

Celonis
Sustainability
Report

2023



I About
this Report 4

II Climate &
Environment 10

III Sustainable Business
Value 20

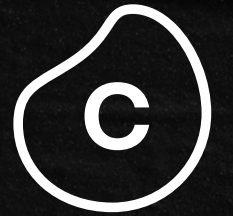
IV Ethics, Data Privacy and
Information Security 26

V Diversity, Equity & Inclusion
and Talent & Culture 30

VI Outreach 30

— Closing 46

ABOUT THIS REPORT



Here at Celonis, one of our core values is 'Earth is our future,' and one of our key value propositions is delivering green-line value for our customers.

We've built sustainability into how we run the company and how we help our customers — it's a big part of what we do (and why).

For us, sustainability means doing business with a long-term perspective — focusing on value that lasts and making processes work for people, companies and the planet. We define sustainability expansively, including not only our environmental footprint, but also how we create healthy and inclusive communities within and outside of Celonis, and of how we are building trust.

We're very aware that there is a lot of noise around sustainability, but we want to be part of the shift from talk to real action. That said, we acknowledge that sustainability is complex, and changes rarely happen overnight. Our commitment persists, and we are working on continuous improvements with the help of Process Intelligence. We believe this ongoing commitment means being transparent about our sustainability efforts and business practices, and helping our customers operationalize their own sustainability goals.

First, a bit about us.

About Celonis

Celonis makes processes work for people, companies and the planet. The Celonis Process Intelligence Platform uses industry-leading process mining and AI technology and augments it with business context to give customers a living digital twin of their business operation.

It's system-agnostic and without bias, and provides everyone with a common language for understanding and improving businesses. Celonis enables its customers to continuously realize significant value across the top, bottom, and green line. Celonis is headquartered in Munich, Germany, and New York City, USA, with more than 20 offices worldwide.

© 2024 Celonis SE. All rights reserved. Celonis and the Celonis "droplet" logo are trademarks or registered trademarks of Celonis SE in Germany and other jurisdictions. All other product and company names are trademarks or registered trademarks of their respective owners. Find out more at celonis.com.

A letter from Bastian Nominacher Celonis Co-Founder and Co-CEO

We believe Earth is our future.

But it's important to be clear about what that means. **What are we doing to support this belief?** How does it impact the way we run the company and help our customers?

This report is our effort to answer these questions, and to be **transparent** about our work towards ESG (Environmental, Social, and Governance) goals. It presents not only what Celonis is doing internally, but also how our platform supports our customers' sustainability efforts.

As I reviewed this year's report, I thought about change. After 13+ years helping customers harness processes, I know **change comes from incremental steps that add up to something transformative**. And I know, getting started is, in itself, an accomplishment.

Organizations use the Celonis Process Intelligence platform to find opportunities for change, driving greater efficiency, value, and sustainability. And their steps on the path to success are just as laudable as their results. **Positive change happens process by process**, driven by those **brave enough to speak up, work hard, and be different**.

This is how we feel about our ESG journey. While we're proud of our progress, we also want to lift up the smaller changes and many processes our results come from.

Whether you're transforming your business or building a greener, more equitable world (or both), the process is arduous. **Change demands commitment and grit**, but also hope, ingenuity, and celebration to keep us going. So, I invite you to join us in an ongoing commitment to making processes work for your business, your industry, and our planet. Work towards your goals — but find joy in the steps along the way. We'll celebrate all of it with you.

We can do this. Together. See you here next year.



A letter from Vanessa Candela Chief Legal & Trust Officer

At Celonis, we see reporting as an opportunity.

There is an urgent need to take action, both for the planet and our fellow humans, and we take that seriously. This 2023 Sustainability Report is our chance to show our customers, Celonians and the public how committed we are — to hold ourselves accountable and to recognize our ESG initiatives.

We produce this report because we want to — because we believe it is important to share our progress, and our challenges, even though we are not yet required to do so. Our product showcases the importance of data transparency and democratized information in building trust within enterprises, and being trustworthy is core to who we are.

Because we aim to help people and companies radically rethink how we all do business, **we believe it's only right to let the world see how we do business**. The Sustainability Report is our show of good faith and sincerity in our values.

In this report, you'll learn what our ESG goals are and how we're working towards them. You'll also see where progress has been slower than we'd like. Like many companies, we recognize that **we can always do more for people, our customers, and the planet, and in choosing to share these annual reports, we hope you can see us trying**.

Our principles as an organization underpin everything we do, and we're working all the time to be even more sustainable, even more equitable, even more trustworthy. It's hard work, but we're beginning to see the results of our efforts, and we are excited to share them. I believe our impact will only grow over time, and I think the projects highlighted here will have a tremendous long-term impact.

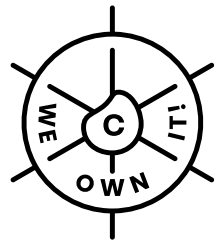
I hope you find this report interesting, illuminating, and maybe even inspiring.

If you have any questions, suggestions, or feedback, my team is here to listen.



Our guiding values

Before we go any further, it's worth looking at the Celonis company values. Why? Because – as you'll see throughout the report – our values are the framework we use to guide our methodologies and are how we make sure we're moving in the right direction.



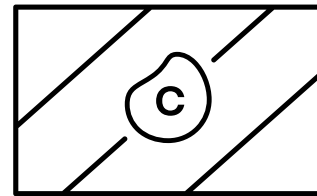
We Own It.

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.



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.



THE BEST TEAM WINS

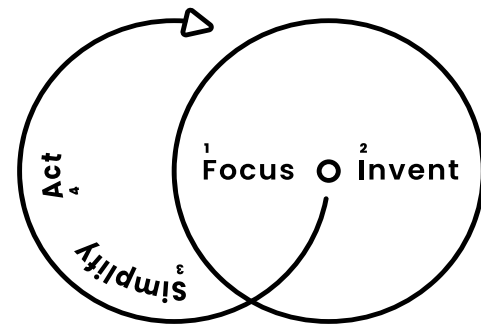
Best Team Wins.

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.



Earth is Our Future.

We believe in doing business that is good for people and the planet. With our platform, 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.



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 face globally – a complex interplay between companies, society, and politics. 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 make processes work for people, companies, and the planet.

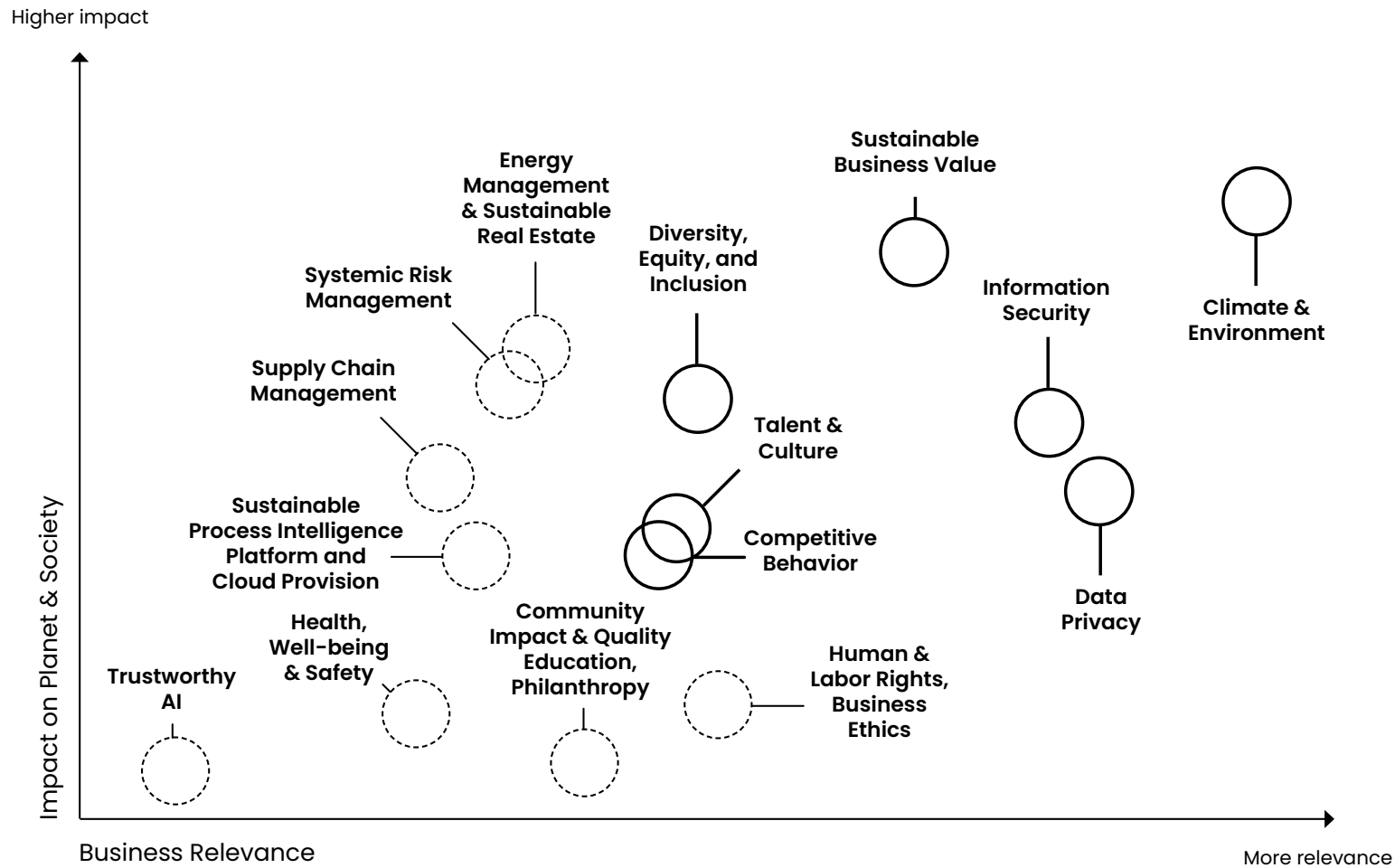
Global ESG strategy & materiality

To make sure any sustainability initiatives we launched were truly impactful for our stakeholders – both internal and external – we conducted a comprehensive materiality assessment at the end of 2022. We plan to update this assessment for our next report to capture changes in our stakeholder perspectives.

