Celonis
Sustainability
Report 2022

ABOUT THIS REPORT

Here at Celonis, we're not afraid of taking action when it comes to sustainability.

One of our core values is 'Earth is our future' and one of our key value propositions is delivering green value for our customers. We are very aware there are many companies out there making noise about sustainability, and we want to be part of the shift from talk to action by ensuring real impact for Celonis and by helping our customers operationalizing their sustainability goals.

We are putting our money where our mouth is. Or more accurately, our data where our mouth is.
In this report, we will show you where we are on our sustainability journey, and what we're doing to accelerate that journey — both internally with our business practices, and externally, with the green value we are delivering to our customers.

First, a bit about us to set the stage.

About Celonis
Celonis reveals and fixes inefficiencies businesses can't see, enabling them to perform at levels they never thought possible.

Powered by its market-leading process mining core, the Celonis Execution Management System provides a full set of platform capabilities for business executives and users to eliminate billions in corporate inefficiencies, provide better customer experience, and reduce carbon emissions. Celonis has thousands of implementations with global customers and is headquartered in Munich, Germany and New York City, USA with more than 20 offices worldwide.

A message
from Alex Rinke
Co-Founder and Co-CEO

We believe that Earth is Our Future. Sustaining our planet isn't about keeping up with trends, it's about committing to a better way to do business. And we believe now is the time for all of us to look up and take action.

For us, taking action means delivering real change internally, and real value externally. Internally, we invest heavily in achieving net-zero for Celonis, building a diverse and inclusive team, and promoting sustainable operations.

Externally, we leverage the power of our Execution Management System (EMS) to empower every company to reduce its carbon impact and execute in a sustainable way through the elimination of process inefficiencies.

For us, 'sustainable' doesn't just mean 'ecologically sustainable', but encompasses all the business practices needed to sustain a successful company. We help our customers realize green-line value at the same time as top- and bottom-line value.

We believe that this moment in history is a moment of opportunity. And that process mining can provide a real solution to some of the world's biggest problems. Now is the time for the process obsessed. Those who can see the way out, who are up for the challenge. Who can, who will, who are changing the world, one process at a time.

Join us.
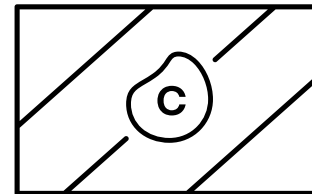
A. Rinke

Our guiding values

Before we get into the actual report, it's worth looking at the Celonis company values because — as you'll see throughout the report — they are the framework we have used to guide our methodologies and are how we make sure we're moving in the right direction.
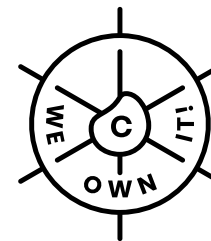
We Own It.
We believe accountability builds trust. We make data-driven decisions and take responsibility for our stakeholders with a founder's mentality. All while embracing a spirit of resourcefulness and problem-solving.

Earth is Our Future.
We believe in doing business that is good for people and the planet. With our product, we have the unique opportunity and responsibility to help the world's businesses run more efficiently and sustainably. Together, we tackle the biggest challenge of our generation - acting today for a more sustainable tomorrow. As Celonauts, we lead by driving change for customers, society, and as global citizens.

Best Team Wins.
We believe our people make us who we are. We dream big and work hard as a diverse, passionate, humble, and curious team relentless in our path to growth. And this brings value to all other stakeholders.

Live for Customer Value.
We believe customer trust is earned by creating value. So, we measure our success in customer outcomes and measure innovation by the value it delivers. When our customers do better, we do better.
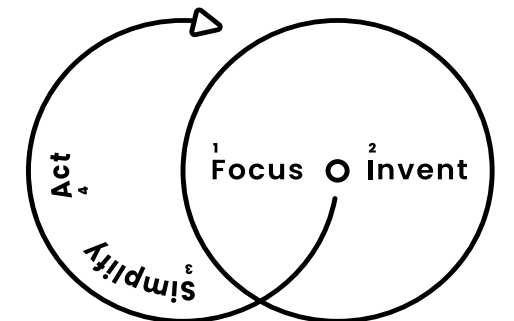
**FISA —
Focus. Invent. Simplify. Act.**
FISA is our set of operating principles that apply to all our values, allowing us to understand and execute them.

Sustainability is one of the biggest issues we all face globally — a complex interplay between companies, society, and politics.

Global Impact Strategy & Materiality

There is no one clear solution, but what is clear is that the actions of any layer will be felt by all. At Celonis, our mission is to unlock the potential of the world's processes, to make them work for the planet rather than against it.

To make sure any sustainability initiatives we launched were truly impactful for our stakeholders — both internal and external — we started with a comprehensive materiality assessment.

The matrix on the right highlights the most significant opportunities to maximize our impact. We grouped some and defined four target areas for us:

1. Climate & Environment
2. Sustainable Business Execution
3. Information Security, Data Privacy & Competitive Behavior
4. Diversity, Equity & Inclusion and Talent & Culture

The process looked like this:

Identification
We created a short list of sustainability themes, leaning on industry-standard reporting frameworks such as the Sustainability Accounting Standards Board (SASB) Software and IT Services industry-specific guidance.
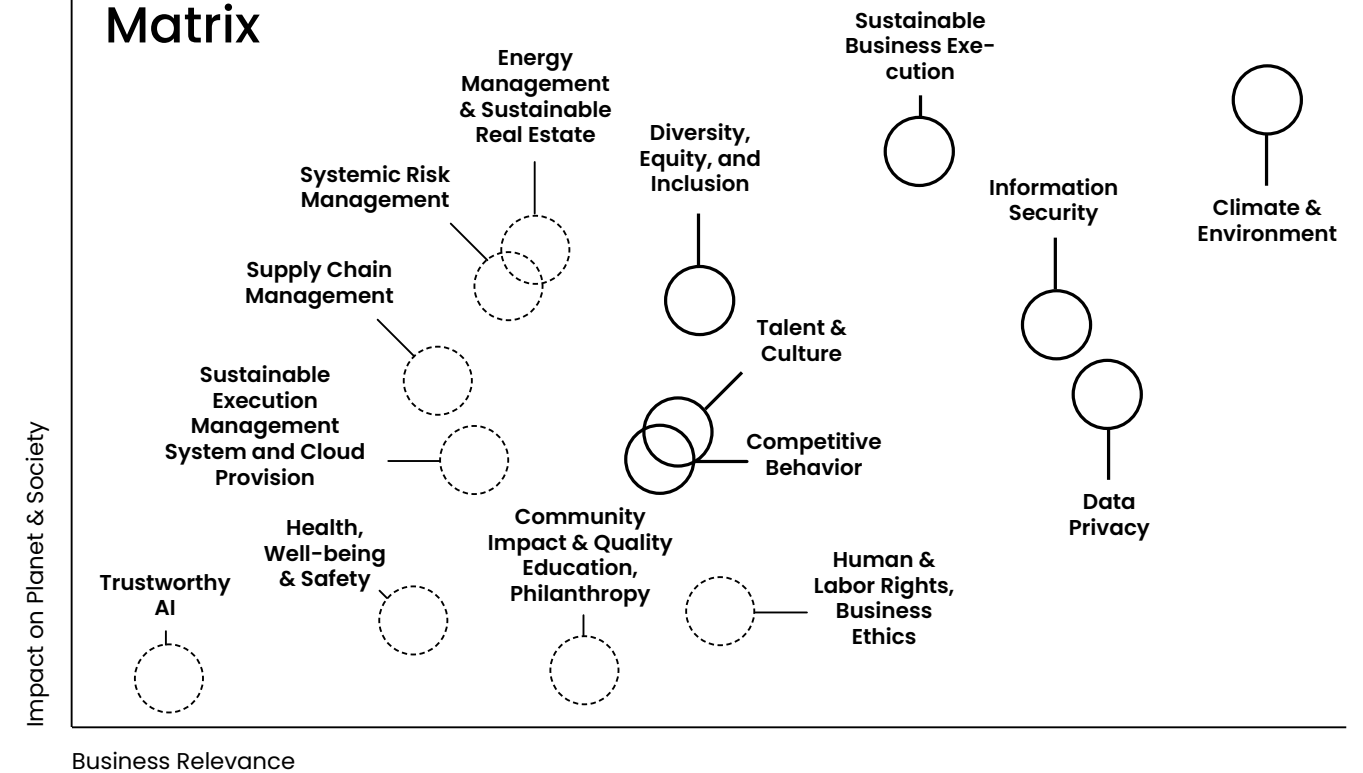
Validation
Next, we surveyed and interviewed employees, Executives, customers, partners, and investors to validate and rank the sustainability themes. Over 100 survey responses were captured, and multiple interviews were conducted.

Ranking
The 15 themes were scored based on the validation and ranking of stakeholders and aligned with Executives for finalization. This ranking allowed us to map the themes against a matrix, considering both business relevance and the impact on the planet and society.

Materiality Matrix

Impact on Planet & Society

Business Relevance

Energy Management & Sustainable Real Estate

Sustainable Business Execution

Systemic Risk Management

Diversity, Equity, and Inclusion

Information Security

Climate & Environment

Supply Chain Management

Talent & Culture

Sustainable Execution Management System and Cloud Provision

Competitive Behavior

Data Privacy

Trustworthy AI

Health, Well-being & Safety

Community Impact & Quality Education, Philanthropy

Human & Labor Rights, Business Ethics

This sustainability report is divided into chapters dedicated to each of these four core areas, looking at our performance and the initiatives directed at improving these areas.

Our sustainability work is carried out by multiple teams across the organization. A dedicated global team leading Climate & Environment and Sustainable Business Execution is split roughly into two groups:

Go-to-Market and Product build and market our sustainability solutions for customers

Strategy & Operations steers our internal sustainability strategy

The entire team reports directly to the executive team providing updates on strategy and key performance indicators (KPIs). Plus, on a quarterly basis, the sustainability team solicits feedback from the entire company on whether our approach towards sustainability and creating impact is genuine and authentic.

