recruiting measures and gender distribution within our Romanian team can be found in our DE&I section below.

In 2023, we enhanced the People & Organization tool landscape by implementing solutions such as **WorkFlex** and **Jobbatical**. WorkFlex enables our employees to work remotely from other countries while maintaining compliance and insurance coverage. This allows them to combine travel plans, aiming to reduce the need for several trips back and forth. As an organization, we place strong emphasis on our flexible working model, Lucaflex. The implementation of WorkFlex enables us to refine our flexible working model and facilitate the individual work-life blend of our employees, fostering a more inclusive work environment where they are encouraged to contribute to our company's success.

Jobbatical strengthens our global mobility approach by allowing us to facilitate relocation during onboarding. This allows us to attract talent on a broader global scale, in line with our global matrix structure, which has been further expanded in 2023.

Our performance review program, Lucanet.Engage, and our quarterly engagement survey continued in 2023, allowing us to measure satisfaction and identify areas for improvement at both the individual and organizational levels. Feedback is incorporated into People & Organization initiatives to cultivate employee engagement and wellbeing, and to address concerns. As part of the feedback mechanism, we launched our 360-degree feedback process and elected an Employee Advisory Board to serve as a sounding board for organizational issues.

Key initiatives

- **Total Rewards Strategy:** Conducted a thorough **gender pay gap analysis** for Lucanet AG. The outcome influenced the development of a total rewards strategy, including the implementation of a new benchmarking tool and a new family support benefit to ensure equitable and competitive rewards and reflect our ESG goals.

- **Lucanet tech hub Bucharest:** Established a new tech hub in Romania to expand our engineering team to further strengthen our product development and global team.
- **Launch of 360-degree feedback process:** Introduced comprehensive cross-functional feedback mechanisms to drive continuous improvement and personal development as part of our feedback culture and Lucanet.Engage process.
- **Employee Advisory Board:** Ensure effective employee representation through regular exchange with the CPO and VP People & Organization.
- **Engagement survey and actions:** Conduct regular engagement surveys and implement actions based on feedback to improve employee satisfaction and wellbeing.
- **Lucanet.Do Good initiative:** Supporting our communities through strategic donations and offering employees the opportunity to use 'charity time' to support social organizations and causes.
- **Introduction of Bloom:** Working with a new **Employee Assistance Provider** (EAP) to support mental health and wellbeing.

"As the People function at Lucanet, our team is dedicated to promoting an inclusive environment where wellbeing supports high performance. We are committed to empowerment and equity, which drives sustainable growth and reflects our dedication to social responsibility."



Silvia Heredia Minthorne de Kläner
VP People & Organization

Diversity, Equity & Inclusion (DE&I)

At Lucanet, we know that Diversity, Equity & Inclusion is about more than words – it's about actions. Our commitment to diversity, equity, and inclusion is reflected in several strategic initiatives and is driven by our vision to cultivate an inclusive work environment where everyone can thrive and contribute to building a fairer, more inclusive society.

As a global company, we value the diversity of our teams and believe in the strength of our unique talents, customers, and partners. Our DE&I goals include, among other dimensions, increasing the representation of self-identified women, particularly within the tech area. Our gender data continues to be based primarily on the binary categories of male and female identified employees. Our DE&I data collection capabilities are streamlined, based on the German country regulations that allows to collect only specific data.

As part of our recruitment strategy within the Lucanet Group, with a particular focus on establishing our hub in Romania, we have introduced various diversity recruitment measures. Despite a higher female representation compared to Germany, both markets have a higher male representation in the engineering area, which is reflected in the gender split for our Romanian hub in 2023, the year of our first market entry, with 21% female and 79% male. To improve the split in 2024, we revised our job advertisements to eliminate

male-coded language, increased the gender diversity of interview panels, and continued to emphasize skills-based assessment methods during the hiring process. In the first half of 2024, we successfully hired more women than in the previous 12 months, reaching 30% self-identified women. This resulted in an overall gender distribution of 25% self-identified women and 75% self-identified men. Together with our internal measures around diversity, equity, and inclusion such as our Total Rewards Strategy, this resulted in 94% of our Romanian workforce confirming our commitment to DE&I in our engagement survey in the first quarter of 2024.

