



Celonis
Sustainability
Journey

**The
Baseline
2020-22**



Hi, we are Celonis!

We help companies reveal and fix inefficiencies they can't see, enabling them to perform at levels they never thought possible.

We believe that **Earth is Our Future**. Sustaining our planet isn't about keeping up with trends, it's about committing to being a better business. Sustainability is front and center of our mission and our values.

Embarking on our own sustainability journey, we invest heavily in achieving net-zero, building a diverse and inclusive team and doing the right thing. To get there, we are building a dedicated sustainability team and promote sustainable operations.

To scale our impact, we leverage the power of our Execution Management System (EMS) to reveal, reduce and prevent emissions and eliminate inefficiencies and inequalities from business processes.

Our Customers realize green line value, simultaneously to top and bottom line value. With supply chain at the heart of sustainability goals, taking action that impacts supply chain is key to operationalizing sustainability strategies. Increasing sustainable procurement spend and collaborating with sustainably rated

suppliers, as well as reducing shipping emissions are two material areas where customers see benefits of applying process optimization to be more sustainable.

Archroma had challenges evaluating their suppliers as there was no link between procurement spend and supplier ESG metrics. With the power of Celonis aggregating data from EcoVadis, spend data and supplier data, Archroma was able to manage spend more intelligently - with over 55% of its procurement spend assessed based on supplier ESG performance.

ABB Motion wanted to improve shipping emissions but was unable to pinpoint where there was room for improvement. With Celonis, ABB Motion quantified outbound shipping emissions and identified process inefficiencies that caused high emissions, and defined actions to reduce them, identifying a reduction potential of 8%.

This is our baseline and first glance into our Environmental, Social & Governance efforts. We will continue to evolve and provide regular reporting of our global impact. The ESG journey is a long and humbling one, but by unlocking the potential of the world's processes, these processes can be made to work for the planet rather than against it.

Our Environmental Impact



We started our sustainability efforts with the clear goal to understand our environmental impact in an authentic and holistic way and to embark on a net-zero journey. We are measuring our emissions

with a data-driven approach following the Greenhouse Gas Protocol (GHG). As we are doing this for the first time, not all data is available and complete yet and we recognize that we are on a journey.