Additionally, the Celonis4Sustainability community provides the opportunity for contribution to Celonauts that feel passionate about sustainability. In bi-monthly gatherings facilitated by a set group of employees, Celonauts drive action on pressing tasks.

This sustainability report looks into FY2022, which is 1st of Feb 2021 to 31st of Jan 2022 for Celonis, and includes project and progress updates from the first months of FY2023 as well.

|| *CLIMATE & ENVIRONMENT*

The Challenge
According to the United Nations, the technology industry currently accounts for 2 to 3% of global emissions.*

As more and more of our economy is being digitized and our needs for computing power and data storage increase dramatically, this share will snowball if not managed accordingly.
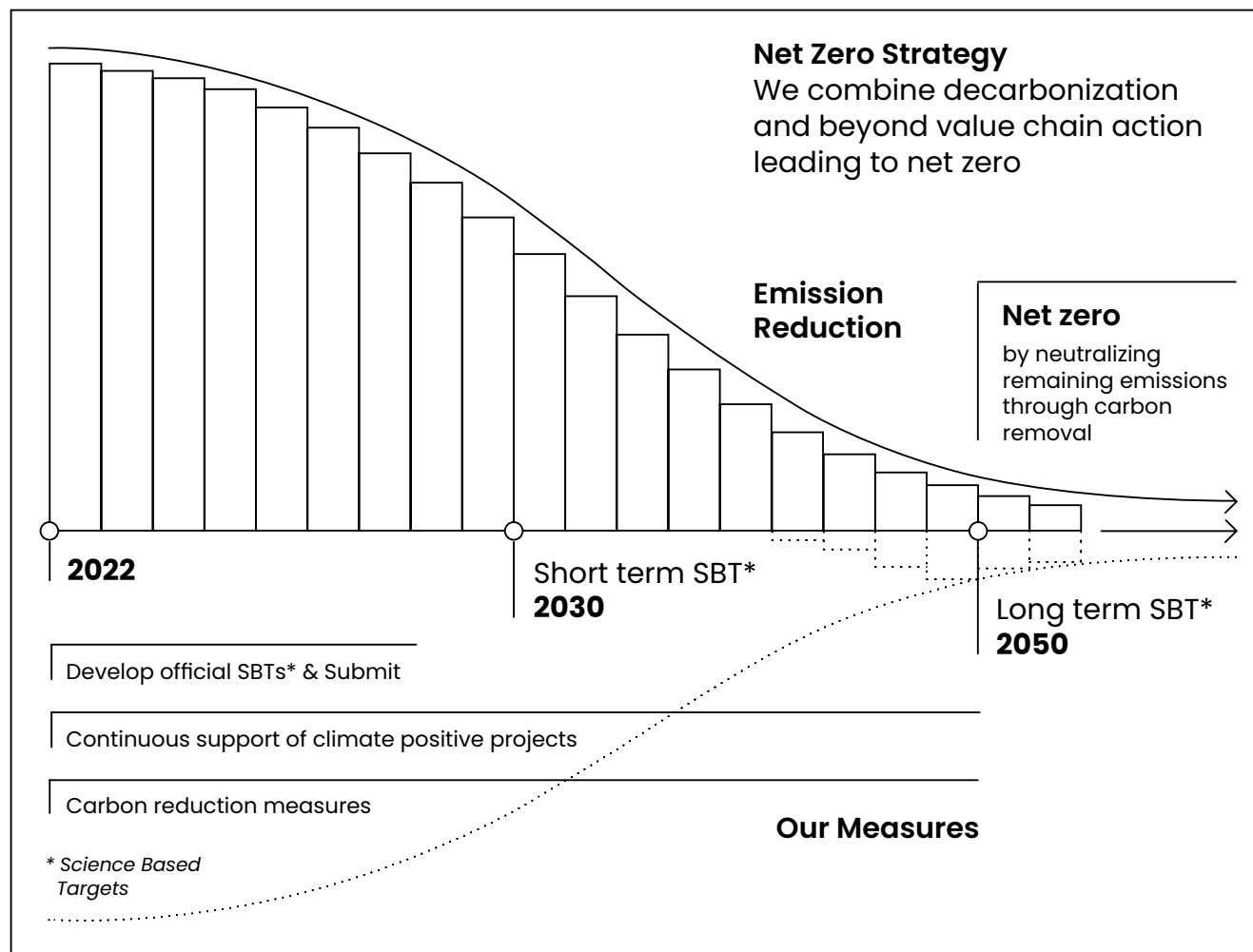
* Source: unep.org

The strategy

To limit global warming to no more than 1.5°C – as called for in the Paris Agreement – the global community must reduce emissions by 45% by 2030 and reach a state of net zero by 2050.

In order to play our part in meeting that target, we have set up our Net Zero Strategy, which includes reduction targets, clear reduction measures, and investments in high-quality climate projects beyond our own value chain.

Paris Agreement →

Net Zero Strategy
We combine decarbonization and beyond value chain action leading to net zero

Emission Reduction

Net zero
by neutralizing remaining emissions through carbon removal

2022

Short term SBT*
2030

Long term SBT*
2050

Develop official SBTs* & Submit

Continuous support of climate positive projects

Carbon reduction measures

* Science Based Targets

Our Measures

Targets
Celonis has committed to set near- and long-term science-based targets in line with the Science Based Targets initiative (SBTi) Net-Zero Standard.
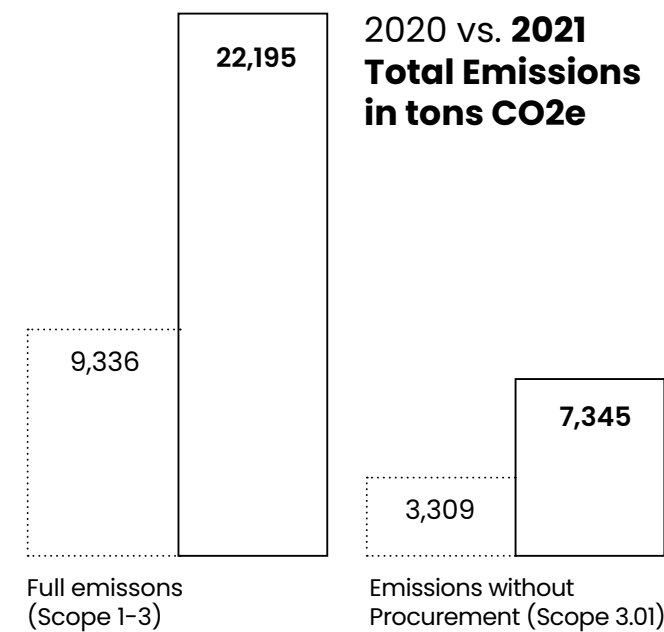
Ambition for 1.5°, **Race to Zero,** and the **We Mean Business Coalition**. We are excited to have those new platforms to exchange with other companies on the journey towards net zero.

RACE TO ZERO

This standard represents the most ambitious and globally recognized framework for climate target setting. We plan to submit our targets to the SBTi in 2023.

In addition to committing to setting SBTs, Celonis has also joined several coalitions: **Business**

We started measuring our emissions in line with the Greenhouse Gas Protocol (GHG) and have completed our footprinting for the years 2020 and 2021. This report states our full Scope 1-3 emissions for the first time, including emissions from procurement (purchased goods and services) for 2021.

2020 vs. 2021 Total Emissions in tons CO2e

22,195

9,336

7,345

3,309

The data

Full emissons (Scope 1-3)

Emissions without Procurement (Scope 3.01)

* In our previously published Baseline, we excluded Scope 3.01. Now, we include all Scope 3 categories in our reporting, which is why the total and per employee numbers differ from the ones reported in the Baseline.

In 2020, Celonis emitted 9,336 tCO2e globally over all Scopes, resulting in 9.3 t* per employee based on an average of 1,000 employees. In 2021, our emissions increased to 22,195 tCO2e due to company growth and other factors, resulting in 12.0 t per employee based on an average of 1,850 employees.

Overall, the increase can mainly be attributed to the doubling of our headcount, the opening of several new offices, and the re-opening of the economy in 2021 after 2020, resulting in increased travel and commuting activities.

Total Emissions
per Scope*
in tons CO2e

2020 vs. 2021
Emissions per
GHG category

Taking a look
at our emissions per scope, it becomes evident that our main emission hotspots are Procurement (67%), Business Travel (11%), and Employee Commuting and Remote Work (11%):