The process last time looked like this →

- ① **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.
- ② **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.
- ③ **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



The solid circles have been identified as material for Celonis

From the matrix, we identified the themes that represent the most significant opportunities to maximize our impact, and grouped some together to create four target areas:

- ① **Climate & Environment**
- ② **Sustainable Business Value**
- ③ **Information Security and Data Privacy**
- ④ **Diversity, Equity & Inclusion and Talent & Culture**

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

All of our sustainability work is carried out by a **dedicated global Sustainability team**, split into three groups:

Go-to-Market

Responsible for bringing our sustainability solutions to our customers.

Product

Responsible for exploring, building, and optimizing innovative sustainability solutions for our customers.

Transformation

Responsible for steering our internal sustainability strategy to ensure Celonis is a sustainable business partner and employer.

This **Celonis Sustainability team** is overseen by the Executive team and sits within the Legal & Trust organization, reporting directly to the Chief Legal & Trust Officer. The Sustainability team reports regularly to the Chief Legal & Trust Officer and the Executive Team on strategy, regulations, and key performance indicators (KPIs). The team also receives feedback from the entire company via our regular engagement survey on whether our approach towards sustainability and creating impact is felt in their day-to-day work.

The Sustainability team empowers several **local sustainability communities** in our offices around the world to turn the global strategy into local action, embracing sustainability at work and engaging all

Celonis employees (who we call “Celonauts”). In bi-weekly gatherings, important updates and best practices are shared and connections made among these passionate champions. As an extension of the core Sustainability team, these communities also act as sounding boards and project accelerators.

This sustainability report looks into FY2024, which is February 1, 2023 to January 31, 2024 for Celonis, and includes some outlook on progress and projects from the first months of FY2025 as well.

II CLIMATE & ENVIRONMENT

The Challenge

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

That 2-3% represents a lot more emissions than you might think – for reference, it's pretty close to the percentage of emissions produced by the airline industry, which is much more frequently framed as a climate villain.

As more of our economy goes digital and demand for computing power and data storage increases dramatically, especially with the increased usage of AI, this percentage will skyrocket if the industry doesn't take serious steps to mitigate it.

Celonis is a software company without data centers in our direct operations, but it's still imperative for us

to address any related environmental challenges. Although outsourcing data centers can reduce our direct emissions, we have to understand any environmental impact our cloud providers may be causing, and ensure they share our sustainability goals.

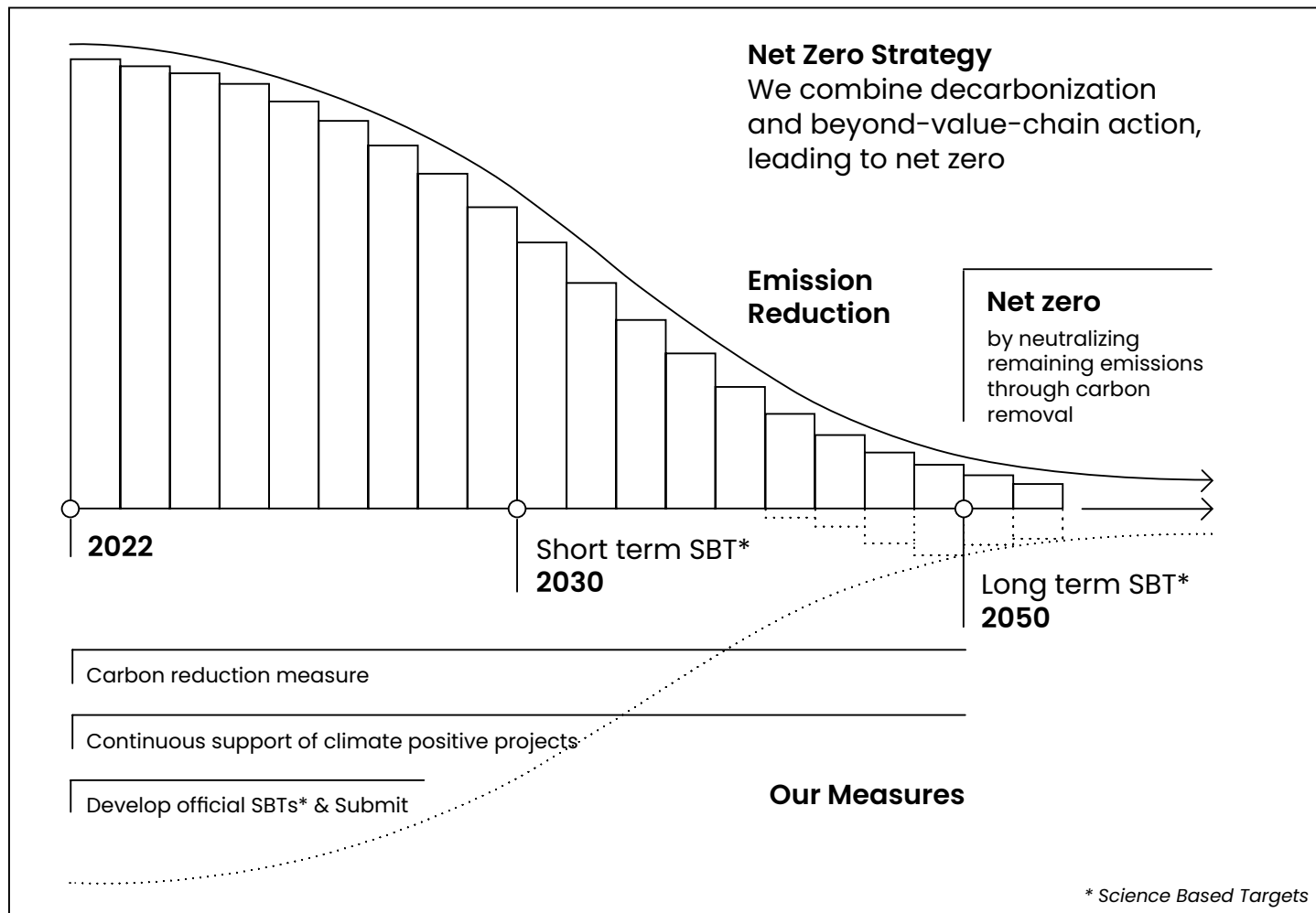
Because we are a software company with offices around the globe, we travel to foster collaboration between Celonians and to serve our customers well. The advantages of being in person have to be balanced with our sustainability ambitions and emissions reduction goals.

The strategy

To limit global warming to no more than the 1.5°C outlined by the [Paris Agreement](#), all global emissions need to be reduced by 45% by 2030, and a state of net zero needs to be reached by 2050.

In order to play our part in meeting that goal, we've 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.

Our Climate Action Plan



Celonis has been rated by [EcoVadis](#) and [IntegrityNext](#).

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.

This standard represents the most ambitious and globally-recognized framework for climate target setting.

In addition to committing to setting Science Based Targets (SBTs), Celonis has also joined several coalitions: [Business Ambition for 1.5°](#), [Race to Zero](#), and the [We Mean Business Coalition](#). We are excited to join other companies on the journey towards net zero.



SBTi Progress

In the recent years, we've managed to significantly increase the data granularity and actionability of our annual corporate carbon footprint data. We simulated the trajectory of future emissions, drafted climate targets by using the SBTi framework, and determined gaps and measures to meet these targets. Our next steps are the finalization of the targets, followed by the validation of the targets by the Science-Based Targets initiative.

Measurements & Transparency

Since 2020, we have measured our corporate greenhouse gas emissions on an annual basis and in line with the Greenhouse Gas Protocol. This report states our full Scope 1-3 emissions, including emissions from purchased goods and services for 2022 & 2023.

In 2023, we shared our climate performance with our customers through the CDP, a global system for companies, investors and geopolitical entities to disclose and manage environmental performance.

By disclosing, we contribute to enhancing supply chain transparency and enabling our customers' supply chain decarbonization initiatives.

The data

The past few years have been exciting for Celonis: Over 12 years, we grew our workforce from 3 to >3,000 employees. This growth persisted through COVID-19 lockdowns and travel restrictions. After business travel reached its lowest historical level, restrictions started to ease in 2022, with workers eager to meet teammates and customers in person.

What does that mean from a climate performance perspective?

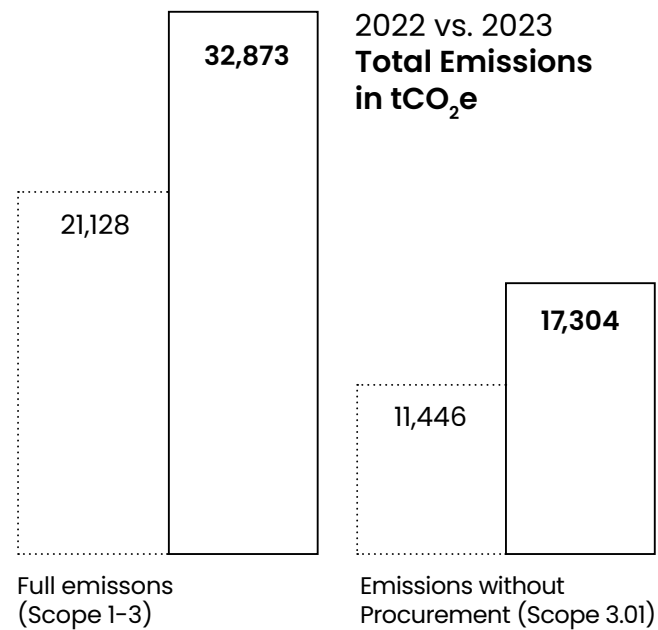
Even with the increase in travel, we decreased total emissions by 4.8% in 2022 versus 2021. This comes from methodological changes yielding greater accuracy – put simply, we got better at precisely measuring emissions. For example, we started applying supplier-specific emission calculations for emissions generated by purchased goods and services. As this is one of our main drivers of emissions, it was essential for us to improve the accuracy and actionability of these results.

Today, we are an international company with 20+ offices and customers around the world. In 2023, we opened five new, larger offices to accommodate our growth. Due to ongoing hybrid work, in-person touchpoints, and events with customers across many countries, business travel and corresponding CO2 emissions increased.

In **2023**, Celonis' total emissions increased by 56%, reaching **32,873 tCO₂e**. Average **emissions per employee dropped from 12 tCO₂e in 2021 to 7 tCO₂e in 2022**, and increased back to **11 tCO₂e in 2023**.

While we know meeting in person fosters better relationships, we acknowledge the irreversible environmental cost of purchasing activities, larger office spaces, and business travel by Celonis employees.