Our overall self-identified female percentage for the Lucanet Group is 41%, in part due to our 2023 acquisitions and the challenging talent landscape. Our DE&I efforts remain central to our People strategy to increase the diversity of our workforce, as the percentage demonstrates above applicable benchmarks in the tech industry.

41%

Self-identified female employees (-5 ↘*)

29%

Self-identified female leadership (-2 ↘*)

57

Nationality count (13 ↗*)

87%

of employees feel supported to make use of flexible working arrangements

88%

Percentage of employees who believe that Lucanet is committed to DE&I

DE&I key initiatives

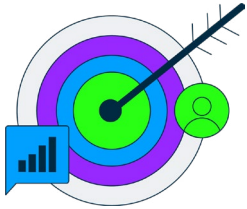
- **DE&I partnership and Women @ Lucanet professional development program:** Organization of a two-session workshop dedicated to women with the focus on building a roadmap for career progression and setting up a partnership with the **WomenTech Network** to enhance female representation.
- **Introduction of pronouns:** This small but impactful change promotes inclusivity and encourages a culture of respect for and acknowledgment of gender diversity.
- **Wellbeing campaign:** We launched an extended program to promote holistic wellbeing. Read the case study below for more details.
- **Employee resource groups (ERG):** We introduced resources to enable our employees to set up ERGs and support diversity in the workplace.
- **Family support benefit:** This service was implemented in specific entities for child and eldercare.

Through these concerted efforts, we continue to advance diversity, equity, and inclusion across all levels of our organization, thus attracting and engaging the right talent to drive Lucanet forward.

Core Values

We exist to make life better for finance teams. Our solutions give our customers the time and headspace to work strategically and to concentrate on what matters. With this in mind, we have grown from a small group to a large, dynamic team of industry game-changers.

Our values are the foundation of our culture, steering our actions and resonating through all aspects of our work. We promote an inclusive and supportive workplace where everyone feels respected and empowered to contribute their best. Our three core values are:



We challenge

ourselves to do better every day.

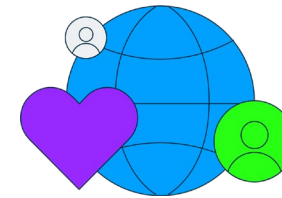
By pushing ourselves to do better today than yesterday, we expand the boundaries of innovation and excellence in all we do.



We build

trust through our actions.

Passionate about exceeding our customers' expectations, we deliver added value in all we do. The results are best-in-class solutions and a foundation of trust.



We value

our people and the communities we serve.

United in our belief of 'Better together' we cherish our people, cultivating a culture of kindness. Together, we thrive with integrity and respect.

Outlook H1 2024

In the first half of 2024, we continued to pursue our strategic objectives and made progress on our key initiatives.

We are pleased to have developed our partnership with the WomenTech Network and have been awarded the Silver Award for their 2024 Best Remote Work Culture award.

In 2023, we developed our inaugural **Diversity, Equity and Inclusion report** which was published in 2024. This report transparently communicates our efforts and progress. During this process, we also revised our DE&I goals in line with our growth strategy.

We enhanced our mentoring program with 16 mentors across the Lucanet Group facilitating a personalized development exchange.

The introduction of new people management systems (Greenhouse (ATS) and HiBob), establishes a foundation for advancing our talent reporting and management. Greenhouse will enable us to ensure fair and equitable recruitment practices through structured processes, bias reduction, and comprehensive analytics, thereby enabling us to attract and retain diverse talent effectively. At the same time HiBob provides data and resources for maintaining a diverse, equitable, and inclusive workforce with equal opportunities.

This data enhancement will enable us to more effectively implement further DE&I KPIs and derive more targeted actions for improvement.

We are dedicated to fostering a sustainable future in line with our responsibility towards the environment and our commitment to making a positive change for our stakeholders and the communities in which we operate.