Scope ①
0.7%

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

1.02 Mobile Combustion
141
137

1.03 Fugitive Emissons
13
3

Scope ②
1.0%

Indirect emissions from offices, including electricity and district heating; calculation includes estimates.
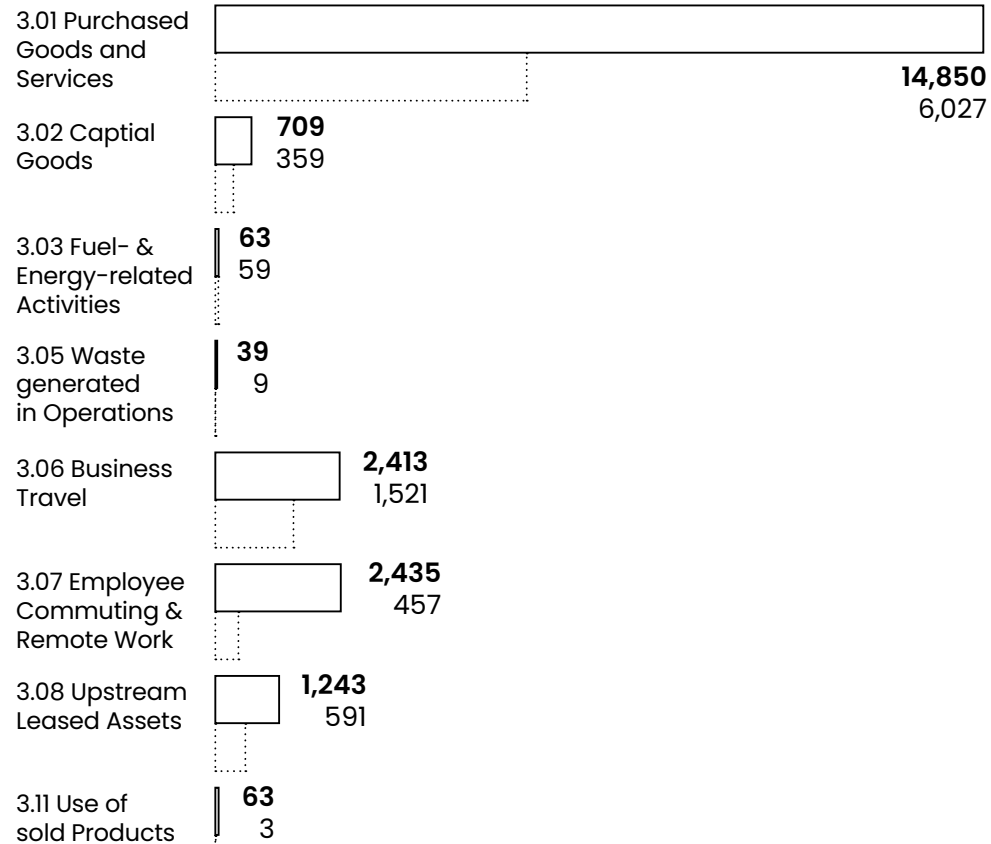
2.02 Electricity (Market-Based)
112
52

2.03 Heating
115
119

Scope ③
98.3%

Other indirect emissions from our value chain, including categories 3.01, 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 additionally electricity consumption through software usage since our 2021 footprint.
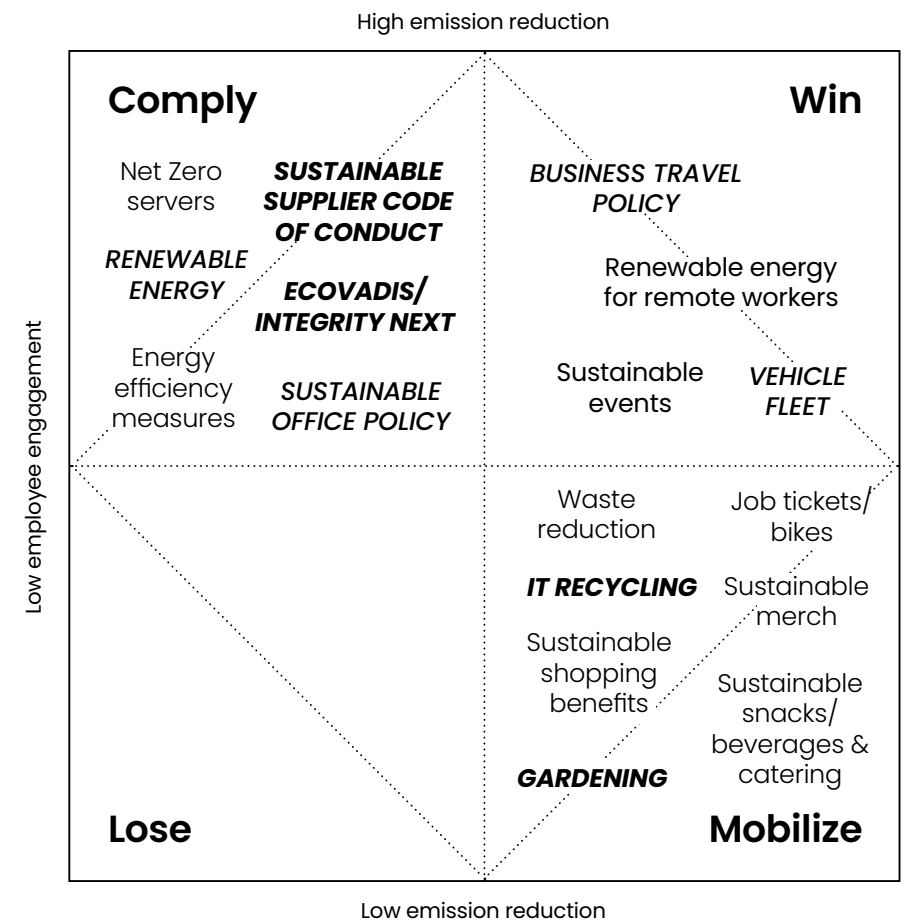
Calculations are consistent with the Greenhouse Gas (GHG) Protocol. CO2e = CO2, CH4, N2O. GHGs that were not reported separately (HFCs, PFCs, SF6) are included in the inventory but cannot be disclosed due to missing information. Represents data from Jan 1, 2021, through Jan 31, 2022.
Details on the methodology and emission factor sources can be found in the Greenhouse Gas Emissions Methodology document published separately on our website.

3.01 Purchased Goods and Services
14,850
6,027

3.02 Captial Goods
709
359

3.03 Fuel- & Energy-related Activities
63
59

3.05 Waste generated in Operations
39
9

3.06 Business Travel
2,413
1,521

3.07 Employee Commuting & Remote Work
2,435
457

3.08 Upstream Leased Assets
1,243
591

3.11 Use of sold Products
63
3

The solution
Clearly, the three areas we need to improve are procurement, mobility, and offices.

High emission reduction

Comply   **Win**

Net Zero servers   *SUSTAINABLE SUPPLIER CODE OF CONDUCT*   *BUSINESS TRAVEL POLICY*

RENEWABLE ENERGY   Renewable energy for remote workers

ECOVADIS/ INTEGRITY NEXT

Energy efficiency measures   Sustainable events   *VEHICLE FLEET*

SUSTAINABLE OFFICE POLICY

Low employee engagement   High employee engagement

Waste reduction   Job tickets/ bikes

IT RECYCLING   Sustainable merch

Sustainable shopping benefits   Sustainable snacks/ beverages & catering

GARDENING

Lose   **Mobilize**

Low emission reduction

But we know the success of any climate program is dependent on its support from across the organization, so we couldn't prioritize purely based on emissions. We developed measures that would affect the reduction of our corporate emissions and have a positive impact on employee engagement. Then we ranked them using the matrix on the left.

FOCUS FOR H2   *DONE IN H1*

We decided on a range of measures

that we believe will deliver the most impact in procurement, mobility, and offices.
Let's take a look at them.

1. Procurement
Scopes 3.01, 3.02 — 70%

To tackle procurement emissions — our primary driver of emissions — we will segment and prioritize vendors according to their carbon emissions and climate aspiration levels. Then make procurement decisions based on this categorization.

In 2022, we have already set up a Supplier Code of Conduct and Supplier Rating Process and implemented IntegrityNext and Ecovadis to monitor the sustainability performance of our suppliers. In future iterations of this report, we will share the results of these assessments. Additionally, we are working on enhancing data granularity in calculating our Procurement emissions to help our decision-making in the decarbonization of our supply chain.   **Supplier Code of Conduct →**

2. Mobility
Scopes 1, 3.06, 3.07 — 22%

Commuting and Remote Work
Emissions are driven primarily by Germany and the US, where most of the Celonis employees are located. We are pushing carbon-reducing travel modes and carbon-reducing mobility concepts.

Business Travel
Increased emissions in business travel are caused by increases in travel activity in 2021 compared to 2020 (re-opening of the global economy after strict lockdowns in 2020 due to COVID-19) and to the doubling headcount.

Fleet
Although our car fleet makes up only a tiny portion of our footprint, we prioritize it as part of our Scope 1 emissions. In 2022, we successfully switched from offering cars to employees in Sales functions to transportation allowance. Our fleet will decline steadily as no more new cars can be added to the pool and as the old contracts expire. Our goal is to reduce the fleet to zero cars by 2030.

3. Office energy consumption
Scope 2 — 1%

We are using a mix of direct leases and coworking spaces as office spaces for Celonis employees and are aiming to incorporate sustainability into

our building selection where possible. Our goal is to power all of our offices globally with renewable electricity. A large part of this includes sourcing renewable energy sources equivalent to our global electricity consumption. Although offices make up only a small portion of our footprint, the current energy crisis brings energy consumption into focus

for any company. Let's dive deeper on this.

Our renewable energy strategy for our offices includes a current screening of our directly leased offices for the possibility of switching to renewable energy contracts. Where this is not possible, we will look to purchase Renewable Energy Certificates (RECs) or Guarantees of Origin (GOs) to close the gap.

We have started switching to renewable energy for our Munich office buildings, and our main office in New York which is located in the World Trade Center, is powered fully by renewable energy and has an internationally recognized leading sustainability strategy. More information can be found directly below.

Building Certifications
Our office in the World Trade Center in New York City is GBCI LEED Gold certified — an internationally recognized green building certification system.

The building uses pioneering measures such as recycled rainwater, low-water bathrooms, energy reclaiming elevators, sustainable wood, green

concrete, and the harnessing of cool Hudson River water to chill infrastructure and buildings across the campus. Our new office in Madrid, to be used from 2023 onwards, will also be GBCI LEED Gold certified.

Green servers
One of the services we prioritized for reducing our carbon intensity is the cloud and server services we source. We increased the share of spend on less carbon-intensive servers in 2021 compared to 2020. We look forward to doubling down on this measure and monitoring our green server share closely. Going forward, we are aiming at increasing the share of server storage powered by renewables.

2020 vs. **2021**
Share of green vs. non-green servers

Share of
non-green servers

Share of
green servers
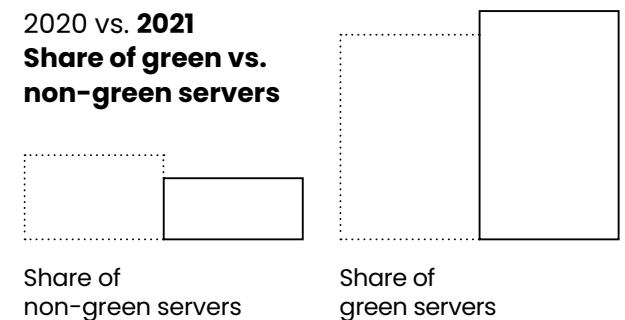
Beyond the value chain

For the world to reach net zero by 2050, companies need to both massively reduce carbon emissions and invest significantly and intentionally in a wide range of climate solutions beyond their value chain that advance sustainable development globally.