You may wonder whether it's possible to decarbonize a hyper-growth business. We admit it's challenging. But we're committed to making it possible.



tCO₂e is an abbreviation for tons (t) of carbon dioxide (co₂) equivalent, a catchall unit for counting greenhouse gas emissions even if they're from a variety of greenhouse gases.

Total Emissions per Scope* in tons CO₂e

Scope ① 0,96%

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

2022 vs. 2023 Emissions per GHG category

1.01 Heating Fuels	83	90
1.02 Mobile Combustion	174	166
1.03 Fugitive Emissions	60	22

Scope ② 1.57%

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

2.02 Electricity (Market-Based)	497	335
2.03 District Heating	17	2
2.04 Ground Transportation (EV)	3	

Scope ③ 97.47%

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 will be complemented by electricity consumption through software usage when the required data is available.

3.01 Purchased Goods and Services	15,559	9,697
3.02 Capital Goods	94	1,485
3.03 Fuel- & Energy-related Activities	330	187
3.05 Waste generated in Operations	112	84
3.06 Business Travel	13,619	6,565
3.07 Employee Commuting & Remote Work	1,900	2,131
3.08 Upstream Leased Assets	354	350
3.11 Use of sold Products	71	16

Calculations are consistent with the Greenhouse Gas (GHG) Protocol. Our methodology is based on the GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition), the GHG Protocol Scope 2 Guidance and the GHG Protocol Corporate Value Chain (Scope 3) Standard. "CO₂e" include the 6 greenhouse gases covered by the Kyoto Protocol (CO₂, CH₄, N₂O, HFCs, PFCs, SF6). For most emissions sources, only CO₂, CH₄ and N₂O are relevant.

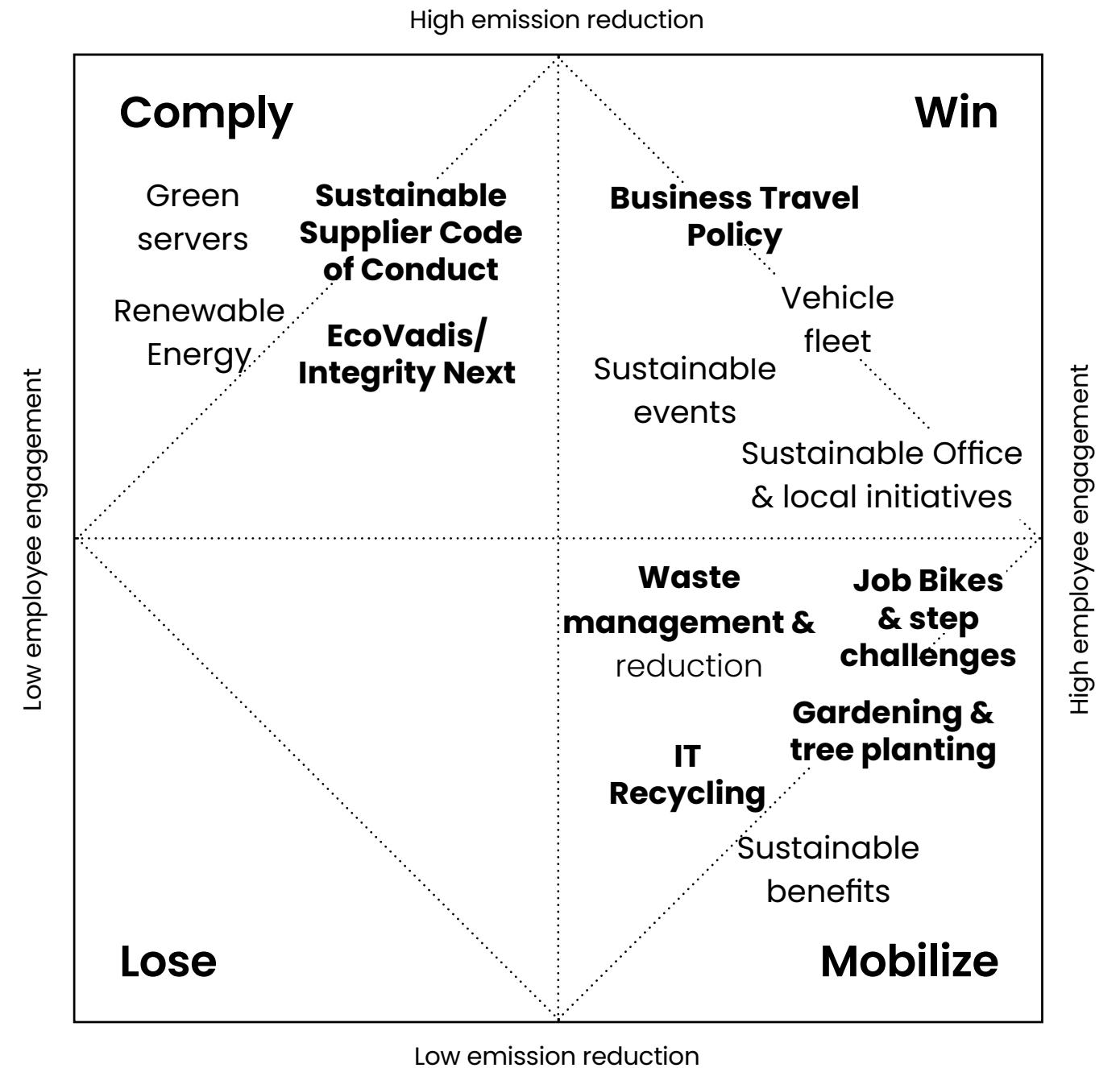
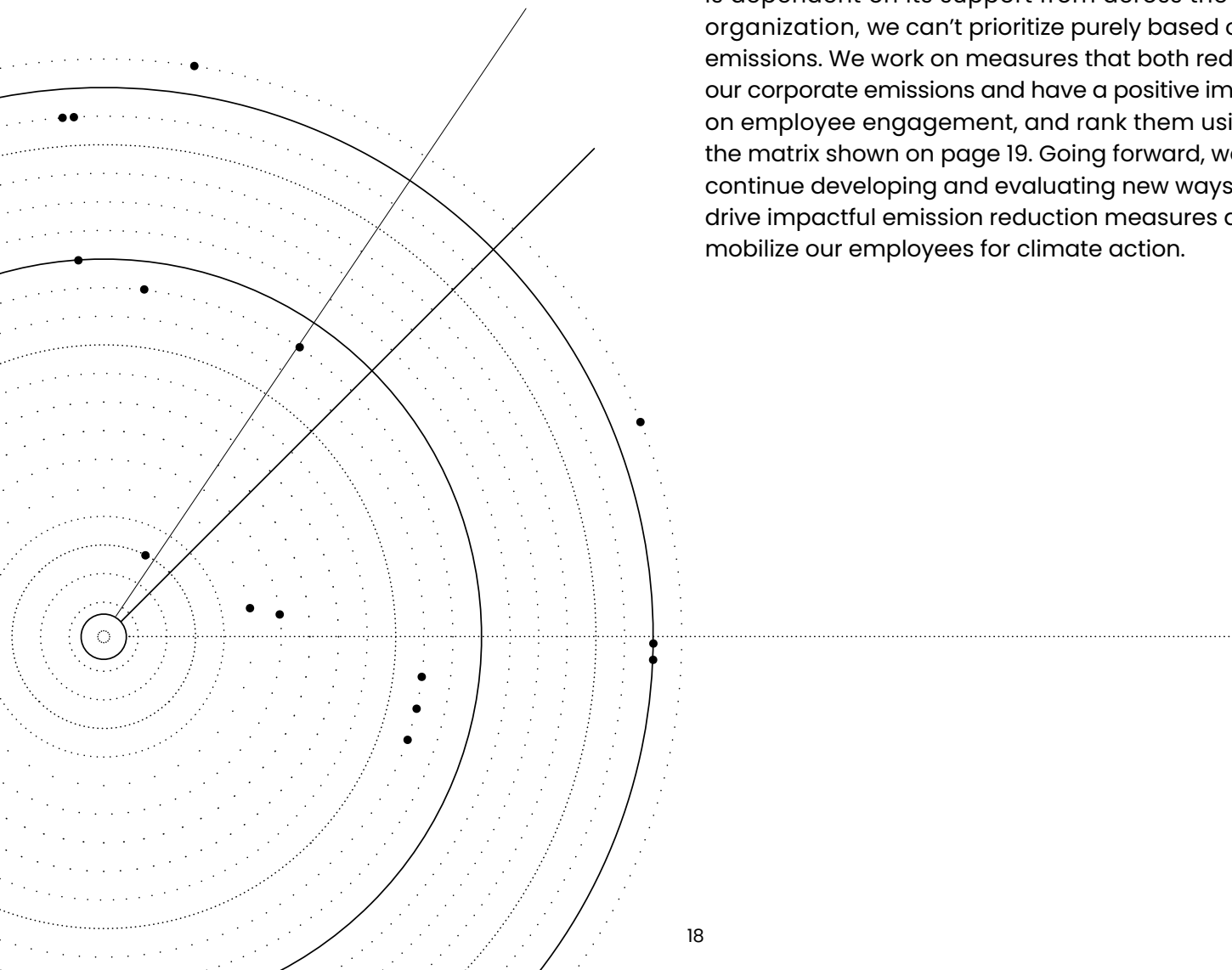
Similar to the years before, our main emission hotspots continue to be in our Scope 3 value chain emissions and include 3.1 Purchased Goods and Services (47.3%) and 3.6 Business Travel (41.3%). Both categories cover up to 89% of the Celonis greenhouse gas (GHG) footprint.

Details on the methodology and emission factor sources can be found in the Greenhouse Gas Emissions Methodology document published separately on our website.

The solution

The three areas we need to improve are procurement, employee travel and commuting, and offices.

But because the success of any climate program is dependent on its support from across the organization, we can't prioritize purely based on emissions. We work on measures that both reduce our corporate emissions and have a positive impact on employee engagement, and rank them using the matrix shown on page 19. Going forward, we will continue developing and evaluating new ways to drive impactful emission reduction measures and mobilize our employees for climate action.



Measures completed
 Measures in progress

We decided on a range of measures

that would deliver the most impact on fleet, offices, procurement, and employee travel and commuting. Let's take a look at them.