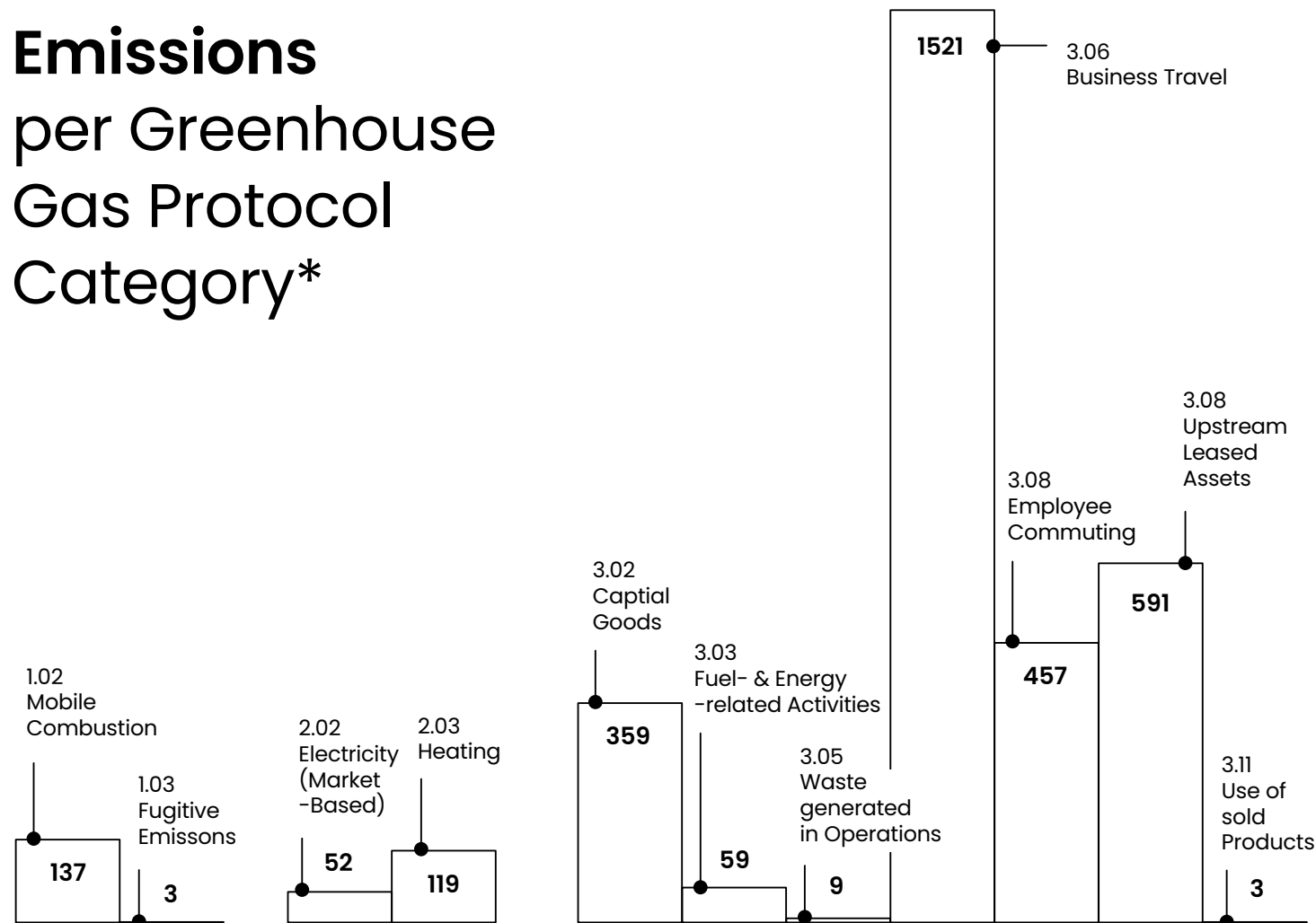
3,309t
CO²e

In 2020, Celonis emitted 3,309t CO₂e globally, resulting in 3.3t per employee based on an average of 1,000 employees.

Although we have calculated our full scope 1-3 emissions, we are not reporting on Scope 3 procurement emissions in this

report as the data is still preliminary and only available at a very high spend-based level. Based on our results we are in the process of setting up our Climate Action Plan which includes reduction targets, clear reduction measures and investments in high-quality carbon offset projects.

Emissions per Greenhouse Gas Protocol Category*



Total Emissions per Scope*

Scope ①
4,2%

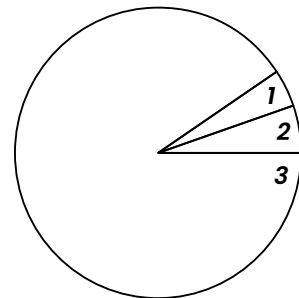
Direct emissions from company-owned fleet and cooling refrigerants; calculation includes estimates.

Scope ②
5,2%

Indirect emissions from offices including electricity and district heating; calculation includes estimates.

Scope ③
90,6%

Other indirect emissions from our value chain including categories 3.02, 3.03, 3.05, 3.06, 3.07, 3.08 and 3.11. Scope 3.11 includes electricity consumption through website usage and will be complemented by electricity consumption through software usage when the required data is available.



*2020; measured in tCO2e; excluding Purchased Goods and Services

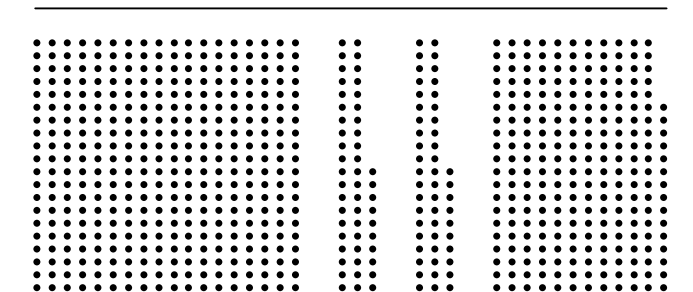
**Carbon intensity electricity world average: Source: Our World in Data.

Calculations consistent with Greenhouse Gas (GHG) Protocol. CO2e = CO2, CH4, N2O. GHGs that were not reported separately (HFCs, PFCs, SF6) are included in the inventory but cannot be disclosed due to missing information. Represents data from Jan 1, 2020 through Dec 31, 2020. Details on the methodology and emission factor sources can be found in the Annex.