Providing funding to climate projects is a results-driven strategy for companies to take responsibility for their unavoidable emissions while they are working on their long-term decarbonization activities.

In this section of the sustainability report we're going to look at the kinds of solutions Celonis is investing in.

As we selected our climate projects to fund, we only considered projects certified under best practice global standards such as Verified Carbon Standard and Gold Standard in order to ensure that our chosen projects were real, additional and measurable. ———

One of the projects supported financially by Celonis in 2022 is the Kariba forest protection project in Zimbabwe.

The Kariba Project protects almost 785,000 hectares of forests and wildlife on the southern shores of Lake Kariba, near the Zimbabwe-Zambia border.

Verra Registry →

Verra Kariba Redd+ Project →

Since its launch in 2011, the project has prevented more than 3.5 million tons of carbon dioxide emissions. It connects four national parks and eight safari reserves, forming a giant biodiversity corridor that protects an expansive forest and numerous vulnerable and endangered species – including the African elephant, lion, hippo, lappet-faced vulture, and southern ground hornbill. As well as this, the project implements numerous community-focused initiatives:

1 **Economic livelihoods**
Revenues from beekeeping, tea and garden sales; 22 permanent jobs created

2 **Health**
18 nutritional gardens are increasing food security; provision of safe drinking water to several clinics; reparation of boreholes, providing 37,000 people with safe drinking water

3 **Education**
Workshops such as nutritional gardening are benefiting over 18,000 people; international partnerships between communities, organizations and carbon experts

4 **Infrastructure**
Financial support of health clinics and schools of over $55,000

5 **Environmental benefits**
3.6 million tCO2 mitigated annually on average since 2011; protection of over 780,000 hectares of forest which acts as an important wildlife corridor.

Going forward, we plan to increase funding for carbon removal projects, following best practices and recommendations on beyond value chain mitigation by the SBTi while doing so.

For now, as we work towards a net zero future, we are advocating for — and acting on — the urgency of the climate crisis in line with the SBTi's call to action on 'beyond value chain mitigation efforts' on top of drastic decarbonization activities.

SBTi's Call to Action →

Spotlight
Kariba forest protection Zimbabwe

III SUSTAINABLE BUSINESS EXECUTION

The Challenge
Today, only 1 in 2 businesses are achieving their environmental goals, and less than 4 out of 10 are effective against governance and social goals.*

It's not a great state of affairs, but there's a good reason for it. While many organizations have started to invest in reporting, they struggle to operationalize their sustainability strategy. Their operational data is spread across a complex landscape of systems, people, and processes and the methods for collecting that data are manual, and error-prone. This is where we can help.

In this section of the sustainability report, we will look at how we are using our technology to help our customers realize green-line value.

* Source: Forbes
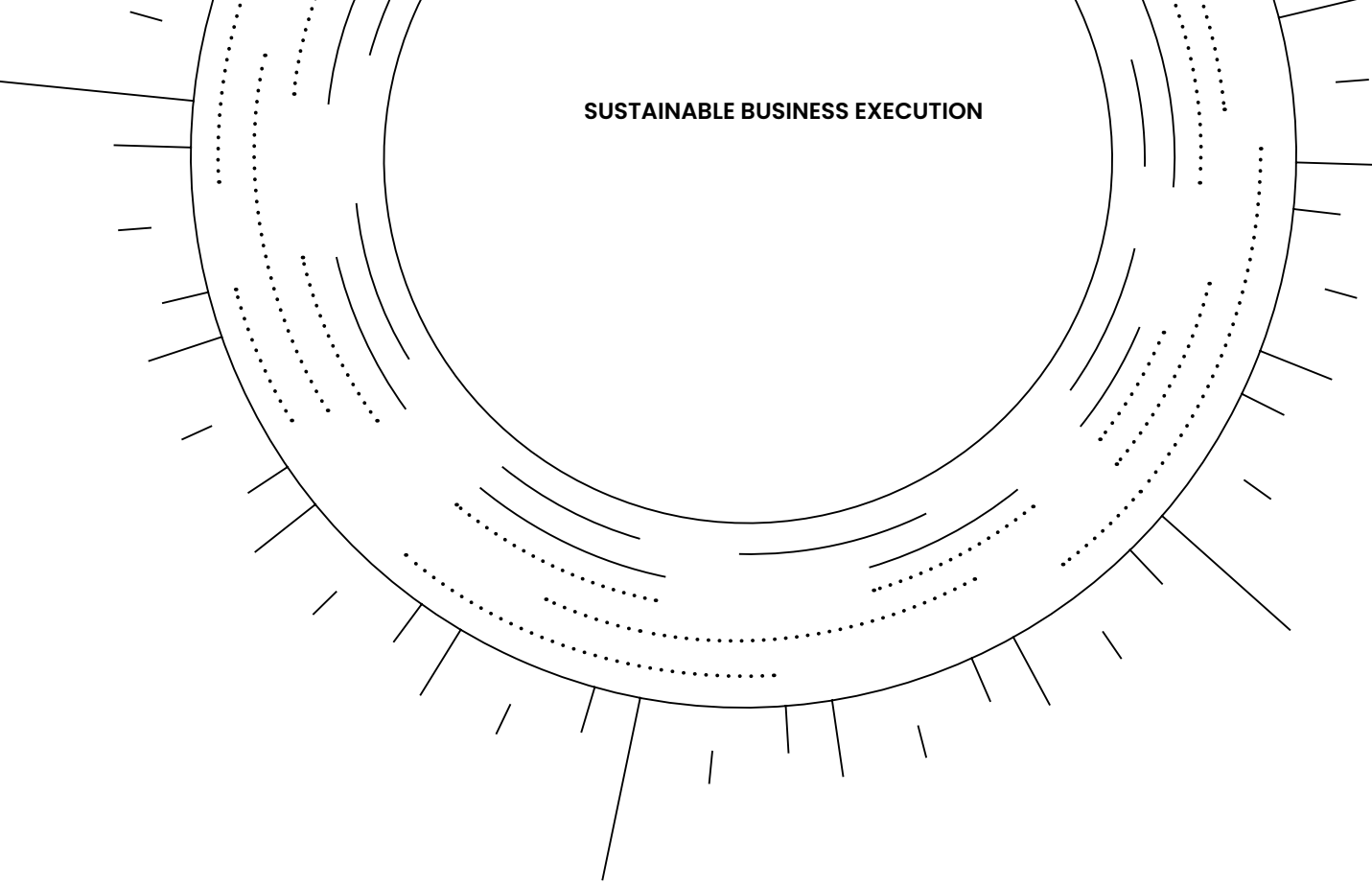
Here at Celonis, we've spent years helping customers realize top- and bottom-line value by optimizing core business processes, and have found that using the same approach for sustainability helps our customers move from vision to action.

The solution

The Celonis Execution Management System reveals and fixes inefficiencies so our customers can source products from responsible and reliable suppliers, make products with minimal waste, move products more efficiently, and even ship products on-time with minimal emissions.

And because it works by optimizing your current systems rather than replacing them, it's a fast, minimally disruptive, and minimally capital-intensive means of simultaneously driving top, bottom, and green-line value.

Sustainability apps

Together with our ecosystem partners and forward-leaning customers, we have built two new products to operationalize sustainability strategies. These new products let customers consolidate data across systems and sources and reduce the manual effort to do so while reporting scientifically accurate emission calculations based on actual business activity.
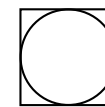
The Celonis Shipping Emissions Reduction App

This app integrates the Climatiq Carbon Calculation Engine with the Celonis Execution Management System (EMS) to enable companies to calculate emissions from their shipments in real time with industry-approved reporting standards.

It automates carbon emissions reporting by using shipment data in an organization's IT system.

This enables customers to identify where they have the highest carbon-saving potential in their logistics chain and pinpoint the exact actions required to reduce emissions. Customers are also provided with a deep understanding of the underlying business processes to help identify the root causes of emissions hotspots and inefficiencies.   Climatiq →
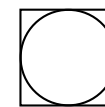
The Celonis Sustainable Spend Management App

The app is available in beta in two different versions, one that works with *EcoVadis* and the other with *IntegrityNext*.

The IntegrityNext version integrates with its monitoring system, enabling companies to track compliance with international sustainability standards and regulations in the supply chain. Malpractice and reputational risks from suppliers are automatically flagged, and measures can be directly triggered and documented for improvement. With it, procurement organizations monitor and improve supplier sustainability,

increase sustainability transparency and mitigate third-party ESG risks.

The Ecovadis version integrates sustainability scorecards of suppliers into the Celonis EMS, as well as new ratings that may be requested using Celonis automation capabilities. It enables companies to automatically remove spending associated with high-risk suppliers and prioritize highly-rated suppliers. This provides procurement teams with a single source to view, prioritize and most efficiently manage supplier sustainability.

Let's dive into two examples

of how Celonis is helping customers achieve their goals very rapidly.

Customer Success

LyondellBasell

lyondellbasell

Being a leader in the chemical industry, an industry with already big responsibilities when it comes to sustainability, LyondellBasell (LYB) has set the bar high for the standards they expect from their suppliers.

After achieving success with Celonis solutions in the process areas of procure-to-pay (P2), accounts payable (AP), accounts receivable (AR), and order-to-cash (OTC), LYB made the decision to expand its use, and address an opportunity in its Procurement department. The goal is to embed sustainability criteria into purchasing decisions.