Scope 1 & 2 2.6%

We pay close attention to our Scope 1 and 2 decarbonization measures, as Scope 1 falls under the direct operations of the company and Scope 2 represents one of the largest sources of GHG emissions worldwide. Our fleet and office energy consumption are the main levers for reducing Scope 1 and 2, respectively.

Fleet Scope 1

In 2022, we started making efforts to reduce our fleet, and since then, it has shrunk by 20%. We stopped allowing cars for new joiners, and by the end of 2030, all remaining cars will reach the limit of their second renewal period. This will help us meet our goal to reduce our fleet to zero cars by 2030. Our car fleet consists of 14% electric vehicles.

Office electricity consumption Scope 2

At Celonis, we use a mix of direct leases and coworking spaces as offices for Celonis employees, and we incorporate sustainability into our building selection where possible. Directly leased offices count towards our Scope 2 emissions, whereas coworking spaces are included in 3.08 (upstream leased assets).

To achieve Scope 2 emission reductions despite our growth in office space, we've set up a renewable electricity strategy and appointed a task force made up of members of our Workplace Services and Sustainability teams. Our goal is to power all of our offices with 100% renewable electricity within the upcoming years.

One key measure to achieve this includes sourcing renewable energy equivalent to our global electricity consumption. By switching to green electricity contracts, **we increased the share of renewable electricity from 12% in 2022 to 36% in 2023**. This reduced our scope 2 emissions by 34 tCO₂e in 2022, and by additional 118 tCO₂ in 2023. To close the gap in coming years, we also plan to purchase Renewable Energy Certificates (RECs) or Guarantees of Origin (GOs).

Spotlight: New Madrid Office

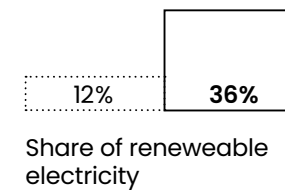
The Celonis Madrid Hub is located in the AZCA complex, a burgeoning epicenter for major national and international companies. The office building is powered by 100% renewable electricity and adheres to an environmental management system that is in line with international standards, including:

- GBCI LEED Gold certified
- Environmental Management based on ISO 14001
- Energy Management according to ISO 50001
- Verified Carbon Footprint according to ISO 14064
- Zero Waste to Landfill Management according to UL ECVP 2799

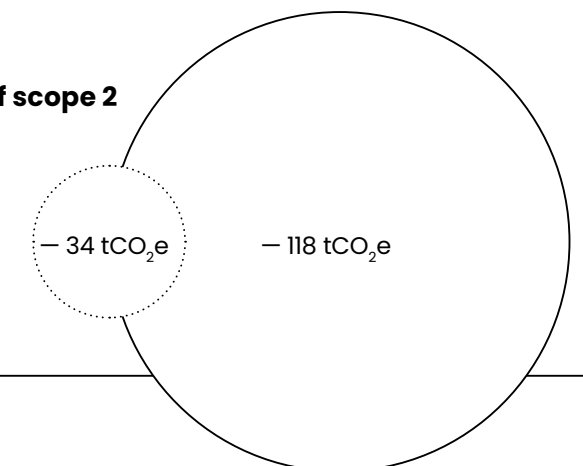
Further buildings with certifications:

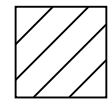
- Celonis' main US office in New York, located in One World Trade Center, has a leading sustainability strategy. The building is GBCI LEED Gold certified — an internationally-recognized green building certification system.
- Celonis uses renewable electricity in all German offices (Munich, Aachen, and Darmstadt).

2022 vs. 2023 Share of renewable electricity



Reduction of scope 2 emissions





Scope 3 – Value Chain Emissions
(Scopes 3.01, 3.02) – 48%

Procurement

Procurement is one of our main drivers of emissions. In the past two years, we have strongly improved the data accuracy and granularity of our procurement emissions in a number of ways, such as by using supplier-specific emission calculations.

This methodology change led to a decrease in our procurement emissions by 28% in 2022 compared to 2021. It also provided higher transparency and actionability for our carbon footprint results.

Based on this solid data foundation, we segment vendors according to their carbon emissions and climate goals, and we aim to collaborate with our long-term suppliers to measure their emissions and set climate goals if not yet in place. We've set up a [Supplier Code of Conduct](#) and Supplier Rating Process, and we've implemented [IntegrityNext](#) and [Ecovadis](#) (two Celonis partners) to monitor the sustainability performance of our suppliers. In the future, we aim to make procurement decisions based on this information.

IT Decarbonization

Cloud servers, hardware, and equipment are essential decarbonization levers for us as a software company to reduce Scope 3 procurement emissions.

Green servers

To power our Celonis Process Intelligence Platform, we have carefully selected partners for hosting and managing our data centers. Server emissions contribute to GHG category 3.01 (purchased goods and services) and cause 8% of our Scope 3 emissions. To address this, **we aim to source cloud and server services that are reducing their carbon intensity.**

— 92% of our FY2024 server emissions come from providers which publish annual emissions disclosures and have ambitious targets to reach 100% renewable electricity in their operations by 2025 at latest. This represents 96% of our total spend on cloud and server services.

— Cloud server electricity from renewable sources increased from 45% in 2022 to 75% in 2023.

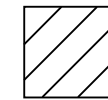
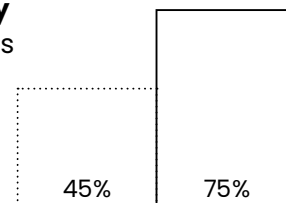
— Going forward, **our goal is to increase the renewable electricity share to 100%.**

Hardware and equipment

92% of 3.02 emissions (capital goods) are caused by our IT equipment and hardware. The remaining 8% stem from furniture, fixtures and leasehold improvements. **Compared to 2022, we reduced our IT costs in 2023 significantly, leading to a reduction of 94% in 3.02 emissions.**

Our hardware and IT equipment has to meet high performance standards. When it no longer does, we do our best to give our equipment a second life. In 2023, we sold 91% of our old devices in Germany as secondhand products. We ensure the highest level of security and privacy based on DIN 66399 for disposal of data storage (at least Security Level 4-5) through our internal Disposal and Destruction Policy for old and outdated or defective laptops.

**2022 vs. 2023
Cloud server electricity
from renewable sources**



Scope 3 – Value Chain Emissions
(Scope 3.06, 3.07) – 47%

Business Travel

To reduce travel emissions, we **integrate sustainability into our travel policy** in ways like **promoting train travel** and encouraging **use of public transportation.**

The travel policy also **restricts flight cabin classes** per job level as a sustainability measure. Why? Because business-class long-haul flights are responsible for 3x more emissions than those in economy. An aircraft's total emissions are distributed across seats based on the space each uses – so, because a business-class seat takes up more space, it's responsible for more emissions.

We use an online booking tool that gives visibility into emissions from different travel options, suggests sustainable transport modes, and quantifies the total business travel carbon footprint.

In 2023, we reinvested our collective bonus points from airlines' frequent flier programs into **sustainable aviation fuel development.** These fuels are produced from non-petroleum feedstock and have the potential

to significantly reduce emissions, but high cost and low demand make scaling this technology challenging. Through this initiative, we encourage airlines to choose sustainable aviation fuels. We will assess its future role in the GHG Protocol and SBTi-aligned decarbonization measures.

Commuting and Remote Work

Most Celonauts are located in Germany, the US, and Spain, which are the countries contributing the most to Celonis' indirect emissions from commuting and remote work. In 2023, Celonis invested in **sustainable commuting programs and initiatives.** As part of the Celonis Wellbeing month, we encouraged walking trips via a global step challenge, with >20% of Celonauts participating and walking 65,000 km. In Germany, the UK and the Netherlands, we offer a bike program, which includes employee bike leasing and expansions to bike parking at the Munich office.

Offices - Global waste management

All offices have recycling stations and waste sorting measures. We sort waste into separate streams: paper, glass, biodegradables, and residual waste.

Food, beverages, and office supplies are sourced with a focus on reducing waste. For example, in larger offices, we buy in bulk to reduce packaging waste. Global office management teams often implement further measures like changing offered products or reducing catering orders in alignment with employees present.

As a software company, we support a digital-only culture by reducing paperwork and printouts at the office. We also repurpose office equipment to extend its life.

Spotlight: Raleigh waste management

A great example of **best-in-class waste management** comes from our Raleigh, North Carolina office. We've implemented a **composting system** and **partnered with CompostNow**, a Certified B Corp providing composting services across multiple US states. The Raleigh office uses CompostNow step cans, which are lined with reusable and compost liners and emptied daily. Each can has signage providing guidance on composting. Can contents are sent to a commercial composting facility. Compost weight is regularly shared with employees, and the compost itself is shared with local garden partners. Celonauts can see the positive results they're driving for our planet, and bring best practices home.

Beyond the value chain: The Celonis Climate Contribution

In recent years, climate researchers have made it clear that we have a **limited carbon budget** that should not be exceeded, or else we'll experience the irreversible consequences of climate change.

For the world to reach net zero by 2050, companies need to massively reduce carbon emissions. Beyond their value chains, companies need to fund climate projects and take responsibility for reaching global climate targets in time.

At Celonis, we started investing in climate projects in 2022 when we kicked off our climate strategy. Since then, we've refined our approach to financing climate action. We call it the **Celonis Climate Contribution**.

Climate Contribution means that we actively invest in climate projects to drive global climate action. The Contribution is in addition to our emission reduction efforts, increasing our overall impact on our journey towards the net zero emission target.

While developing our climate contribution strategy, we recognized that building up carbon removal capacities to absorb CO₂ from the atmosphere will be indispensable to stay within the global carbon budget. It is estimated that six to ten gigatons of CO₂ would have to be removed globally from the atmosphere every year.

What is carbon removal?

Carbon removal is the process of absorbing CO₂ from the atmosphere and durably storing it. It can be realized through nature-based methods such as reforestation and improved forest management, or through engineered methods. Engineered methods can be more complicated, but they offer the opportunity to store the carbon for a longer period than nature-based solutions are able to. Some examples of engineered methods are direct air carbon capture and storage, or enhanced weathering.

→ [For more details on carbon removal, explore Carbon180](#)

Given this high need for building carbon removal capacities on a global level, **we directed 100% of our FY2024 climate investments into high-quality carbon removal projects**. We financed the removal of 4,950 tonnes of CO₂ from the atmosphere by investing in 6 climate projects in the USA, Germany, and Uganda. These projects are certified under best-practice global standards to ensure that their generated impact is real, additional, and measurable. We also focused on technology and data-driven approaches to carbon removal management that ensure transparency into the impact and durability of the projects.