Highlight area of action: Green IT

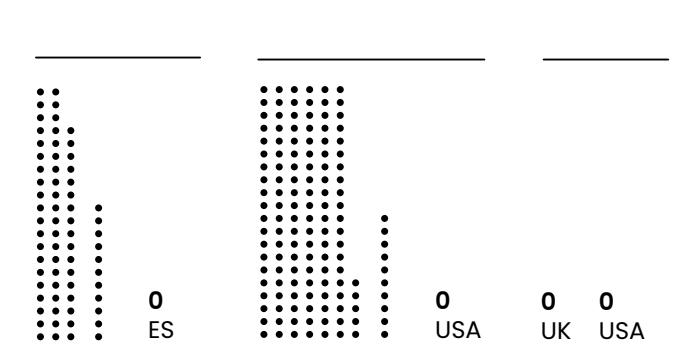
As IT presents a significant opportunity for emission and waste reduction for Celonis, our IT department is hyper-focused on reducing waste, refurbishing and donating devices and IT equipment and switching to energy-saving devices (eg. monitors) and renewable energy wherever possible, including at our outsourced data center in Munich.

Retired IT Devices across Locations 2020-2021

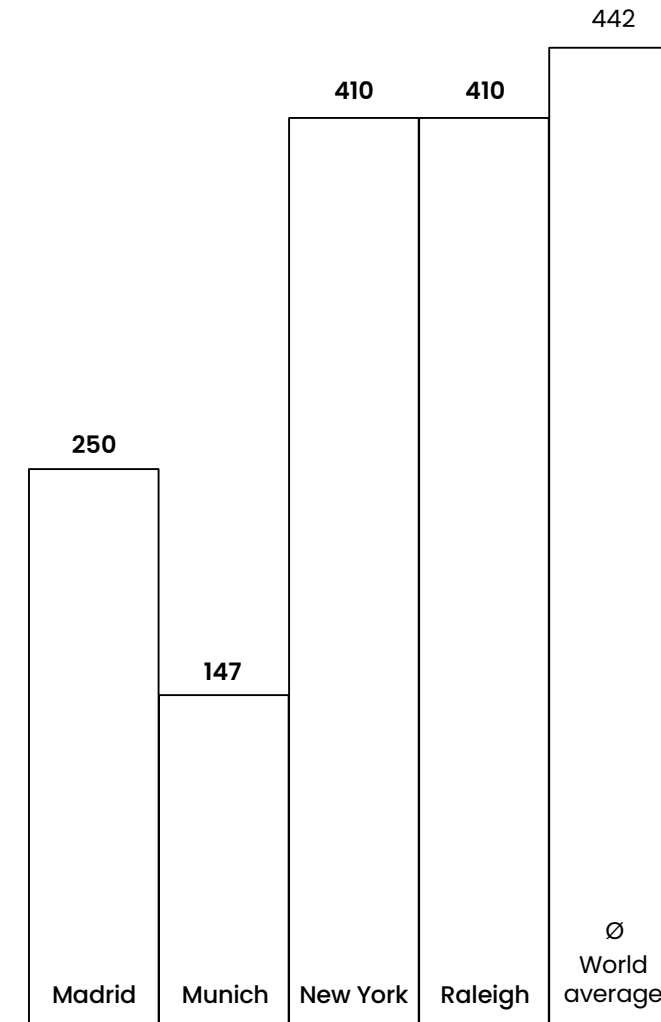


Refurbished

Donated

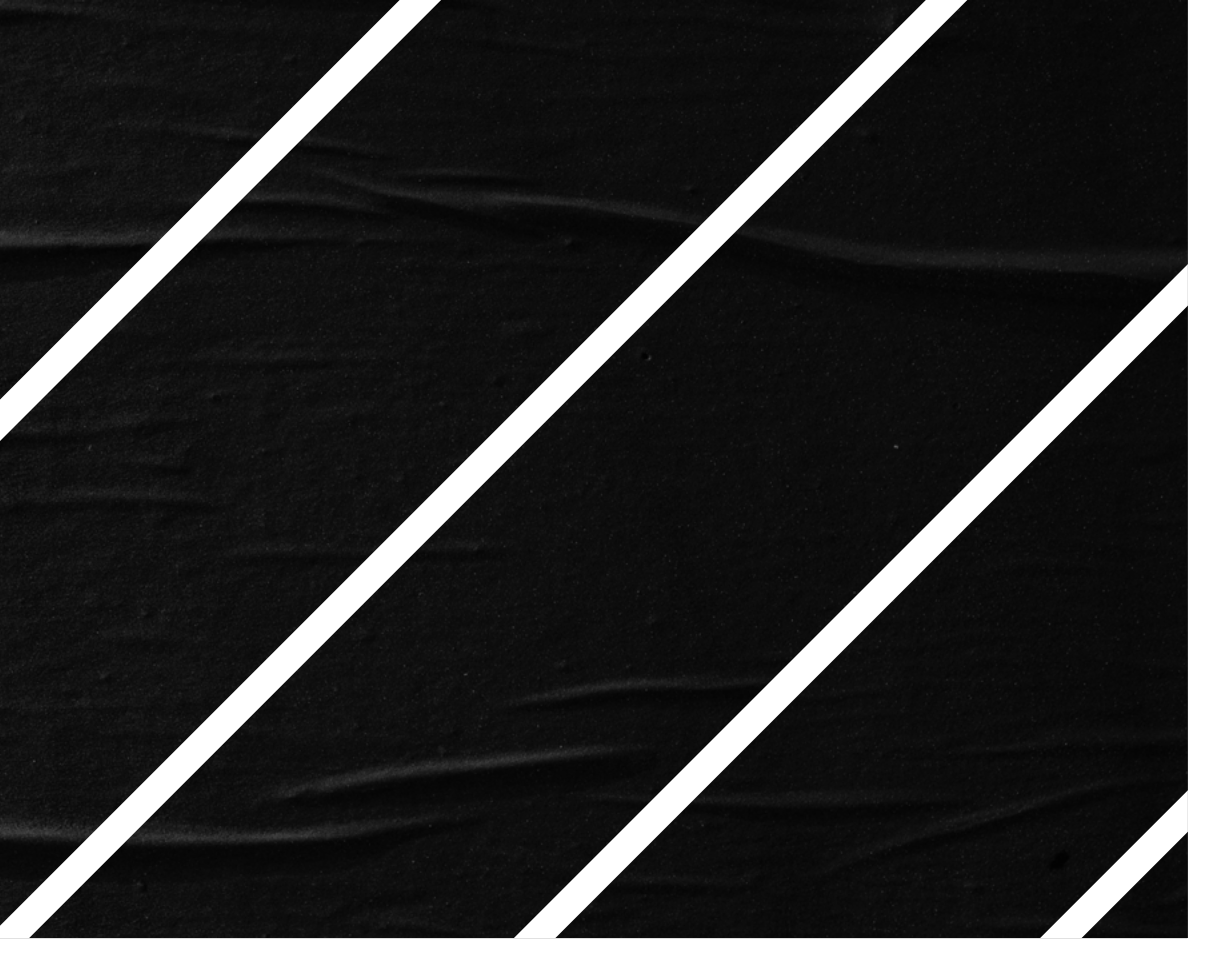


Decommissioned Destroyed

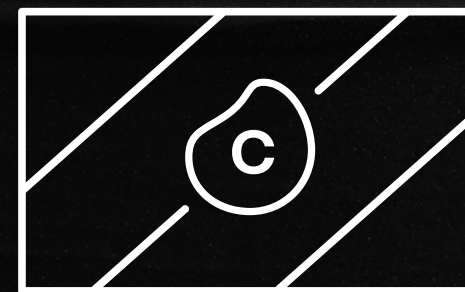


Carbon Intensity Electricity

in g CO2e/kWh 2020 for offices with more than 50 employees**



Community and Diversity



THE BEST TEAM WINS

The best team wins and we know that Celonauts can only be their best if we nurture our unique culture.