However, LYB's supplier data was spread across multiple systems, and capturing and updating this information was a highly manual process. In addition, requesting and following up on suppliers ratings added additional challenges. Even more, the number of suppliers that need supplier assessments continued to grow, adding tremendous workload to procurement category managers.

The Celonis Sustainable Spend Management application helps LYB's procurement team efficiently manage supplier ratings and measure sustainable procurement performance from corporate down to segment level.

LYB has set an ambitious goal of having 70% of their key suppliers rated by 2025. With the App, LyondellBasell is accelerating its productivity and is on track to meet their sustainability goals.

ALDI SÜD

ALDI SÜD has a bold vision for reducing their transport costs and CO2 emissions.

During the second Celonis Sustainability Hackathon on Impact Day in March 2022 *(see chapter Outreach)*, ALDI SÜD participated and focussed on the outbound transportation process from their central warehouses to their stores. A process at the heart of ALDI SÜD's daily operations, it makes sure that store orders are planned on picking tours, pallets, and trucks, in as optimized a fashion as possible.

The team used insights from the Celonis EMS about its daily pallet and truck utilization to discover potential areas for improvement. The solution, developed in just one day during the hackathon, was a first draft and mockup with live data. ALDI SÜD noted that the insights from the hackathon represent, "a good starting point" with a clear vision for the way ahead. Their goal at the end of a very successful hackathon was to "...transfer what we have done today to our daily business."

ALDI SÜD won first place for its freight consolidation use case. Learn more about how ALDI SÜD plans to turn sustainability and logistics into a win-win here. →

IV INFORMATION SECURITY, DATA PRIVACY & COMPETITIVE BEHAVIOR

The challenge

We know that trust takes years to build, seconds to break, and forever to repair. Our customers and employees put their trust in us, and our operations are designed to meet the highest standards in ethics and compliance, including in information security and data privacy and information security.

Celonis Code of Conduct & Ethics →

The solution
At Celonis, we employ rigorous security measures at the organizational, architectural, and operational levels

designed to ensure that applications, and infrastructure remain safe. Protecting personal data is a core priority. We are strongly committed to complying with applicable data protection laws and regulations in our jurisdictions. To evidence these safeguards for data security and customer privacy, we introduced the Celonis Trustcenter.

Code of Conduct & Ethics →

Our Trust Center

As we are caretakers of our customer's data, we acknowledge the immense responsibility that this puts on.

Industry leaders around the world count on Celonis to keep mission-critical processes running safely and reliably. The security and privacy of the data involved in these processes matter to your business, so it matters to us. For detailed information on on information security & data privacy at Celonis please refer to **celonis.com/trust**. →

Celonis has invested in its Information Security and Data Privacy programs, growing the department to more than 50 employees. Led by the Chief Information Security Officer, the department comprises three groups: Security Engineering, Security Operations, and Trust.

The data privacy team is a key component of the Legal, Ethics & Compliance department. These teams put security and privacy first, building this into every layer of our platform.

We deliver world-class security and privacy by adhering to global standards. Our certifications & frameworks include:

| ISO 27001 | ISO 27701 | SOC 1 Type 2 | SOC 2 Type 2 | TISAX | HIPAA |
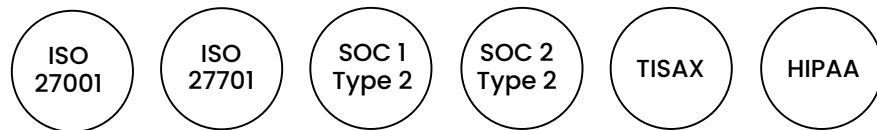
Information Security and Privacy Programs

We have implemented a global Information Security Management System (**ISMS**) and a Privacy Information Management System (**PIMS**).

Among others, the management systems e.g. consist of the following components:

Framework
The Information Security Management Policy and the Global Celonis Privacy Policy lay out the security- and privacy-related requirements for our organization. Specific processes are then outlined in Standard of Procedures (SoP) which include, but are not limited to processes for data subject requests, security incidents, and impact assessment."

Security Incidents & Data breaches
Our incident management process is designed to manage incidents and support appropriate notification of any personal data breach within the required time frames.

Risk assessments
We maintain documentation required by applicable laws and perform risk assessments to identify and manage security & privacy-related risks

Security & Privacy Engineering
Our software, developed with the principles of privacy by design, is engineered to help customers comply with internal privacy policies and applicable data protection regulations.

Employee training
All Celonis employees are required to undergo mandatory Information Security and Data Privacy training upon onboarding. These trainings have to be repeated on an annual basis. Participation is tracked within the e-learning tool."

Competitive Behavior

Celonis believes that everyone benefits from a competitive marketplace.
Accordingly, we follow all laws that promote competition in the locations where we operate and take care to avoid even the appearance of unfairly restricting another company's ability to compete.

We also do not speak dishonestly about our competitors, and we don't seek competitive information using unethical or illegal means.

When dealing with our competitors, suppliers, or other business partners, we adhere to a policy of never entering into an agreement that is intended to, or may appear to be intended to:
○ Fix or set prices
○ Divide or allocate markets, customers, or territories
○ Improperly tie or bundle services by conditioning the purchase of one product or service on the purchase of another

V CELONIS CULTURE

The Challenge
Leading the way into a sustainable future

means nurturing talent, providing opportunities for growth, fostering exceptional leadership and building an environment were everyone is respected.

With changing macroeconomic conditions, employee needs are evolving and we are accelerating our efforts to build an environment where all talent can thrive. We are investing in the development of our leaders and our diversity, equity and inclusion efforts to ensure sustainable performance and growth for all.
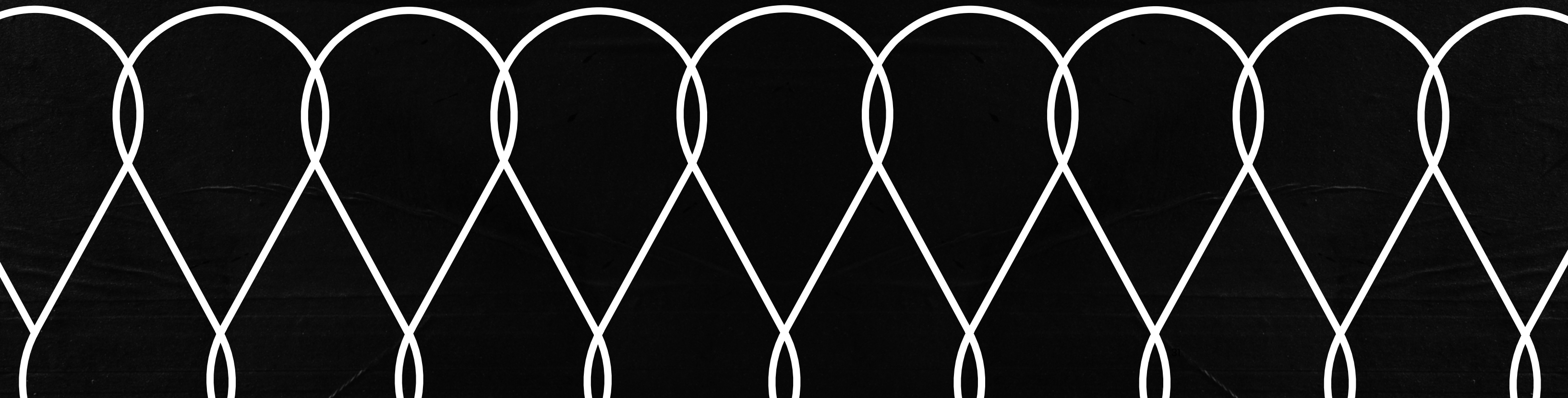
The solution
Culture & Experience

We receive feedback from Celonauts on a regular basis through our employee engagement survey. It helps us to understand where we are progressing well, and where we still have work to do.

As a result of listening to the feedback, we have introduced a number of initiatives to support the growth of all Celonauts:

A **learning experience platform** offering an extensive content library with learning pathways for tailored growth. Since launching 1,350 users are active on the platform and completed over 1,200 learning sessions.

Leadership development
Skills development and enhanced communication and enablement for all managers at Celonis. Two leadership cohorts have also experienced an 8 week learning journey, and there are many more cohorts to follow.

An **internal mobility platform** that helps Celonauts to be in the driver's seat to grow their careers

We are accelerating our DE&I strategy by investing in the acquisition of diverse talent from early career through to experienced senior roles, setting in place strong foundational disciplines in talent acquisition that will set the course for longer-term success in sourcing and hiring diverse talent to Celonis. Additionally, we are investing in existing Celonauts of diverse backgrounds through strengthened onboarding, learning and development, exposure to senior leaders and enhanced internal mobility. We will also double-down on our efforts to develop inclusive leaders who are focused on building an environment where we lift-up our diverse talent.

Our concrete actions initially focused on the structure within which a more inclusive culture could be fostered - we implemented a new Code of Conduct & Ethics and global anti-harassment policy, we rolled out anti-harassment training globally, and we introduced a Do The Right Thing helpline for people to raise ethics questions and complaints, including anonymously if they want to do so.

C
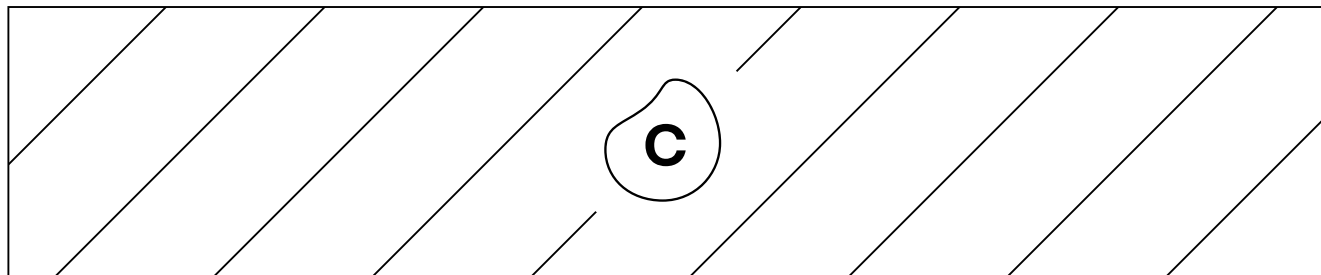
Diversity, Equity & Inclusion

We are committed to building a workplace that truly reflects the diversity of the world we live in and a culture that exemplifies our values.