Pina Earth is one of our partners for our Climate Contribution Program.

Pina Earth develops certified climate projects for carbon removal by using local forests in Germany. Their projects store additional CO₂ by making forests bio-diverse and climate-resilient. Founded at the Technical University in Munich, Pina Earth bases its work on the latest research and uses artificial intelligence and high-resolution forest data to offer high-quality carbon removals to buyers. Their forest projects span over 2,000 hectares in Germany and are third-party audited. The company is supported by Y-Combinator, the German government, and European Space Agency (ESA).

In 2023, Celonis invested into two of Pina Earth's carbon removal projects in Brandenburg and Bavaria, Germany. Both projects were developed under the ISO Norm 14064-2 and audited by TÜV NORD.

How these projects drive climate action

Forest monocultures are particularly vulnerable to the negative effects of climate change such as storms, droughts, and pests. This vulnerability affects more than 3 million hectares in Germany, where monocultures of fast-growing tree species have been cultivated at a large scale for timber production. This has resulted in forests consisting of

a single dominant species with uniform age groups, these forests are more vulnerable compared to mixed forests, and face significant climate threats.

Pina Earth aims to transform these forests into robust ecosystems that can withstand the challenges of climate change. To achieve this, their projects use targeted measures to promote the structural diversification of Germany's forests. In both of the projects Celonis has invested in, a variety of climate-resistant species are being introduced. In addition to planting and seeding new trees, natural regeneration is actively promoted and the risk of serious damage caused by game is minimized through targeted wildlife management.

Luckaitz Valley (Brandenburg, Germany) →

- 23,685 tonnes of additional CO₂ to be stored in forest by 2052
- 367% higher biodiversity (measured by Gini Simpson Index)
- Increase the number of main tree species from 1 to 5

Lindorf (Bavaria and Baden-Württemberg, Germany) →

- 24,664 tonnes of additional CO₂ to be stored in forest by 2051
- 162% higher biodiversity (measured by Gini Simpson Index)
- Increase the number of main tree species from 2 to 5

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

III SUSTAINABLE BUSINESS VALUE



The Challenge

As consumer demand for sustainability grows, 62% of consumers say they are willing to change purchasing habits to reduce environmental impact.

It then comes as no surprise that sustainability goals are top of mind for businesses, with around 65% prioritizing sustainability before financial performance, digital transformation and even market growth.

And yet, even with this motivation, only 1 in 2 businesses are actively achieving their environmental goals. Many companies struggle to hit both near- and long-term ESG goals.

It's not a great state of affairs, but there's a good reason for it. While many organizations have begun investing in reporting, they haven't yet operationalized their sustainability strategies. Their operational data is spread across a complex landscape of systems, people, and processes, and methods for collecting that data are manual and error-prone. And sustainability goals have to be met while also achieving business performance.

This is where Celonis can help.

The opportunity

According to the World Economic Forum, digital solutions can reduce global emissions by 20% by 2050 if deployed at scale.

The Energy, Materials, and Mobility sectors can already reduce their emissions by up to 10% by 2030 through the adoption of digital technologies.

While we acknowledge that the technology sector makes up a large chunk of global emissions, we also believe that we can play a major role in helping other sectors and industries reduce their own environmental impact.

The solution

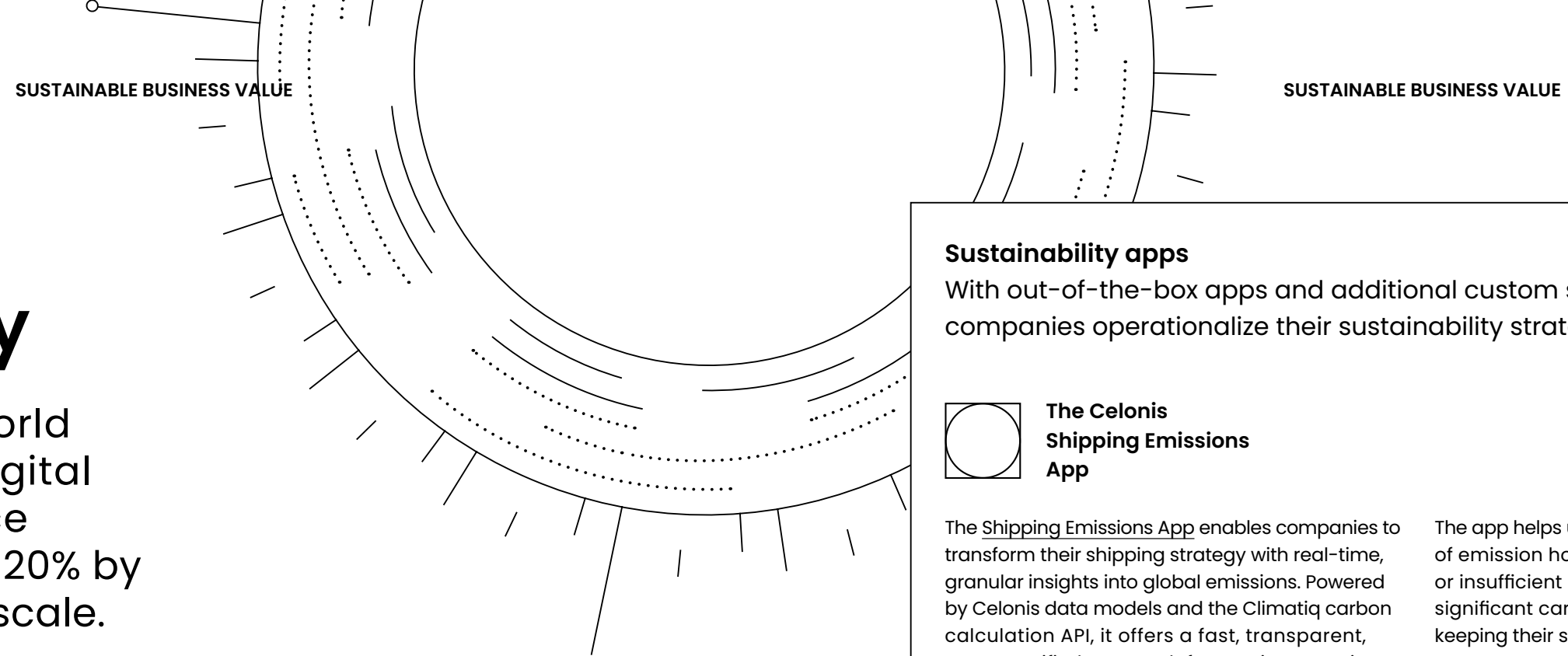
Sustainability metrics are by nature cross-process and the Celonis Process Intelligence Platform uniquely enables the measurement, reporting and improvement in this complex area.

We do so by enriching the process digital twin with sustainability data & knowledge, for example emission factors or supplier ratings. AI-driven mapping increases speed and accuracy. Sustainability metrics become available accurately, fast and holistically across your existing business processes.

Companies can then use pre-built components and apps that package domain knowledge on how to report, set targets and reduce emissions in their supply chain processes. And all of this happens within the existing systems and at the speed of their business - for fast and impactful results.

Celonis is the connective tissue that unites your sustainability data across your business, and links your data to your people, creating a single source of truth to improve both your business and your sustainability performance. Celonis embeds sustainability into everyday operations, so you do not need to be a sustainability expert to prioritize actions that are not just good for the business but also for the planet.

We call this the **Celonis Sustainability Layer**.



Sustainability apps

With out-of-the-box apps and additional custom solutions, we are helping companies operationalize their sustainability strategies in the supply chain.

The Celonis Shipping Emissions App

The Shipping Emissions App enables companies to transform their shipping strategy with real-time, granular insights into global emissions. Powered by Celonis data models and the ClimaTiq carbon calculation API, it offers a fast, transparent, GLEC-certified approach for precise reporting.

The app helps users find and address the causes of emission hotspots, such as rushed orders or insufficient loads, so that they can achieve significant carbon and cost reductions - while keeping their supply chains running.

The Celonis Sustainable Spend App

The Sustainable Spend App provides detailed information on suppliers to help companies' Procurement teams better understand where and with whom they're spending, so they can prioritize sustainability and minimize risk.

regulations, and be alerted of suppliers' risky or unethical business practices. Automatic flags and redirected spending help enterprises ensure they're working with the best suppliers for their ESG goals (and their bottom lines).

With the app, Procurement can see suppliers' sustainability scorecards, more easily track suppliers' compliance with sustainability

The app is available in versions supported by IntegrityNext and Ecovadis.

The Celonis Material Emissions App

With Procurement often being the most important area for emission reduction, the Material Emissions App reveals the hidden impact of every purchase and guides companies toward meaningful reduction opportunities, ensuring every material tells a story of sustainability.

data, allowing companies to easily calculate the real-time carbon footprint of the materials used in their products. Users can identify high-emission areas to avoid and automate supplier and material selection to balance sustainability with cost.

It intelligently maps purchasing data to accurate, primary and secondary emissions

The app is supported by the ClimaTiq carbon calculation API.

Customer Sustainability Success Stories

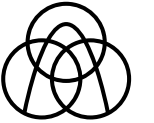
Let's dive into three examples of how Celonis is helping customers achieve their goals very rapidly.

Planting the seeds of lasting change

In some of the customer stories we've chosen to highlight below, teams are still in the fairly early stages of using Celonis for their sustainability projects, and may not have results to share yet.

However, we still think **it's crucial to celebrate people who are committed and courageous enough to pursue this work.** Sustainable change takes time, effort, and ingenuity, and we're certain that the initiatives highlighted below will produce impactful, long-lasting results within each enterprise and industry. Read on for details, and check out future editions of the report for more updates.

Thyssenkrupp Rasselstein



thyssenkrupp

Challenge thyssenkrupp Rasselstein, one of Europe's largest manufacturers of packaging steel, serves clients in more than 80 countries globally. This leads to Scope 3 emissions associated with transport and distribution (categories 4 and 9). Wanting to efficiently drive emissions reduction initiatives, the company had to **resolve the lack of real-time logistics GHG emissions data**, which affected data quality and availability across fragmented systems.

Solution thyssenkrupp co-innovated with Celonis to develop the Shipping Emissions App. The app **analyzes truck movements out of thyssenkrupp's sites and, coupled with contextual data, calculates the associated emissions.**

It is built on the Celonis Process Intelligence platform and leverages the carbon engine API from ClimaTiq. It serves as an intermediary between customers' IT systems and various analytical dashboards, algorithms and automation processes that run on top of it.