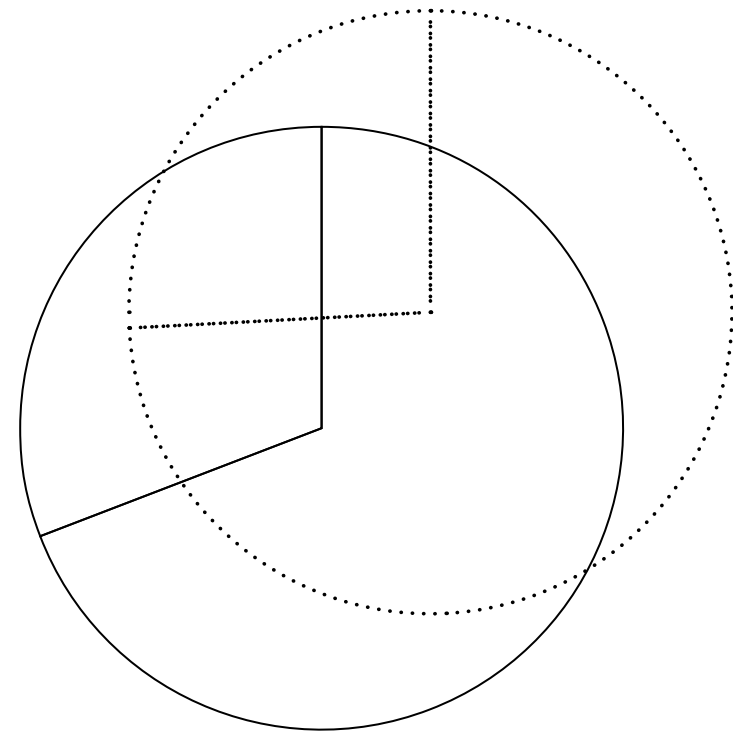
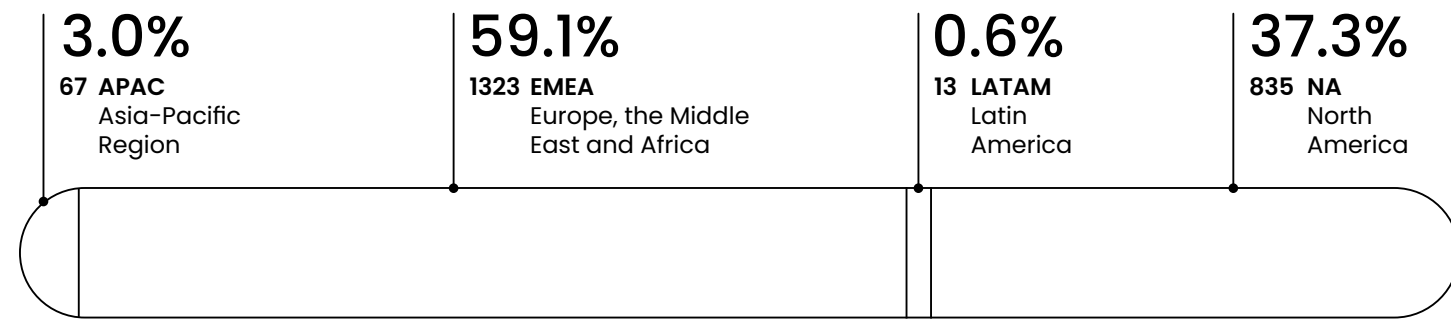
This includes providing opportunities for growth and developing a holistic system of care, including health and well-being. We are re-doubling our efforts on Diversity, Equity and Inclusion and celebrating our community and purpose.

Total Number of
Employees Over Time
as of January 31st



Creating high-quality and lasting job opportunities around the world

Global Reach of Employees as of January 31st 2022



Focusing on Diversity, Equity & Inclusion

We start with focusing on increasing the number of women in leadership, with the ambition to have at least 40% of our management hires over next 3 years be women.

Global Gender Diversity in % as of January 31st 2022

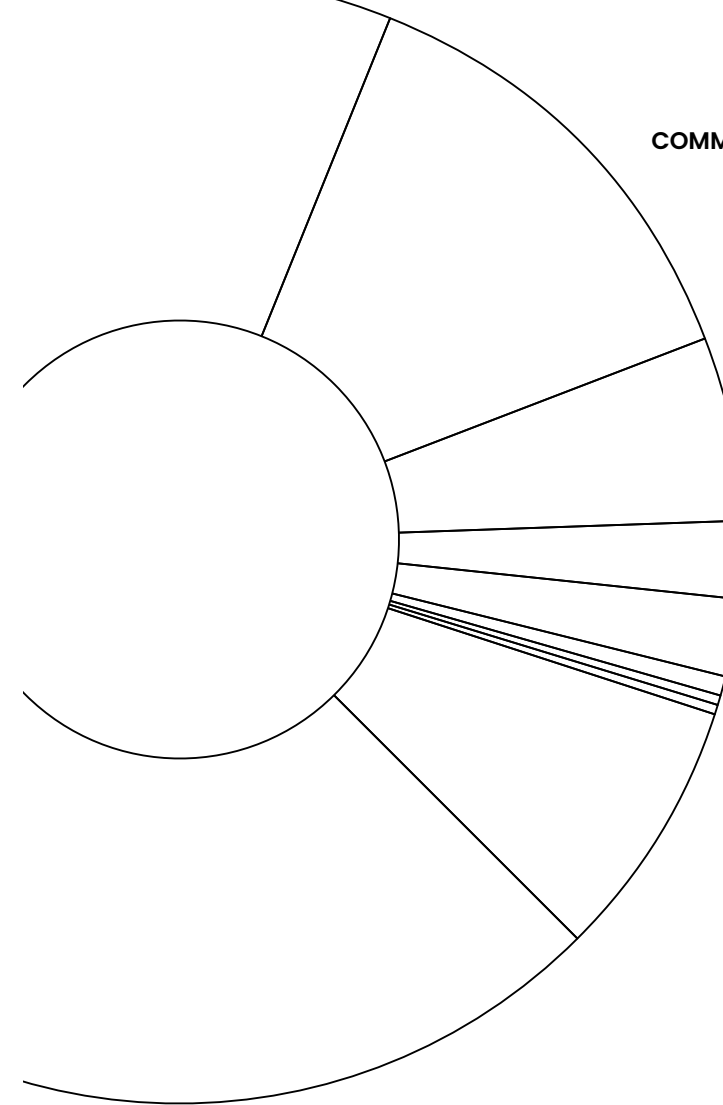
| Total | | Leadership | |
|-------|--------------|------------|-------|
| 31% | Women | 26% | Women |
| 69% | Men | 74% | Men |
| <1% | Unidentified | | |