The research consistently shows that the most diverse and inclusive teams are also the best-performing ones — or as we'd put it: The Best Team Wins.

Because Diversity, Equity, and Inclusion are vital to us, we have:

Laid important foundations in terms of policies and practices, governance, data collection, analytics, and learning

Hired:
A Global Head of Diversity, Equity, and Inclusion in our Culture & Leadership team to coordinate our efforts, in close partnership with multiple teams around the organization
A dedicated Programs Lead in the Talent Acquisition team to focus on DEI efforts related to hiring

Several members of the Executive Team are also championing DEI by serving as executive sponsors of specific Business Resource Groups (BRGs).

Our approach to DEI is data-driven and our roadmap is built on precise insights from analytics, as well as key performance indicators and targets to monitor our progress.

We are also planning to increase the numbers of underrepresented identities more generally in leadership beyond gender, wherever internal representation and benchmark data are available. To measure the impact of our DEI efforts, we included a DEI index in our engagement surveys (enabling us to benchmark against top performing companies), as well as additional questions and control variables to measure our progress in this area.

To better understand the diversity of Celonauts, we launched "Count Me In!", a global self-identification campaign. This data will inform our next initiatives toward building an ever more diverse, equitable, and inclusive work environment. We also introduced a Candidate Self-ID initiative to understand better how various identity groups fare along our hiring funnel.

Count me in!
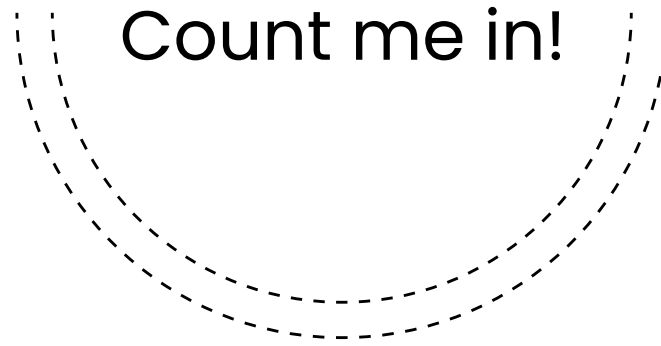
Creating a space for everyone

We've dedicated time, effort and resources to identifying the needs of individual groups and creating spaces for those groups.

Here's a taste of what that looks like:

☐ **An industry-leading paid parental leave policy** for new parents - up to 24 weeks for the primary parent and 12 weeks for the supporting parent.

◻ **A gender pay equity gap review,** where overall we found no statistically significant gap.

◻ **Investment in 5 active BRGs* (Women & Allies, Pride, Parents, Resilience, and Black),** with many more in the pipeline that are preparing to launch in the coming months.

◻ **DEI Learning opportunities on our learning experience platform,** and we will be introducing live sessions building on digital learning.

* These groups helped us celebrate over 20 cultural milestones in all our geographies, including Black History Month, International Women's Day, LGBTQ+ Pride Month, Global Day of Parents, Latinx Heritage Month, and more.

One highlight of our journey

towards a more diverse workforce taking initiatives towards equity and a shared sense of belonging would be the impact of our Pride BRG so far under the leadership of its Chair, **Nitay Caspi.**

INTERVIEW

– What does Pride@Celonis add to the employee experience of its members?

Pride@Celonis offers a global community of LGBTQ+ Celonauts and allies. Pride@Celonis is open to all Celonauts. Our primary offerings include Networking opportunities & social events for our members.
We host several global virtual events per year, where we bring together members of Pride@Celonis from around the world to discuss a topic or listen to a speaker. This year, we invited comedian and activist Dylan Marron as our keynote speaker for Pride Month. For in-person engagement, we offer local chapters in Munich, Madrid, New York, San Francisco, and Raleigh. These groups organize local activities, including happy hours, volunteering events, and office gatherings.

– How does Pride@Celonis make the company culture more inclusive?

Throughout the year, we drive awareness campaigns around topics that impact the LGBTQ+ community. Last year, we ran a Pronouns campaign to raise awareness of and share best practices on how to use pronouns in the workplace. We also ran a campaign for Spirit Day this year, where we encouraged Celonauts to wear purple for anti-bullying awareness. The Pride@Celonis community also advocates for

the rights of LGBTQ+ employees, partially through awareness campaigns but also with involvement in HR campaigns, such as the parental leave policy updates run by Women&Allies@Celonis and Parents@Celonis.

– Is Pride@Celonis planning to have any impact beyond the walls of Celonis?

Yes! We organize an event for each impact day, recently focusing on the Ali Forney center in New York City. Over 20 Celonauts volunteered their time to coach young LGBTQ+ people who found shelter at the center. We inspired them to build career plans, whether by talking them through job options in tech, building CVs, or practicing their interviewing skills. We also plan to involve more in recruiting LGBTQ+ talent by posting open positions to talent networks like OutInTech.

– Personal statements
My name is Nitay Caspi and I am a Senior Product Manager at Celonis, based in New York City. I am also founder and chair of Pride@Celonis. Outside of work, I'm an avid runner and amateur cook.

Link to employee spotlight: **celonis.com/blog/ employee-nitay-caspi** →

The best team wins

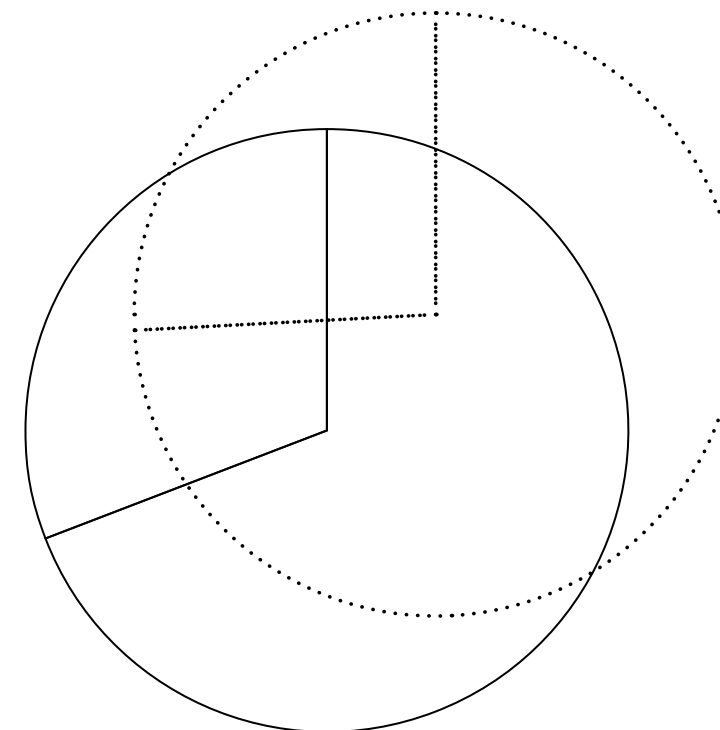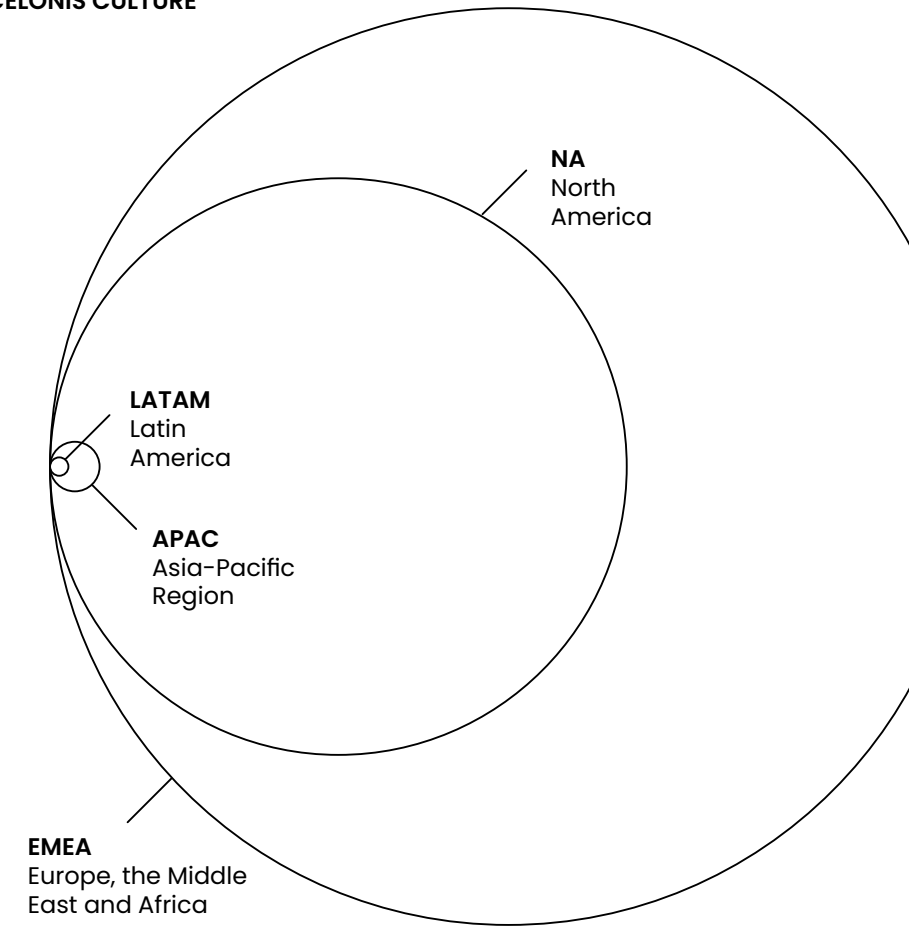and we know that Celonauts can only be their best if we nurture our unique culture.