Case study Lucanet's wellbeing program

In line with Lucanet's dedication to promoting a supportive and healthy work environment, our wellbeing program has become a key element of the company's ESG strategy in 2023. Considering the evolving nature of the modern workplace and the challenges it presents, Lucanet has developed a comprehensive wellbeing initiative to address mental health and overall employee wellness, with a focus on social sustainability and personal wellbeing.

The significance of mental health and wellbeing in the workplace

The ever-changing nature of today's working environment, coupled with the ongoing global challenges we face, has highlighted the importance of mental health and overall wellbeing. At Lucanet, we are proactive in acknowledging and addressing these challenges, particularly as remote work has reshaped our professional lives, and asynchronous working is a part of our daily routines. Our wellbeing program gained significant traction during Mental Health Awareness Month, reflecting our dedicated efforts to advance mental health awareness across the organization.

While we have previously initiated various projects related to wellbeing and mental health, in 2023 we developed a sustainable program in line with our People strategy. This program creates value for our people and organization, while also supporting Lucanet's future readiness.

We have established a dedicated space on our intranet to serve as an evolving repository of resources designed to empower employees with tools to manage stress and enhance their personal and professional lives. The information provided covers a wide array of topics, including stress management, anxiety, depression, mindfulness, and physical health. These resources are intended to equip employees with practical strategies for maintaining balance and productivity.

Embracing a culture of open dialogue and active Leadership engagement

Our leadership team is committed to promoting mental health and open dialogue within the workplace. We advocate for initiatives that destigmatize mental health topics and facilitate open discussions. A fundamental aspect of this approach is to provide a secure environment for employees to share their experiences, thereby encouraging a collective atmosphere where learning and development are integrated into the company's culture. In addition to our learning and development resources as part of our Lucanet.Engage process, we also conducted a Wellbeing Day and a Growth Day in 2023. These two events were dedicated to gaining insights and learnings on a personal and professional level, with the involvement of external parties such as health insurance providers and counsellors.

The involvement of the leadership team in mental health initiatives has included a "First Aid" session to identify and address signs of mental illness in 2023. This training was part of Lucanet's annual leadership development days and promoted awareness and proactive management of mental health. In 2024, this training was offered to employees as well to develop further responsibility and ambassadorship for these topics.

A noteworthy aspect of the initiative is our collaboration with mental health provider **Bloom** (formerly Mindsurance). In 2023, we initiated a collaboration with this Employee Assistance Provider (EAP). Bloom offers a range of services, including courses, webinars, and counseling sessions, provided at no cost to employees. These confidential services are easily accessible, reinforcing Lucanet's commitment to supporting the mental wellbeing of its workforce. Additionally, we have collaborated with Bloom on a number of workshops to ensure expertise during the aforementioned events.

Physical wellbeing

Physical health is also a key focus area, with various initiatives in place. Lucanet offers financial support for gym memberships or other sport and health offers with subsidies of up to 50% available in select locations. Additionally, in our German entity, the partnership with JobRad encourages employees to engage in physical activity through bike leasing options. Health insurance offerings, tailored to local regulations, further support our employees' physical wellbeing.

Concurrently, we initiated internal competitions to encourage physical wellbeing and enhance team cooperation, including a walking and running challenge and an exercise challenge where people collaborated throughout the company to gather kilometers or minutes.

With this report, we reiterate our dedication to fostering a sustainable future for our planet, our people, and our economic pursuits. Through continuous improvement and transparent communication, we aim to inspire and lead by example.

Key takeaways:

- 1. Holistic wellbeing approach:** Lucanet's program addresses both mental and physical health, creating a balanced environment that supports overall employee wellness.
- 2. Integrated leadership role:** Leadership is actively engaged in fostering a workplace culture that prioritizes mental health awareness and proactive intervention through training initiatives.
- 3. Comprehensive support system:** By forming partnerships such as Bloom, Lucanet is able to provide its employees with easily accessible, confidential resources and benefits that promote sustained personal and professional health and assists their needs.

By integrating these elements into our ESG framework, Lucanet is ensuring a compassionate, supportive, and resilient workplace for all employees.