Underrepresented Identities in the US

In addition, we will increase participation of underrepresented identities in leadership, beginning with a focus on the United States as we have access to the data we need to monitor our progress.

Identities as of January 31st 2022

- 68.7% White
- 13.2% Asian
- 5.4% Hispanic/Latino
- 2.2% Black/African American
- 2.2% Two/More Races
- 0.4% Blank
- 0.3% American Indian/Alaska Native
- 0.3% Native Hawaiian/Other Pacific Islander
- 7.4% I do not wish to answer.

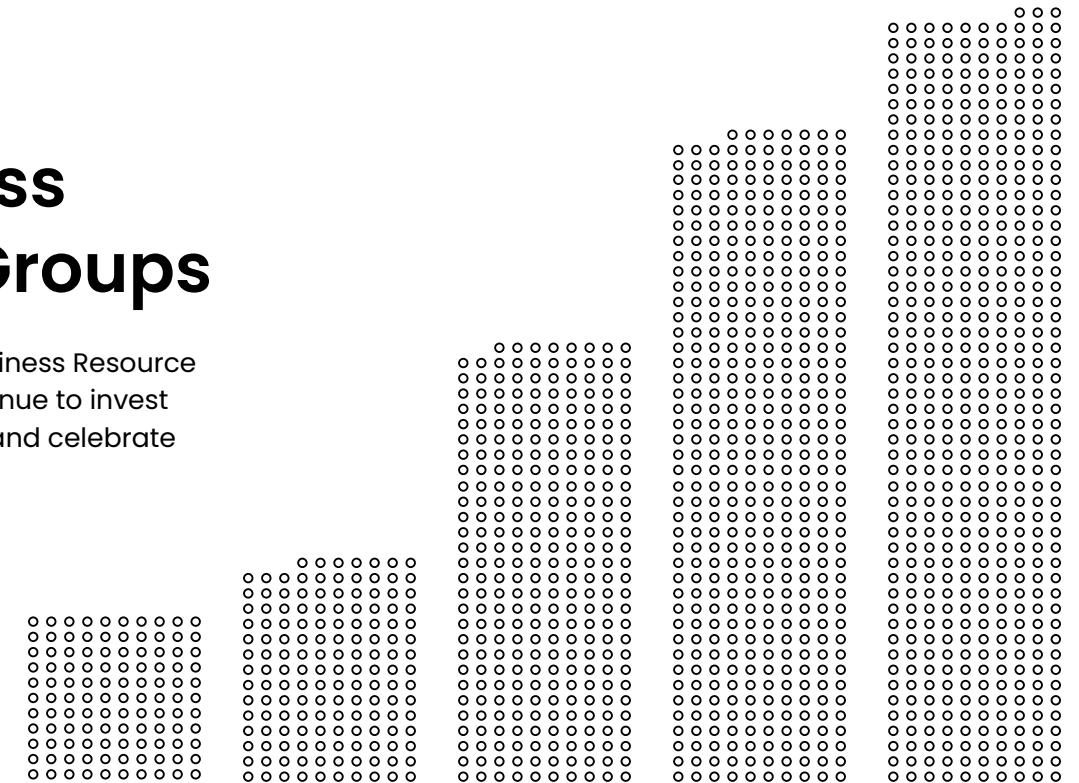


Our Business Resource Groups

We love our vibrant DE&I Business Resource Groups (BRGs) and will continue to invest in them to raise awareness and celebrate diversity at Celonis.

Members as of January 31st 2022

- 503 Women&Allies@Celonis
- 427 Resilience@Celonis
- 288 Parents@Celonis
- 147 Black@Celonis
- 110 Pride@Celonis





Train the Workforce
of Tomorrow
Our Academic Alliance

Education is a powerful tool to enable people to pursue their dreams – and it needs to be accessible across the globe.

We help provide access by working with global educational institutions to fuel the workforce of tomorrow, democratizing our technology and training offerings.