To address the data quality challenge, Celonis and ClimaTiq aligned with domain experts to **craft logic-based parameters to fill in any gaps in datasets** and create a special **module to validate existing data computed by the application.** The ClimaTiq calculation engine is accredited by and follows the Global Logistics Emissions Council (GLEC) framework to ensure comparability and standardization.

Impact Over three months, the app analyzed more than 49,000 outbound truck movements with activity data from enterprise resource planning (ERP) systems, resulting in a granular, automated calculation of total emissions of more than 58 million kgCO₂e. Through intelligent optimization of truck load factors, **an emissions reduction potential of more than 4.5 million kgCO₂e was identified.**

The app empowered thyssenkrupp to automatically compute emissions using input data from IT systems, incorporating them into transactional systems to guide processes and decision-making.

Several takeaways resulted from this collaboration: ERP data provides a strong basis for measurement. Distance-based emissions measurement per shipment (rooted in ERP data) enables accurate emissions measurement, target-setting and performance improvement. Finally, shipment emissions data shared with customers can strengthen relationships and help with customers' own carbon accounting.

Syngenta



Challenge Syngenta Group is one of the world’s biggest agricultural technology companies and has set sustainability priorities to achieve **higher yields with lower impact, create a regenerative soil and nature, and improve rural prosperity and sustainable operations.**

Having achieved success with Celonis across diverse process domains such as Finance, Order Management and data quality, the Syngenta Crop Protection team joined the Celonis Process Earth Sprint to demonstrate the **power of technology for modeling emissions across the product supply chain and bill of materials.**

Solution Their work at the Process Earth Sprint led to additional experimentation projects to more easily measure, analyze, and manage material emissions from Syngenta’s Crop Protection. The projects focus on more seamlessly integrating data sources, mapping emissions data at scale with less effort, and improving material master data, all in order to help Syngenta work towards more sustainable operations by providing emissions as a decision criteria for Procurement and Sustainability teams.

Impact To that end, Celonis and Syngenta are co-innovating on a solution to embed material emission factors in operational procurement data, with the goal of automating measurement and analyzing performance. An AI model is also being evaluated to map external emission factors against Procurement, reducing the manual effort required for mapping.

All together, this could provide the foundation to standardize emissions measurement methodologies across the organization and prioritize the improvement of data quality and supplier data collection.

Dürr AG



“At the Dürr Group, our objective is to measure and systematically reduce all emissions within our supply chain. **Celonis, Climatiq and the Dürr Group ran a co-innovation project and results were achieved with lightning speed:** a prototype is live and the rollout to our organization is in progress.”

Alexander Carls, Director of Procurement, Dürr Group

Challenge The Dürr Group is one of the world’s leading mechanical and plant engineering firms with particular expertise in the technology fields of automation, digitalization, and energy efficiency. They have committed to the Science Based Targets to achieve net zero by 2050 and have set a target to reduce their Scope 3 emissions by 15% by 2030, as well as to comply with regulations such as CSRD, CBAM and LkSG.

The business model with plant and mechanical engineering activities and global supply chain at the Dürr Group leads to a varied data structure and presents challenges for supplier ESG and Scope 3.1 material emissions performance management.

Solution Working with Celonis, the Dürr Group has implemented the Celonis Sustainable Spend App to integrate IntegrityNext supplier ESG ratings, as well as the Material Emissions App to manage Scope 3.1 emissions and track imported materials affected by CBAM. Together, these apps help automate measurement of Procurement sustainability performance and provide analytics for improvement potential.

The approach for supply chain due diligence involves mapping IntegrityNext primary supplier ratings to Procurement data for more than 5,000 suppliers. This same Procurement data is then used for the mapping emissions factors for Scope 3.1 material emissions, covering more than 300,000 unique purchased materials. An AI model (built in partnership with Climatiq) supports mapping to reduce manual effort.

Impact Going forward, the ambition is to create a supplier total cost of ownership (TCO) cockpit covering both sustainability and financial performance to enable holistic supplier management. Through continuous improvement of data and measurement methodologies, the Dürr Group and Celonis are working together to meet both short-term reporting requirements and long-term decarbonization targets.

IV ETHICS, DATA PRIVACY AND INFORMATION SECURITY

The Challenge

We know that trust takes
years to build, seconds to
break, and forever to repair.



The solution

Our customers and employees put their trust in us, and our operations are designed to meet the highest compliance standards in ethics, data privacy, information security, and the responsible use of Artificial Intelligence (AI).

Responsible AI

At Celonis, we prioritize responsible AI development, adhering to ethical guidelines and transparency. Our commitment is to empower users with technology that respects privacy, promotes fairness, and aligns with the standards of responsible AI.

Governance Program

Celonis has implemented an **Integrated Management System (IMS)**, a framework applied to our compliance programs for privacy, information security, ethics and sustainability. We also have a standardized approach to track risks, including environmental risks.

Our Trust Center

As we are caretakers of our customer's data, we acknowledge the immense responsibility that this puts on us. The **Celonis Trust Center** is publicly available on our website to provide transparent and detailed information about our policies, practices, initiatives and certifications. The Trust Center serves as a resource for customers and stakeholders to understand our commitment to maintain trust. For further details, please visit www.celonis.com/trust-center.

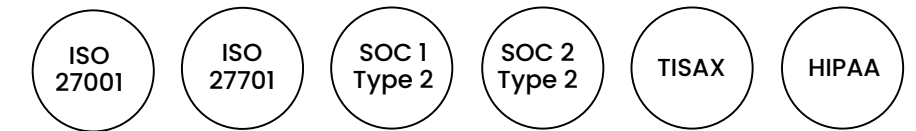
Ethics & Compliance

Our commitment to ethical practices extends to all facets of our operations. We promote a culture of integrity and accountability, ensuring that all business practices are conducted with ethical standards. All this is reflected in the [Celonis Code of Conduct & Ethics](#).

We encourage people to raise any concerns or alleged violations of the Code and related policies through one of our **Do The Right Thing** resources, which includes a third-party administered helpline with an resources to report anonymously.

Information Security

At Celonis, we employ rigorous security measures on an organizational, architectural, and operational level, designed to ensure that applications and infrastructure remain safe. We deliver world-class security by adhering to global standards. Our certifications & frameworks include:



Industry leaders around the world count on Celonis to keep mission-critical processes running safely and reliably. The security of the data involved in these processes matters to our customers' businesses, so it matters to us.

Data Privacy

Protecting personal data is a core priority. The Global Celonis Privacy Policy lays out the privacy-related requirements for our organization. Privacy-specific processes are then outlined in procedures which include, but are not limited to processes for data subject requests, personal data breaches, record of processing activities, and privacy impact assessments.

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

V DIVERSITY, EQUITY & INCLUSION AND TALENT & CULTURE

The Challenge

We want to lead the way into a sustainable future.

That means nurturing talent, providing opportunities for growth, fostering leadership, and creating an environment where everyone is welcome and able to be their most authentic selves.

As macroeconomic conditions evolve, so do employees' needs. Exceptionally talented people can choose from the best employers in the world – so, to attract and retain great people, it's important to foster a culture that helps them thrive. To get there, we're doubling down on Diversity, Equity & Inclusion and Leadership & Development efforts.



The solution Culture & Experience

Twice a year, we collect structured feedback from the organization through our **engagement survey**. It helps us understand and measure how Celonauts are doing over time, while constructive ad hoc feedback between employees and their managers allows for on-the-job improvements.

Learning and Leadership Development

We've built award-winning, innovative programs for both Learning and Leadership Development. These programs have catalyzed transformation at Celonis and placed Celonauts' growth and advancement at the center of our People & Culture strategy.

The commitment to employees' growth has fostered a culture of continuous learning, and is a key part of our employee value proposition. What sets us apart is our strategic approach connecting Learning and Leadership Development initiatives to organizational and business goals and principles.

Our approach has been externally recognized. We recently were awarded the Gold for Best Learning Strategy and Bronze in Leadership Development from the Brandon Hall Group, and we won gold in the 2024 CLO Learning and Practice Awards for our Learning Strategy.

We provide many opportunities for development, skill-building, and growth. Offerings include:

Global learning programs featuring targeted curricula, extensive learning libraries for professional skills, and technical and language learning programs, along with virtual and in-person events.

— From February 1st, 2023 through January 31st, 2024, Celonis offered 52 workshops to 1,500 participants. During the same period, over 22,000 content modules were completed on our Learning Experience Platform.

Leading@Celonis offers experiential programs that support leaders and teams in bringing our Leadership Principles to life.

— Our focus is on transforming our leadership culture, and we made major strides in 2023, with **326** leaders and aspiring leaders participating in Leading@Celonis portfolio programs focused on driving culture change.

— In a survey of 2023 Leader of Leaders program participants, **86% said the program helped improve their skills, and 84% of their direct reports said their leaders have improved at least 1 behavior.**

— **Leader-peer coaching and mentoring programs** enable our leaders to thrive, grow key skills, and learn from their colleagues.

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.

We are committed to building a company that reflects the diversity of the world in which we live. Therefore, we celebrate the differences and individuality of all our employees and understand the value of having a variety of experiences, backgrounds, cultures, knowledge bases, and perspectives. The most diverse, inclusive teams are also the best-performing ones— or, as we put it in our company values, **The Best Team Wins**.

Because diversity, equity, and inclusion (DEI) are vital to us, we have laid important associated foundations in our policies and practices (such as our anti-discrimination and anti-harassment policy), governance, data collection, analytics, and learning.

Several members of the Executive Team are championing DEI, whether as a leader of the People & Culture function, or by serving as executive sponsors of Business Resource Groups (BRGs) that offer support and community for specific underrepresented groups. In addition, we build partnerships with external DEI-related associations to support recruiting, and sponsor the global community for "Women in Process Mining."

Our approach to DEI is data-driven, and our roadmap is built on insights from analytics, as well as KPIs to monitor our progress. To measure the impact of our DEI efforts, we also include questions related to Diversity and Inclusion in our engagement surveys to benchmark ourselves against Peakon's "New Tech, Top 25%."

Creating a space for everyone

We are committed to understanding the unique needs of our diverse communities and creating spaces that support them.