Annex

GRI Standard	Disclosure	Lucanet's Response
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> a. LucaNet AG b. Privately owned c. Berlin, Germany d. Other locations across the world can be found on our website.
	2-2 Entities included in the organization's sustainability reporting	The report covers all our locations.
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> a. 01/January/2023 – 31/December/2023 b. This is the same as our financial reporting c. Publication: December 2024 d. Tina Osmers (ESG Expert) (ESGLN@Lucanet.com)
	2-4 Restatements of information	<p>For the ESG Report, Lucanet restated information primarily due to the acquisition of ementexx, which impacted structural emissions data. Additionally, revised data collection for Waste Management figures necessitated updates to ensure accurate and consistent reporting in line with GRI standards. These adjustments were essential to reflect the company's current operational scope and environmental impact accurately for the base year 2022 and the following year 2023.</p>
	2-5 External assurance	<ul style="list-style-type: none"> a. The report has been reviewed by senior executives at Lucanet. b. This report has not been externally assured.
	2-6 Activities, value chain and other business relationships	See company's factsheet (updated ongoing basis)
	2-7 Employees	<p>The Lucanet Group employed 766 employees in headcount and 732,36 employees in full time equivalents as of December 31, 2023.</p>
	2-8 Workers who are not employees	
	2-9 Governance structure and composition	
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	

GRI Standard	Disclosure	Lucanet's Response
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	
	2-16 Communication of critical concerns	
	2-17 Collective knowledge of the highest governance body	
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	See Climate and Energy section of the ESG Report 2023
	2-23 Policy commitments	See section Lucanet's culture of integrity of the ESG Report 2023
	2-24 Embedding policy commitments	
	2-25 Processes to remediate negative impacts	
	2-26 Mechanisms for seeking advice and raising concerns	See section Lucanet's culture of Integrity of the ESG Report 2023
	2-27 Compliance with laws and regulations	See section Data Privacy and Cybersecurity of the ESG Report 2023
	2-28 Membership associations	Lucanet is a member of the Diversity Charter. Lucanet has committed to setting targets within the Science Based Target Initiative. Lucanet is a partner of womentech.
2-29 Approach to stakeholder engagement	See section on Materiality Assessment and ESG governance structure.	
2-30 Collective bargaining agreements		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	See Materiality Assessment section of the ESG Report 2023
	3-2 List of material topics	See Materiality Assessment section of the ESG Report 2023
	3-3 Management of material topics	See Materiality Assessment section of the ESG Report 2023
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	
	201-2 Financial implications and other risks and opportunities due to climate change	See Climate and Energy section of the ESG Report 2023
	201-3 Defined benefit plan obligations and other retirement plans	
	201-4 Financial assistance received from government	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	

GRI Standard	Disclosure	Lucanet's Response
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Lucanet has established appropriate policies and procedures to mitigate risks related to corruption. These include but are not limited to an anti-bribery and corruption policy including regulations regarding gifts, entertainment & other benefits policy, and a whistleblowing policy. These policies provide employees with detailed guidance on applicable risk areas relevant to our business, and individual responsibilities to prevent and report bribery. The Legal and Compliance team oversees adherence to anti-bribery standards, monitoring potential whistleblower reports. The board and senior management members are expected to actively support anti-corruption policies and practices. Proof of mandatory training completion and policy acknowledgment is required annually, as monitored by our Legal team.
	205-2 Communication and training about anti-corruption policies and procedures	Lucanet's Legal & Compliance team provides compliance training to all employees and new starters including reading all policies e.g., anti-bribery and anti-corruption policies.
	205-3 Confirmed incidents of corruption and actions taken	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
GRI 207: Tax 2019	207-1 Approach to tax	
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	As a software company, the use of raw material is not material to Lucanet.
	301-2 Recycled input materials used	
	301-3 Reclaimed products and their packaging materials	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	a. 383,89 kwh b. None c. Electricity Consumption 288,22 kwh, heating 95,66 kwh