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.

Number of Employees Over Time
since 2012
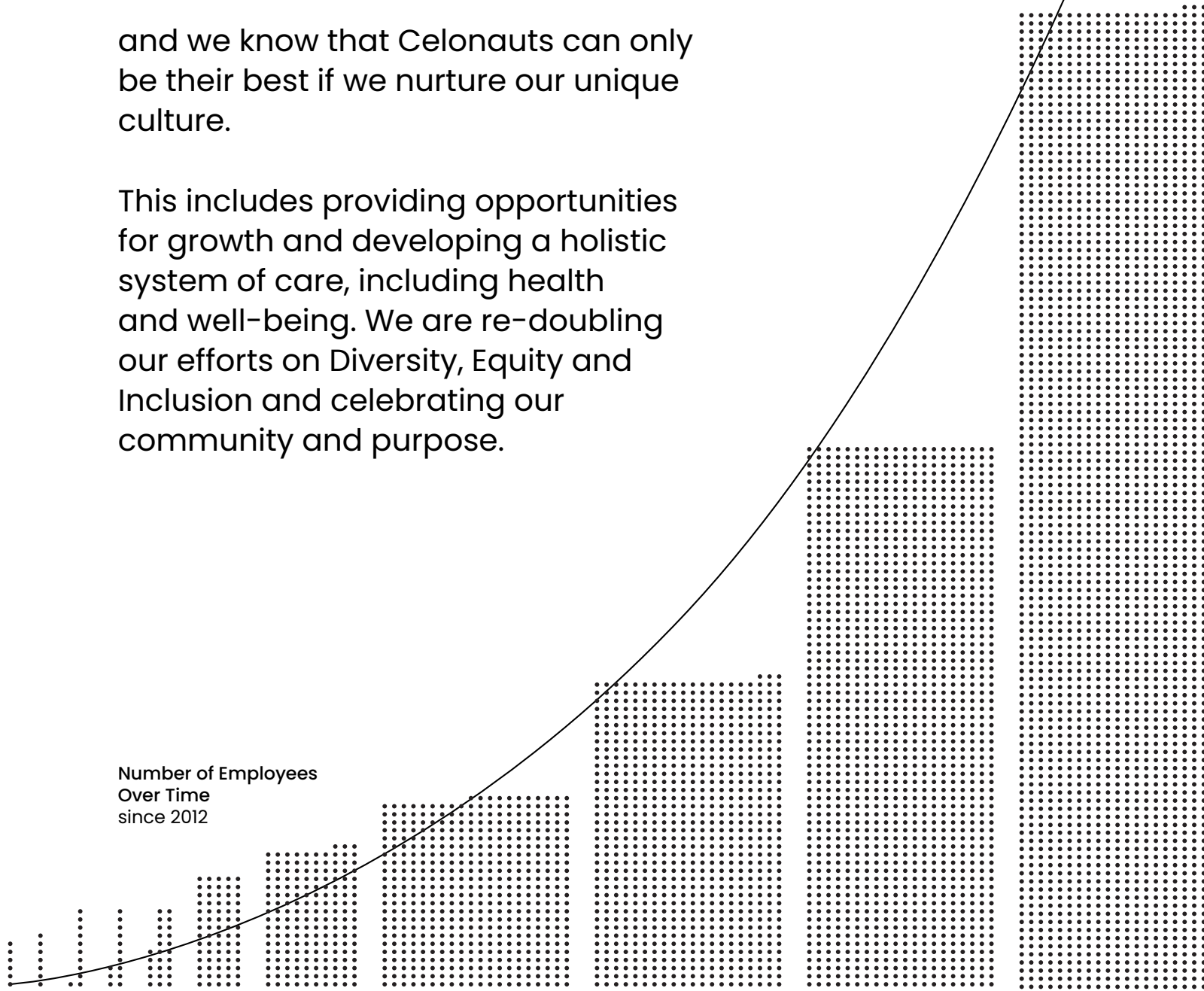
Creating high-quality and lasting job opportunities around the world

Global Reach of Employees
as of January 31st 2022

NA
North America

LATAM
Latin America

APAC
Asia-Pacific Region

EMEA
Europe, the Middle East and Africa

Focusing on **Diversity, Equity & Inclusion**

We start with focusing on increasing the number of women in leadership.

**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.
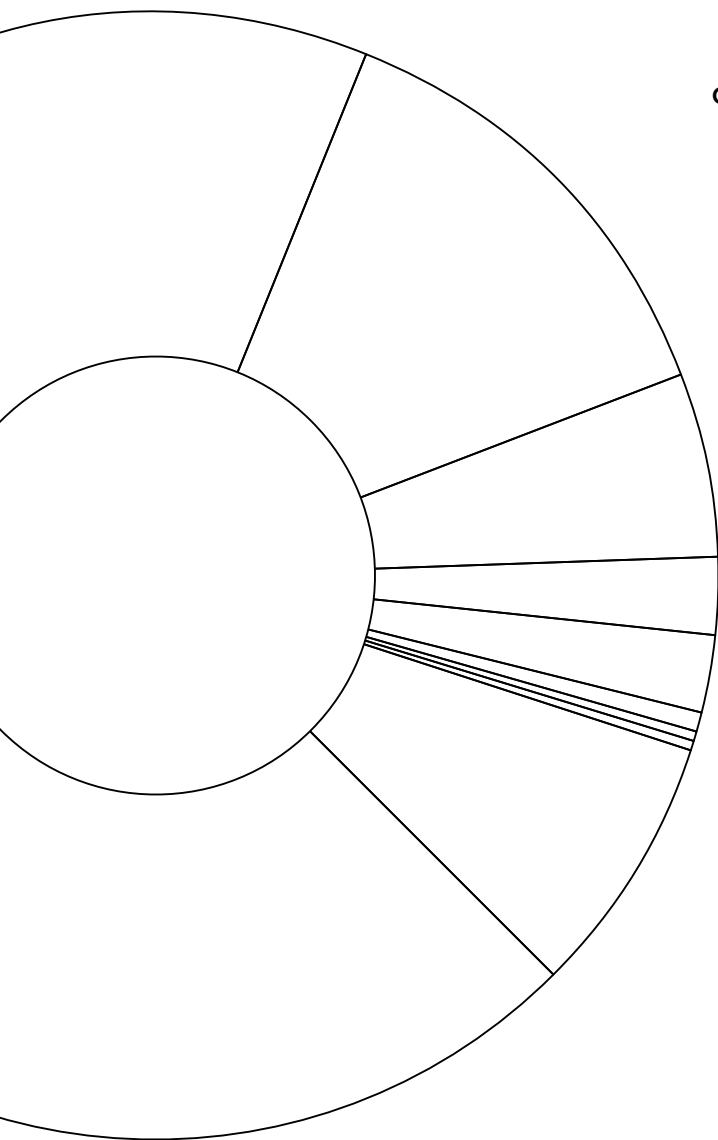
Our Business Resource Groups

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
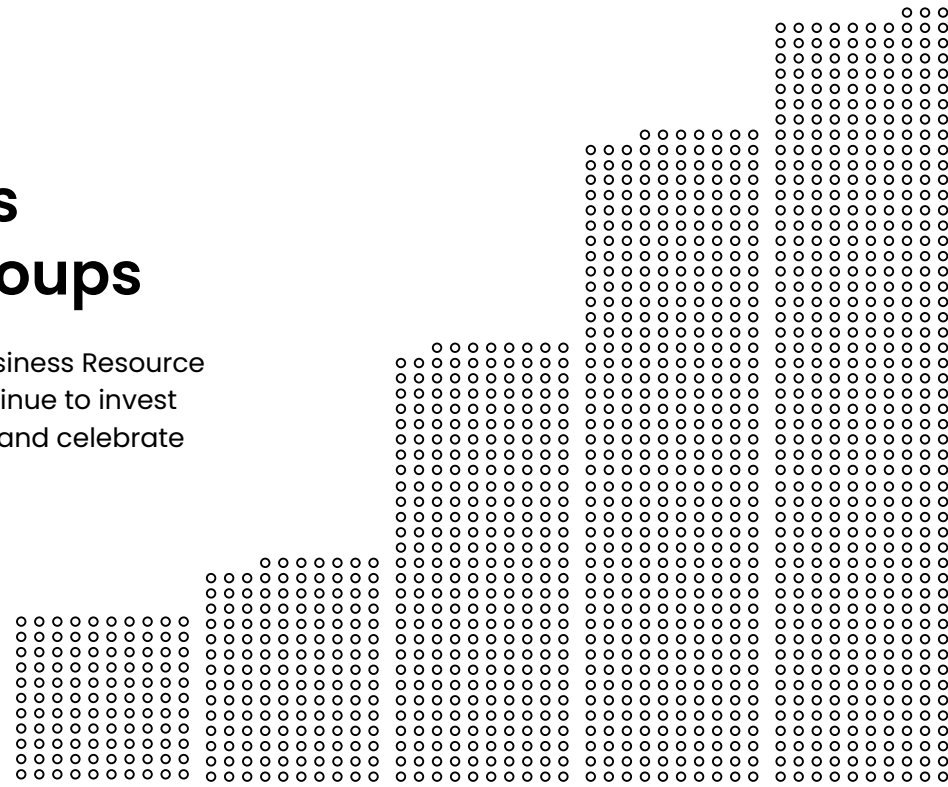
Health, well-being & safety