Here's a taste of what that looks like:



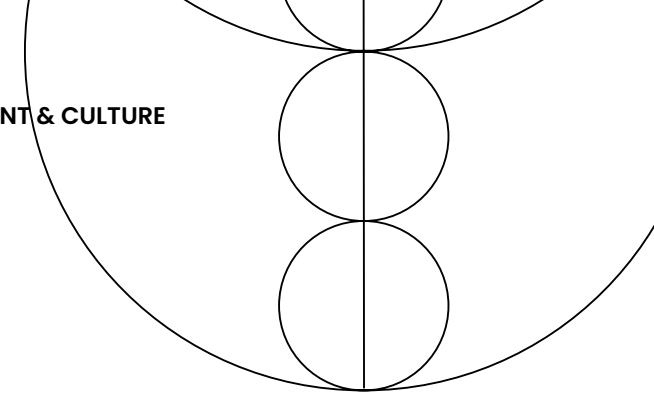
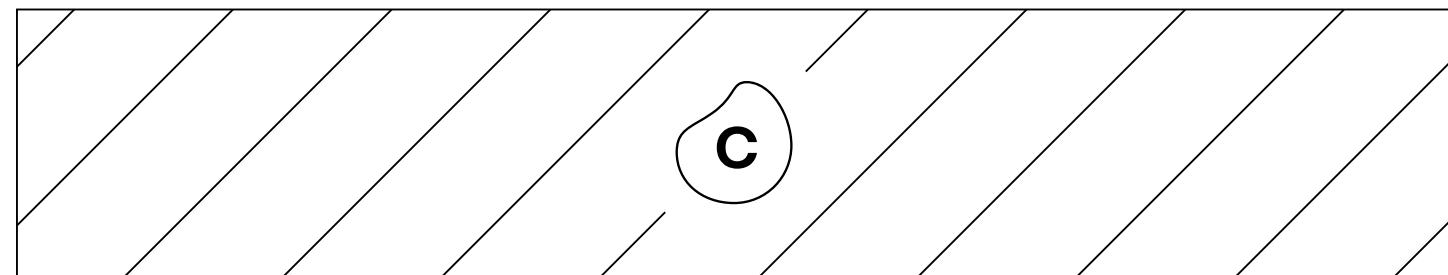
An industry-leading paid parental leave policy for new parents - up to 24 weeks for the primary parent and 12 weeks for the supporting parent.



DEI learning opportunities on our learning experience platform, as well as through in-person sessions.



Investment in 8 active BRGs (including, among others, Women & Allies, Pride, Parents, Resilience, and Black@Celonis). These groups regularly help us celebrate several cultural milestones across our geographies, including Black History Month, International Women's Day, LGBTQ+ Pride Month, Global Day of Parents, Latinx Heritage Month, and more.



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 do this by staying true to the following principles:

- Treating each other respectfully and resolving problems and disagreements with conversation, not threats
- Not tolerating threats of violence
- Carrying out assignments in a way that prevents injury to ourselves and others
- Complying with applicable health agency regulations
- 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
- Performing work activities safely
- Never working under the influence of drugs or alcohol

We require employees to take **anti-harassment training** both when they start employment and annually. We also regularly encourage employees to utilize one of our **Do The Right Thing** reporting options, including a third-party helpline that can be used anonymously for any concerns regarding discrimination, harassment or any other workplace concern. As of February 2024, over 95% Celonants have completed the anti-harassment training.

We recognize the demanding work environment Celonants 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.

We regularly think of ways to educate and engage Celonants in topics that would improve employee wellbeing. With this in mind, in May, 2023, we launched our first ever **Global Wellbeing Month**, which supported employee wellness through a myriad virtual and in-person events:

- **Learning opportunities** on a selection of wellbeing topics including mental health, nutrition, and financial wellbeing, among others.
- **A step challenge** encouraging Celonants to find more opportunities to get moving, with a month-end total of 65,000 kilometers walked
- **15 wellness and benefits workshops** supporting physical and mental wellbeing, ranging from yoga and breathwork to team sports.
- **Zoom-free days**, which we encouraged across roles whenever possible.

Our **partnership with Wellhub** remains a highly popular benefit, with a participation rate of more than 50% across the countries where it's in place. We continue our focus on supporting Celonants' mental health, giving them and their families access to counseling and emotional lifecycle support wherever they are.

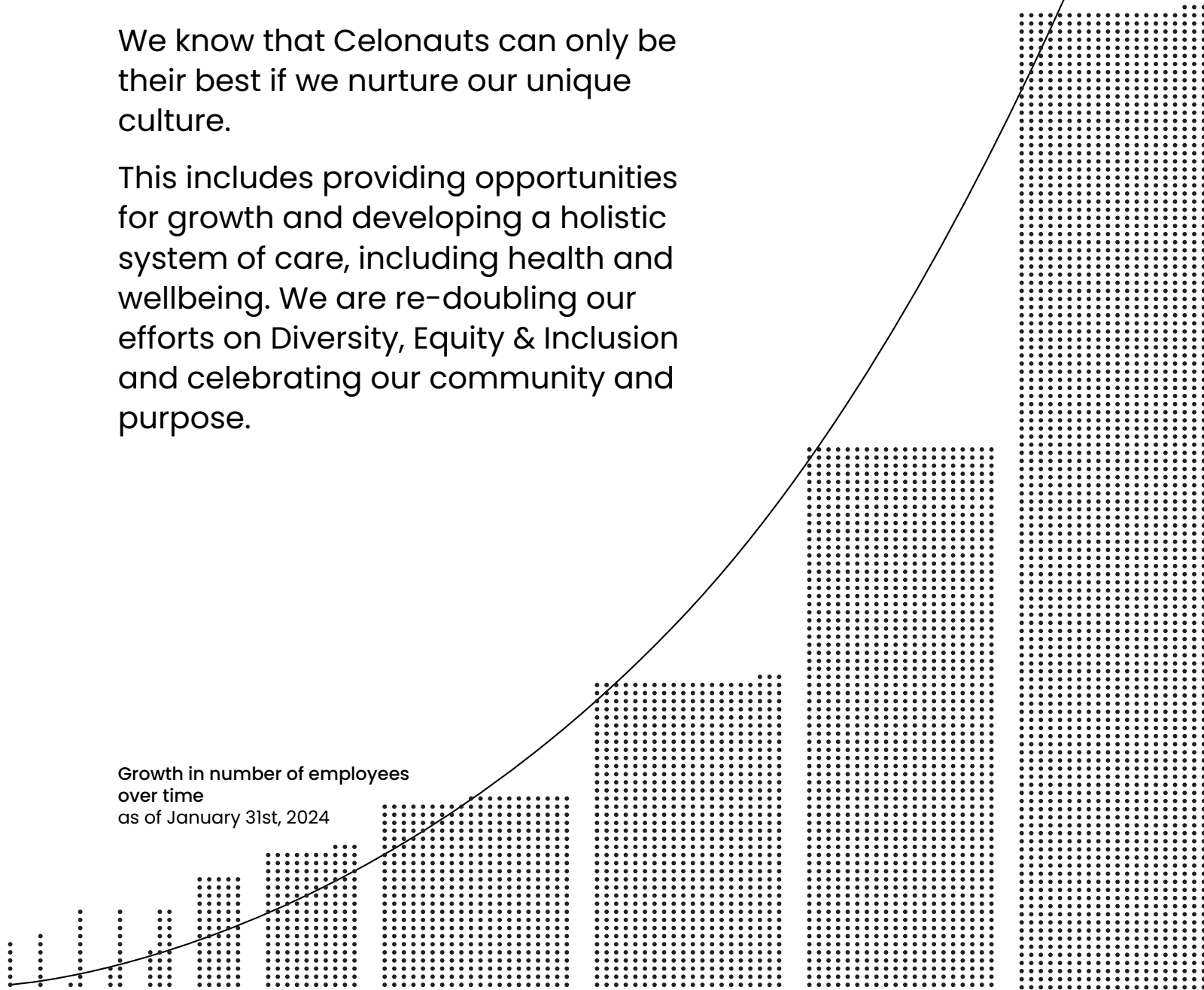
This service is totally free and confidential. It's important to us to provide similar opportunities globally, which is why we have **alternative solutions in place to enable Celonants, no matter where they are based, to look after their health.**