GRI Standard	Disclosure	Lucanet's Response
		<p>d. Not applicable</p> <p>e. Total Energy consumption 383,89 kwh</p> <p>f. Lucanet's Carbon emissions are calculated in line with the Greenhouse Gas Protocol Corporate Standard, using Operational control approach. Activity data is collected through excel templates and calculated using Normative (an automated carbon accounting).</p> <p>g. DEFRA, AIB</p>
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	We do not report energy consumption outside Lucanet due to lack of available data.
	302-3 Energy intensity	<p>a. 765 kwh per Employee</p> <p>b. 766 employees (HC) in 2023</p> <p>c. Fuel and Energy consumption</p> <p>d. Inside Only</p>
	302-4 Reduction of energy consumption	See Climate and Energy section of the ESG Report 2023
	302-5 Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water consumption and waste are not material to Lucanet as a Software company. As a company our water consumption and water waste are in and through our offices e.g., drinking, cleaning.
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	304-2 Significant impacts of activities, products and services on biodiversity	
	304-3 Habitats protected or restored	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 305: Emissions 2016	305-1 The Direct (scope 1) GHG emissions	<p>a. The scope 1 emissions for Lucanet in 2023 were 72 tCo2e</p> <p>b. Co2 only.</p> <p>c. Biogenic emissions have not been calculated.</p> <p>d. The year 2022 was chosen as the base year.</p> <p>e. Stationary combustion and Mobile Combustion; BEIS (UK gov) and Exiobase.</p>

GRI Standard	Disclosure	Lucanet's Response
GRI 305: Emissions 2016		<p>f. Operational control approach</p> <p>g. Lucanet's carbon emissions are calculated in line with the Greenhouse Gas Protocol Corporate Standard, using an operational control approach. Activity data is collected through excel templates and calculated using Normative (an automated carbon accounting platform).</p>
	305-2 Energy indirect (scope 2) GHG emissions	<p>a. 94 tCo2e</p> <p>b. 75 tCo2e</p> <p>c. Not available</p> <p>d. Baseline year is 2022.</p> <p>e. Electricity; IEA (International Energy Agency), AIB (Association of Issuing Bodies), EPA (Environmental Protection Agency. Heating; BEIS (UK gov) Idemat; District heating statistics for DK, NO, SE, FI; Technical paper GPW rates used; IPCC Fourth Assessment Report AR4.</p> <p>f. Operational control approach</p> <p>g. Lucanet's carbon emissions are calculated in line with the Greenhouse Gas Protocol Corporate Standard, using an operational control approach. Data is collected through excel templates and calculated using Normative (an automated carbon accounting platform).</p>
	305-3 Other indirect (scope 3) GHG emissions	<p>a. The scope 3 emissions for Lucanet in 2023 were 3.482 tCo2e.</p> <p>b. Not available</p> <p>c. Biogenic emissions have not been calculated</p> <p>d. Purchased Goods and Services, Business Travel, Employee Commuting, Fuel- and Energy Related Activities, Waste generated in operations and Upstream Transportation and Distribution. Fuel and Energy related activities; BEIS (UK)</p> <p>e. Base year is 2022.</p> <p>f. Fuel- and Energy-Related Activities; BEIS (UK gov), Exiobase. Capital goods; Exiobase. Purchased goods and services; BEIS (UK gov), Quartz, Exiobase, Idemat, Concito, IFEU, Ecoinvent and Boverket. Upstream transportation and distribution; BEIS (UK gov), Idemat and Exiobase. Business Travel; BEIS (UK gov), Exiobase. Waste generated in operations: DEFRA</p> <p>g. Lucanet's carbon emissions are calculated in line with the</p>