[Celonis Academic Alliance](#) →

Our Social Impact

January 31st 2022

95,508

Students trained (all time)

22

Students projects with partners and customers

1,209

Active professors from 650 institutions

44

Research and innovation projects with academic partners

Our Academy Democratize our Technology

We empower individuals to be successful with Celonis by delivering impactful learning experiences that are free around the world. We currently empower 137,000 Learners globally!

Believing that technology can and will play a central role in driving a sustainable impact, we published our first sustainability learning track, the "Sustainability Basecamp", in the Celonis Academy in 2021.



[Celonis Academy](#) → [Sustainability Basecamp](#) →

6 organizations sponsored

+100 young people (15-24 years old) directly funded or indirectly supported through the sponsored organizations

○ ○
○ ○
○ ○
Recipients are from/operate in **6 countries** across Africa, Asia and South America

Celonis Aspire Turn educational dreams into opportunities

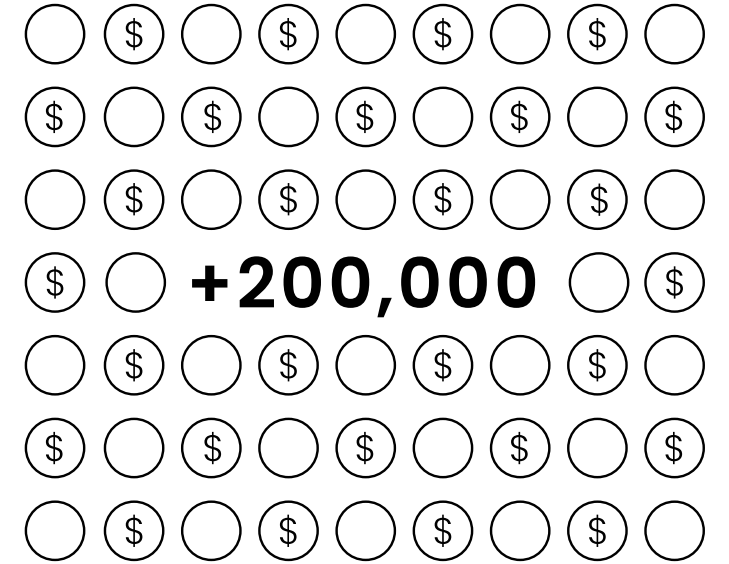
We believe equal education starts with equal access. That is why our founders launched the Celonis Aspire program in 2020 with 500,000 Euro initially to sponsor young people around the world on their educational journey. Our Celonauts act as sponsors to help our students achieve their educational goals. The first round of funding was completed in 2021 and the next round is in progress.

[Celonis Aspire](#) →

Giving Back Time to Step Up!

We stand united and support our communities. As COVID 19 hit India in an unprecedented surge in 2021 or as Germany, Austria and Belgium had to fight against floods, Celonauts stepped up and donated funds to help maintain critical infrastructure and provide first aid and support. The company matched the donations.

In total, more than **\$200,000** was donated. Currently, we stand united and support our community in Ukraine.



Global Impact Days Making an Impact the Celonis Way

Celonis Impact Days are an opportunity for every Celonaut to dedicate three days a year to help craft a better future for our communities. Every Celonaut can decide themselves how they use their Impact time.

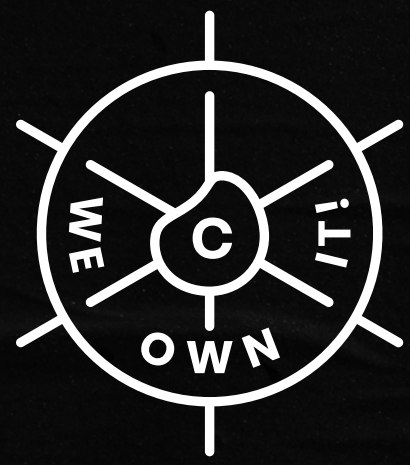
Our first Impact Day took place on November 5th 2021. More than 2,000 Celonauts organized more than 100 projects and dedicated more than **10,000 hours** to create a meaningful impact in our global communities. This **magazine** highlights some projects and this video demonstrates how we continued our work on our latest Impact Day on March 25th 2022.



[Celonis Global Impact Day 2021 Magazine](#) → [Watch Video](#) →



Trust, Integrity, Ethics and Security



We know that trust takes years to build, seconds to break and forever to repair. Governance demands that we live up to our values - and take responsibility for the impact we create as a company and individuals.

Our customers and employees put their trust in us and operations are designed to meet the highest standards to ensure privacy, security and compliance.