Celonis strives to provide its employees with a safe, healthy, and secure environment, whether at a Celonis office or at a remote work location. We create a safe and secure work environment by staying true to the following principles:
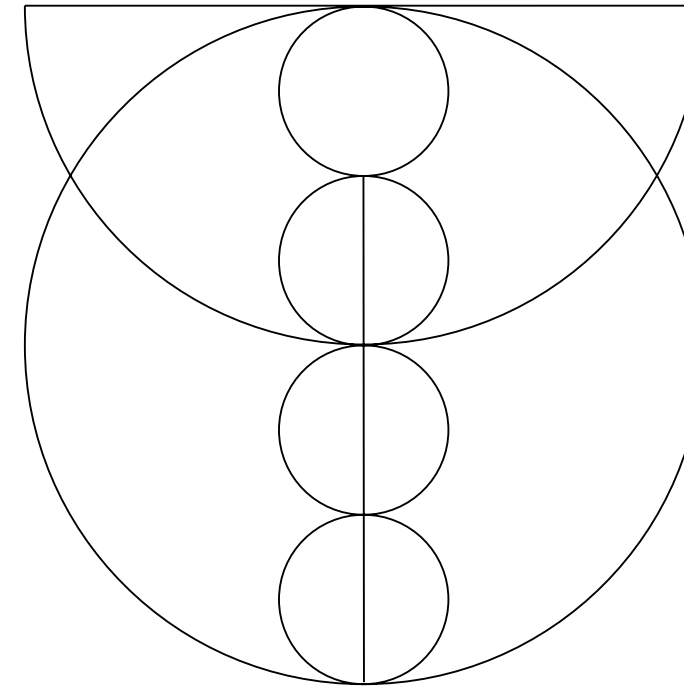
We recognize the highly demanding work environment Celonauts are facing. We can't accomplish our goals if we do not take time to rest and recover, care for loved ones and contribute to society in ways we value. In 2021 and 2022, due to the pandemic, we gave the entire company Global Rest Days with two extra days observed by all Celonauts to help them manage the challenges we all faced during this time.

Building on this, we have launched global support for physical activity through a partnership with Gympass in some of our largest locations and gym support in the rest of the world. We will be expanding offerings to support physical, mental, and financial well-being in future.

Finally, we follow a hybrid working model encouraging collaboration and innovation while also promoting safety, health, and well-being.

Treating each other respectfully and resolving problems and disagreements with conversation, not threats	Not allowing firearms, other weapons or dangerous devices, and drugs or other illegal substances at work or work events
Not coming into work when sick, especially when it could be contagious	Carrying out assignments in a way that prevents injury to ourselves and others
Complying with applicable health agency regulations	Never working under the influence of drugs or alcohol
Not tolerating threats of violence	Performing work activities safely

OUTREACH

We firmly believe that in order to make an impact on a global scale, you need to enable others to make change.

That's why we invest in a number of initiatives that put the power in the hands of others. Let's have a look.

Quality education

First, let's look at education, where we have three different initiatives, The Celonis Academy, Celonis Aspire, and the Celonis Academic Alliance.

Celonis Academy →
The Celonis Academy puts free, state-of-the-art education on high-demand skills like Process Mining, Data Analysis, Business Value realization into the hands of whoever wants it

— currently more than 200,000 learners globally. Make sure to check it out, and keep an eye out for the **"Sustainability Basecamp"** and **"Sustainability Business Bootcamp"**.

Celonis Aspire →
The Celonis Aspire Program was launched in 2020 by our founders and initially put €500,000 towards sponsoring 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. Some of our projects:

Eduglobe/Enactus
Teaching practical & entrepreneurial skills to young people in Uganda

Women going beyond
Providing online education to girls in Cambodia

Rock Your Life!
Providing access to basic computer courses for children

Techdalo/Enactus
Supporting Colombian graduates in pursuing careers in IT

Celonis Academic Alliance →
The Celonis Academic Alliance offers free access to Celonis technology in the classrooms of universities, colleges, and schools.

Our Rising Stars online training program includes everything from the fundamentals of Process Mining to a deep dive in advanced process data engineering. The Academic

Alliance offers teachers a wide range of enablements and free products & services to bring applied data science into their classrooms.

Research projects with Academics Ai4Pro and ProVSA

Celonis Labs Journal Article →

Kafka blog post featuring Ai4Pro →

From student training to startup to Celonis partner

Story of Logatik →

Opening Celonis Engineering and Innovation Lab on campus of Aachen university

Press Release →

Education to workforce: Students from NOVA IMS who learned about Celonis at university are now working in the Nokia CoE
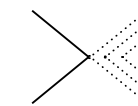
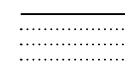LinkedIn post →

Philanthropy

In addition to enabling through education, we also want to use our resources to amplify the good our Celonauts are doing in the world. That's why we have on several occasions implemented a donation matching scheme:
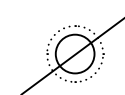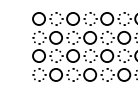
Helping India deal with its unprecedented surge of COVID in 2021

Supporting Germany, Austria, and Belgium in their fight against flooding

Currently we stand united and support our community in Ukraine facing a reckless war and unprovoked attack on its territorial integrity and sovereignty.

We ran a donation matching campaign to help people in the Ukraine and provide humanitarian aid and offering hands on support to refugees from the Ukraine at the borders and beyond (clothes, medical equipment, food and most pressing needs). About **US $ 250000** were donated in total.

95,508

Students trained
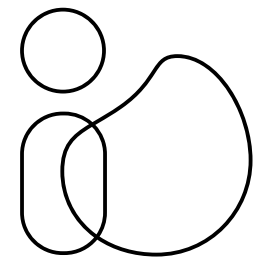
1,209

Active professors

650

Universities

February 1st 2021
– January 31 2022
FY22

44

**Research and innovation projects
with academic partners**

We give Celonauts time and resources to step away from daily work and devote themselves to causes meaningful to them. We call these Celonis Impact Days.

Impact Days

Every Celonaut can spend up to three days in the year giving back to their communities. They decide how they use their Impact time, organizing projects with others, or joining our Executives on their Impact projects.

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 meaningful impact in our global communities - from planting trees, to cleaning streets, to educating young people and or using our Execution Management System for new sustainability use cases. Have a look at our **magazine** to learn more! →

In 2022, we continued the practice of organizing meaningful projects - Celonauts are continuously engaged and dedicate their time, skills, money and creativity to our communities and the planet. We are already at about **50,000 hours of impact in 2022.**

You can watch this video to feel the spirit! →

So, that's it for the 2022 Celonis Sustainability Report.

We hope you've found this useful, and if you want to get in touch to have a conversation about our Sustainability practices, we'd love to hear from you. We know that the work we've included here is just the start, and we're keen to hear from anyone with ideas about initiatives we should look into, ways we could spend our impact days, or applications for the EMS.

Let's do this.

CLOSING

NOW IS THE TIME FOR THE CHANGEMAKERS.

Annex
Key Figures

Earth is our Future	Unit	FY2021	FY2022
Carbon Footprint			
Scope 1	tCO2e	140	155
Scope 2 market based	tCO2e	171	226
Scope 2 location based	tCO2e	207	253
Scope 3	tCO2e	9,025	21,814
Total Scope 1-3 (market based)	tCO2e	9,336	22,195
Procured Verified Emission Reductions	tCO2e	–	8,000
Energy use by source (Scope 1+2)			
Electricity			
–Offices	MWh	209.05	356.14
District Heating	MWh	224.64	439.66
Total energy consumed	MWh	433.69	795.80

Materiality Theme Glossary

1. **Climate & Environment**
   Mitigating climate change impact by reducing GHG emissions in our own value chain, AND enabling other companies through our product to do the same.

2. **Talent & Culture**
   Initiatives related to employee satisfaction, talent retention, and company culture. Includes employee compensation, benefits, performance review practices, employee recognition and culture and values.

3. **Community Impact & Quality Education, Philanthropy**
   Programs to give back to local communities through philanthropy and volunteerism to lead as a corporate citizen. Includes programs to advance access to quality education and supporting employee charitable investments of time and money.

4. **Human & Labor Rights, Business Ethics**
   Respecting, promoting, and safeguarding human and labor rights throughout the entire value chain in accordance with international standards.Complying with ethical standards (i.e. company-specific code of conduct), including avoidance of bribery, fraud, and corruption.

5. **Energy Management & Sustainable Real Estate**
   Managing the energy and water use associated with IT hardware infrastructure & office buildings and the transition to renewable energy. Reducing waste in IT and in global operations.

6. **Data Privacy**
   Ensuring that personal and customer data is stored and used securely, compliant, and responsibly.

7. **Information Security**
   Fostering cyber security to ensure undisrupted processes, service quality, and countering cyber-attacks.

8. **Diversity, Equity, and Inclusion**
   Programs related to hiring, developing, and retaining a diverse talent base in every market; encouraging a culture of shared belonging and providing equal opportunities, irrespective of individual protected characteristics (eg. gender identity, sexual orientation, ethnicity, age, disability or religion). The focus on equity mandates a holistic approach considering any barriers under-represented identity groups may be facing and the overall needs of the industry.

9. **Competitive Behavior**
   Balance the protection of Celonis IP and our use to spur innovation while ensuring our IP management and other business practices do not unfairly restrict competition

10. **Systemic Risk Management**
    Managing systemic risks from technology disruption including i.e. investments in improving the reliability and quality of our IT infrastructure and services

11. **Health, Well-being & Safety**
    Providing a secure, safe, healthy, and high-quality work environment for all employees. Supporting them to achieve a healthy work/life balance.

12. **Sustainable Business Execution**
    Providing sustainability use cases enabled by our EMS to our customers, meaning enabling a sustainable transformation of business processes and decarbonization of supply chains.

13. **Sustainable Execution Management System and Cloud Provision**
    Offering a sustainable product (the Execution Management System) by ensuring responsible use of energy resources through efficient coding, data loading, and software development and investing in green servers.

14. **Supply Chain Management**
    Gathering supply chain information and transparency, map where our suppliers are in their sustainability journey, and engage with suppliers to incentivize sustainable action across the supply chain and mitigate risks

15. **Trustworthy AI**
    Practice of using the tools in the field of artificial intelligence (AI) with good intention to put users in control and empower businesses and fairly impact customers and society. Allowing companies to engender trust and scale AI with confidence.