GRI Standard	Disclosure	Lucanet's Response
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Greenhouse Gas Protocol Corporate Standard, using an operational control approach. Data is collected through excel templates and calculated using Normative (an automated carbon accounting platform).
	305-5 Reduction of GHG emissions	Emission intensity per 1M revenue: 37,93 tCO ₂ e Emission intensity per employee: 5,19 tCO ₂ e
	305-6 Emissions of ozone-depleting substances (ODS)	We do not report on emissions of ozone-depleting substances as they are negligible for our business operations.
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	We do not report on emissions of ozone-depleting substances as they are negligible for our business operations.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	In 2023, waste management contributed 0.421 tCO ₂ e to Lucanet's GHG emissions, rendering it non-material to our overall sustainability impact. Despite this, we have implemented measures to enhance recycling and reduce waste across our offices, focusing on paper, glass, plastics, and residual waste. Our commitment to sustainability ensures ongoing efforts to optimize material use and collaborate on innovative waste solutions to improve recycling rates further.
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Lucanet had 276 new starters in 2023.
	308-2 Negative environmental impacts in the supply chain and actions taken	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Lucanet abides to country specific parental leave requirement to all employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3 Parental leave	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Lucanet is committed to providing and maintaining a safe and healthy workplace for all employees (incl. contractors and volunteers) as well as customers, partners, and visitors. Hazards and risks to health and safety will be eliminated or minimized, as far as it is reasonably practicable.
	403-1 Occupational health and safety management system	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
403-4 Worker participation, consultation, and communication		

GRI Standard	Disclosure	Lucanet's Response
GRI 403: Occupational Health and Safety 2018	on occupational health and safety	Lucanet has a health and safety policy in line with local regulations and actively engages with employees on health-related topics such as mental and physical health. For example: We conduct regular desk assessments for all employees and provide equipment to support. 5 employees are trained as first aiders. In 2023 Lucanet had 3 work-related injuries.
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and education are currently not a material topic based on the materiality assessment results for Lucanet, so we have not reported in detail on this topic. However · Lucanet employees receive an annual training budget. · We also offer employees resources like LinkedIn Learning and mentoring programs to support them.
	404-2 Programs for upgrading employee skills and transition assistance programs	The total LinkedIn Learning Hours spent in 2023 were 1262.
	404-3 Percentage of employees receiving regular performance and career development reviews	Lucanet.Engage is our framework for continuous feedback, performance evaluation and development.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Below are metrics for 2023: · Lucanet has two Executive Board members out of which one self-identifies as a female and one as male. · 42% of employees self-identify as female. · 29 % of our leadership self-identify as females. · We have 57 nationalities at Lucanet. · We also track self-identified diverse employees.
	405-2 Ratio of basic salary and remuneration of women to men	Lucanet has a structured salary banding and a newly revised annual compensation review process in place to ensure equal pay for employees in equivalent roles.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	We have not had any issues of discrimination involving Lucanet within the reporting period.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for	Lucanet has a zero-tolerance approach to modern slavery in

GRI Standard	Disclosure	Lucanet's Response
	incidents of child labor	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	its various forms and we are committed to acting ethically and with integrity in all our business relationships and to ensuring that modern slavery does not occur in our own business or supply chain.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Lucanet has not been involved in any violations involving the rights of indigenous people.
	413-1 Operations with local community engagement, impact assessments, and development programs	
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	
	414-1 New suppliers that were screened using social criteria	
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	As reflected in our Code of Conduct for Business Partners, we seek to work with external professional service partners and suppliers who respect human rights, care about their own working conditions, and adhere to the UN Guiding Principles on Business and Human Rights.
GRI 415: Public Policy 2016	415-1 Political contributions	Lucanet does not make political contributions. This topic is therefore not currently material to LucaNet.
	416-1 Assessment of the health and safety impacts of product and service categories	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
	417-1 Requirements for product and service information and labeling	
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	
	417-3 Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	a. There were no complaints concerning breaches of customer privacy and losses of customer data involving Lucanet in 2023. b. No cases of losses of customer data.
Disclaimer:	Lucanet is reporting 'in reference to' (rather than 'in accordance with') the Principles of the GRI Standards. Therefore, Lucanet has prepared the reported information in accordance with the requirements specified in 'Reporting with reference to the GRI Standards' at the end of section 3 in GRI 1 (and, for the avoidance of doubt, the disclosures are therefore not necessarily fully compliant with all nine requirements set out in section 3 of GRI 1).	

Lucanet's CFO solution platform of easy-to-use, out-of-the-box software empowers finance teams to manage strategic and reporting responsibilities with unrivaled speed and accuracy – and to lead with ease.

Visit lucanet.com