Code of Conduct

The Celonis Code of Conduct and Ethics establishes our guiding principles for upholding Celonis' core values and helps employees conduct business in an ethical and respectful manner. The Code requires our employees to comply with applicable laws and regulations, follow our policies, always "do the right thing," and speak up when they see or hear something that concerns them.

All employees are required to complete conduct and ethics training and certify agreement to comply with our Code of Conduct and Ethics, Anti-Harassment, Annual Safety, Data Privacy and Security Policies.

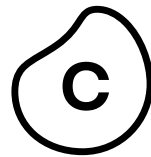
[Our Code of Conduct and Ethics](#) →

Trust Center

As we are caretakers of our customers' data we acknowledge the immense responsibility that this puts on us and we are aware of the risk this creates to the reputation and revenue of our customers and ourselves. See our trust center to learn how security and privacy is at the core of our products and processes.

[Our Trust Center](#) →

Governance and Commitment



Celonis' sustainability practices are central to our strategy and organization. Overseen by the Executive team, in particular our Co-Chief Executive Officers, Chief Operating Officer and our Chief Legal Officer, there is a dedicated global team executing on the global strategy. The team sits in the Global Operations Organization and is led by the Global Director of Sustainability. Strategy and goals are incorporated

in the company strategy as one of five strategic pillars for FY23. The team will grow by more than 200% within the next 12 months.

Celonis is committed to making a positive global impact and will continue to assess and enhance our performance and disclosures across all ESG dimensions to meet the needs of our stakeholders.

Annex: Calculation Details for Greenhouse Gas Emissions

Scope 1:

The calculations were done with emission factors from the IPCC [Intergovernmental Panel on Climate Change (2006): IPCC Guidelines for National Greenhouse Gas Inventories] as well as UK Government Conversion Factors [BEIS (2020): Greenhouse gas reporting: conversion factors].

Scope 2:

Where actual energy bills were not available, emissions were estimated using square meters and employee numbers using Planetly models and a location-based methodology. The calculations were done with emission factors from the IEA for electricity [International Energy Agency (2020): Emission Factors] as well as the German Environment Agency [Umweltbundesamt (2019): Emissionsbilanz erneuerbarer Energieträger - Bestimmung der vermiedenen Emissionen im Jahr 2018] and UK Government Conversion Factors [see above] for heating. For our Munich office, the electricity calculation follows the market-based methodology and was based on an emission factor from the local supplier.

Scope 3:

For Scope 3, we are providing further details for the three biggest categories. Further details on the remaining categories will be disclosed in our first Sustainability Report.

Category 3.06 - Business Travel
Corporate travel emissions data

include spend-based travel information from the travel management system TripActions. Emissions from flights and trains were calculated spend-based using EXIOBASE [EXIOBASE 3 (2018): Developing a Time Series of Detailed Environmentally Extended Multi-Regional Input-Output Tables].

For hotels the number of nights was extracted from TripActions and multiplied with emission factors from EXIOBASE [see above].

The rental car data was also available in TripActions but only providing the duration of the rental. The distance driven and fuel consumption were consequently determined by assuming 250 km traveled per day. Emissions have been determined with DIN [DIN (2013) EN 16258 - Methode zur Berechnung und Deklaration des Energieverbrauchs und der Treibhausgasemissionen bei Transportdienstleistungen (Güter- und Personenverkehr)] based on the distance traveled.

Use of private cars was either available with kilometers or the kilometers were assumed on the basis of cost reimbursements and emissions were calculated using Planetly emission factors.

Taxis have been calculated with a spend-based approach. The amount of money spent in each country was translated into distance traveled based on Planetly's

modeled consumption factors for public transportation, taxi and car rental. Emission factors were taken from the German Environment Agency [Umweltbundesamt (2020): Vergleich der durchschnittlichen Emissionen einzelner Verkehrsmittel im Personenverkehr in Deutschland 2018].

Category 3.07 - Employee
Commuting:

For commuting and teleworking an employee survey has been used to obtain the data. Emission factors were taken from the German Environment Agency [Umweltbundesamt (2020): see above]. For home-office working, Planetly's modeled emission factor for home-office per hour was used to assess the impact of one hour of remote working. In the model, the energy consumption is based on the average electricity consumption needed for the use of a laptop, lighting, cooling and gas consumption for the heating of the house.

Category 3.08 - Upstream Leased
Assets

This category includes emissions from the operation of assets that are leased by the reporting company in the reporting year and not already included in the reporting company's scope 1 or scope 2 inventories. Spend-based data was available for all locations and emission factors from EXIOBASE [see above] have been used.

celonis