The best team wins

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

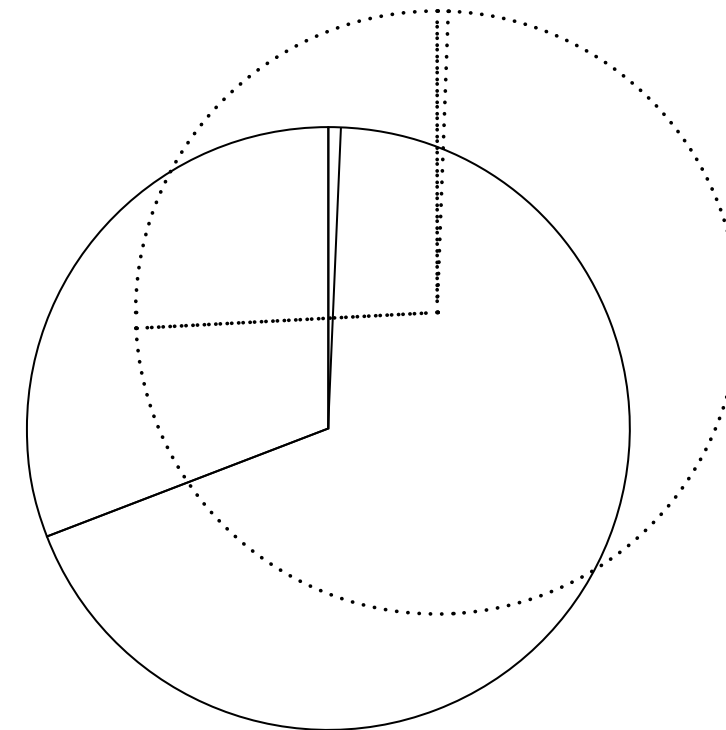
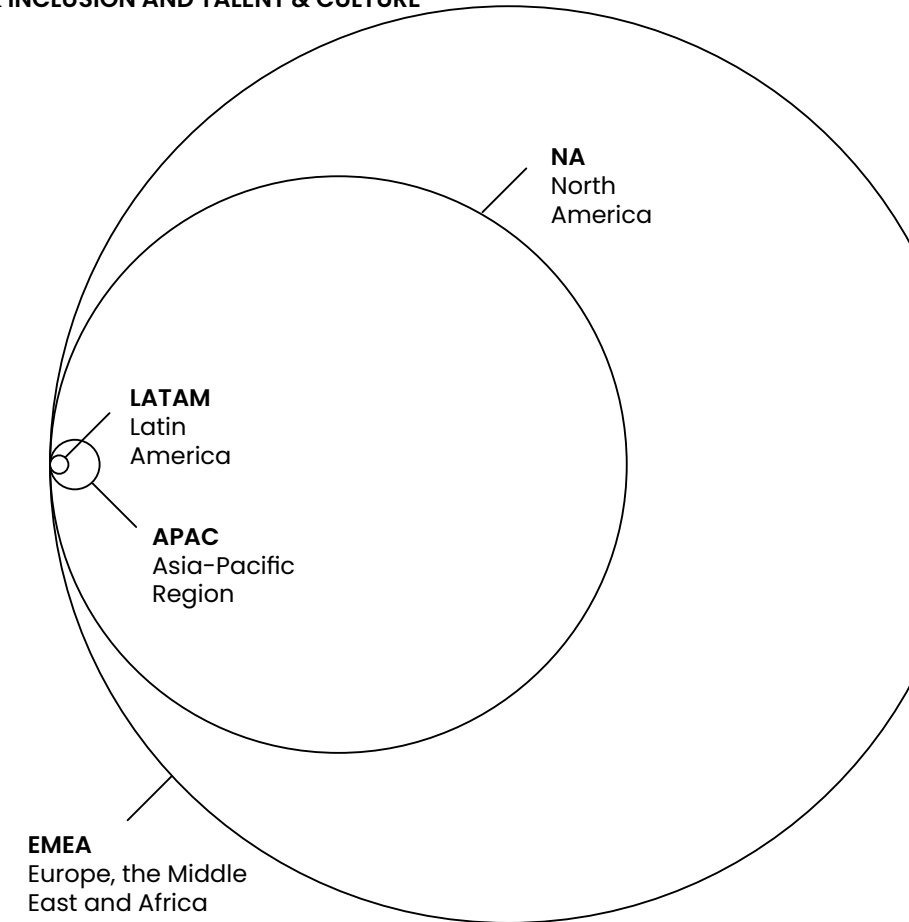
This includes providing opportunities for growth and developing a holistic system of care, including health and wellbeing. We are re-doubling our efforts on Diversity, Equity & Inclusion and celebrating our community and purpose.

Growth in number of employees over time as of January 31st, 2024



Creating high-quality and lasting job opportunities around the world

Global Reach of employees as of January 31st, 2024



Focusing on Diversity, Equity & Inclusion

We are committed to continuously increasing the diversity of our teams by building a diverse applicant pipeline and working towards greater gender diversity throughout all locations.

Global Gender Diversity in % as of January 31st, 2024

- 33.12% Women
- 66.54% Men
- 0.34% Gender identity not selected/not disclosed

VI *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 →

puts free, state-of-the-art education in high-demand skills like process mining, data analysis, and business value realization into the hands of whoever wants it.

That's currently >200,000 learners globally. Sustainability education includes courses like the "**Sustainability Basecamp**" and "**Sustainability Business Bootcamp**." You can explore all Sustainability app courses [here](#), including tutorials for the Sustainable Spend Management App, Shipping Emissions Reduction App, and Material Emissions App.

Celonis Aspire →

The Celonis Aspire program was launched in 2020 by the company's founders with a starting pledge of € 500,000 to help sponsor young people around the world on their educational journeys.

Celonauts act as mentors to help students in the program achieve their educational goals. The program is running with the initially-selected projects and people who are supported on their educational paths.

Here are a few of the education-based projects around the world that have received funding from Celonis Aspire:



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

"Receiving access to excellent and free education is a privilege that has given me the foundation to pursue my dreams and build my own company. Throughout the time building Celonis, I have drawn from this resource, and this is what made it possible for me. I truly believe that education is the most powerful lever to take control of one's destiny and create equal opportunities for everybody."

Bastian Nominacher, Celonis Co-Founder and Co-CEO

"Because of its academic DNA, Celonis is particularly invested in educating the next generation of process miners and contributing to joint research and education in the field of process mining. Celonis started investing into this program back in 2016, while still at 70 employees in size. By now we are a global team supporting process mining teaching and research across the world."

-Angela-Sophia Gebert, Global Head of Academic Alliance, Celonis

Celonis Academic Alliance →

As a product that started in academia, Celonis also heavily invests in university education and training future process miners with a one-of-a-kind program. The Celonis Academic Alliance has trained more than 370,000 students through a network of 1,500 professors teaching process mining and 700+ academic institutions.

The Celonis Academic Alliance fosters a talent community, bringing the next generation of process miners into the Celonis ecosystem. So far, more than 130 students who took part in the program have gone on to start careers in process mining. The Celonis Academic Alliance also offers a job market, processminingjobs.com, where process mining job seekers and employers can find each other. As part of this

motion, we also proactively supported the training of young future talent, such as 30+ consultants hired with our Ecosystem partner TechMahindra.

Additionally, the Academic Alliance drives product innovation and research by collaborating with leading schools. The [Celonis Labs journal](#) gathers some of the highlights of these partnerships.

Educational impact

111,844

Students trained

1,449

Active professors

675

Universities

49

Research and innovation projects with academic partners

February 1st, 2023
– January 31st, 2024
FY24

Donations

In addition to investing in education, it's also important to use our resources to amplify the good Celonauts are doing in the world. That's why Celonis periodically offers donation-matching programs in response to various crises and causes. In 2023, we supported the following initiatives:



Earthquake in Syria and Turkey

Celonis supported the evacuation of affected families and provided supplies to those whose homes were impacted, including tents, thermal blankets, mattresses and beds, kitchen sets, plastic sheeting, jerry cans, sleeping mats, winter clothing kits and jackets. We also helped to secure the provision of sanitary facilities, and directed donations to fund long-term rehabilitation and reconstruction. **\$254,000 was given in total.**



Gaza-Israel Crisis

Celonis contributed to humanitarian aid for those affected and demonstrated our unwavering commitment to the welfare of global communities during times of crisis. **\$211,000 was given in total.**



Holiday donations

Instead of receiving a physical gift, all Celonauts opted to give back to those in need, supporting two important global causes. \$265,000 was given in total, spread among two organizations:

SOS Children’s Villages: Our collaboration with SOS truly highlights the impact that Celonauts can have. Our engagement with them started on a Celonis Impact Day in November, 2021 with the question: **“What if we used Process Intelligence for good and help NGOs create more impact?”**

By providing SOS not only with software, but also with a holiday donation of \$150,000, we make sure they can operate in 130 countries and expand their reach beyond the one million people already positively impacted. SOS Children’s Villages is the largest non-governmental organization in the world focused on supporting children without parental care and families at risk. This includes emergency responses in crisis-stricken areas like the Ukraine, Israel, and Gaza, as well as alternative care, prevention, and advocacy. We’ve already conducted several workshops with SOS and have analyzed their case management process and their donor journey.

Carbon180: At Celonis, we aim to accelerate emissions reductions for our customers and reduce our own corporate carbon footprint. But more than 2 trillion tons of excessive carbon emissions have already been released globally into our atmosphere – the planet-warming legacy of 200 years of human activity. With our \$100,000 donation to Carbon180, we want to fund climate action and innovative science that addresses this serious problem. Carbon180 unites scientists, entrepreneurs, and resources in the mission to implement essential carbon removal solutions on a gigaton scale.

Partnership with the WEF

As a corporate partner of the World Economic Forum (WEF), Celonis is collaborating with the Forum’s Industry Net Zero Accelerator Initiative.

Alongside an international group of corporate, academic, and governmental representatives, we are contributing to solutions that accelerate industrial decarbonization, sharing best practices and data-driven insights, and developing practical tools to scale cross-industry collaboration. The results and best practices from this collaboration are summarized in two recent white papers:

- **The “No-Excuse” Framework to Accelerate the Path to Net-Zero Manufacturing and Value Chains**
- **The “No-Excuse” Opportunities to Tackle Scope 3 Emissions in Manufacturing and Value Chains**

In addition to the Industry Net Zero Accelerator, Celonis is a member of the Chief Sustainability Leaders Community, which enables members to gain strategic foresights and exchange ideas with leaders and experts.

Recognition

TrustRadius: Tech Cares Awards

In 2023, Celonis received the **TrustRadius Tech Cares Award**. The award focuses on corporate social responsibility (CSR) and shows that Celonis has gone above and beyond to support employees, communities and the environment. Evaluation criteria included:

- Volunteerism
- Robust Diversity, Equity & Inclusion (DEI) programs
- Charitable donations and fundraising
- Workplace culture, including support for remote and in-office employees
- Demonstrable support for environmental sustainability

Celonis gives Celonauts time and resources to step away from their daily work and devote time and energy to causes meaningful to them. **Every Celonaut has at least three days in the year to give back to their communities and the planet. We call these Celonis Impact Days.**



Impact Days

Celonauts have the power to decide how they use their time for good: by organizing projects with peers, volunteering individually, or joining a Celonis-wide Impact project sponsored by the company's Executives.

The first Impact Day took place on November 5th, 2021. Since then, Celonis has spent three successful years driving global impact, with projects ranging from planting trees, cleaning parks, and feeding vulnerable community members, to educating youth about sustainability and leveraging our Process Intelligence platform for new sustainability use cases.

Initially an Impact Day project, the **Process for Good** initiative has evolved into dynamic partnerships led by Celonauts committed to using Celonis for social good. The company joins forces with NGOs like SOS Children's Villages (mentioned on page 52 of this report), helping them transform into efficient, data-driven organizations.

Our efforts with NGOs are designed to significantly boost their donation capabilities, enhance the quality of care they provide, and streamline administrative work. The long-term vision is to democratize access to Process Intelligence and create a collaborative network of NGOs, universities, customers, partners, and Celonauts, all working together to deepen the impact that NGOs are able to make via Process Intelligence.

At Celonis, we are committed to dedicating our time, skills and creativity to our communities and the planet. **We are already at 40,000 hours of impact** - and counting. In coming years, Celonauts will continue to organize meaningful projects around the globe, and rally behind our purpose with action on each Impact Day.

[Want to hear more? Listen to Celonauts discuss projects they've worked on during Impact Days.](#)

What Celonis employees think about Impact Days:

Ellen Rice
VP and Assistant General Counsel

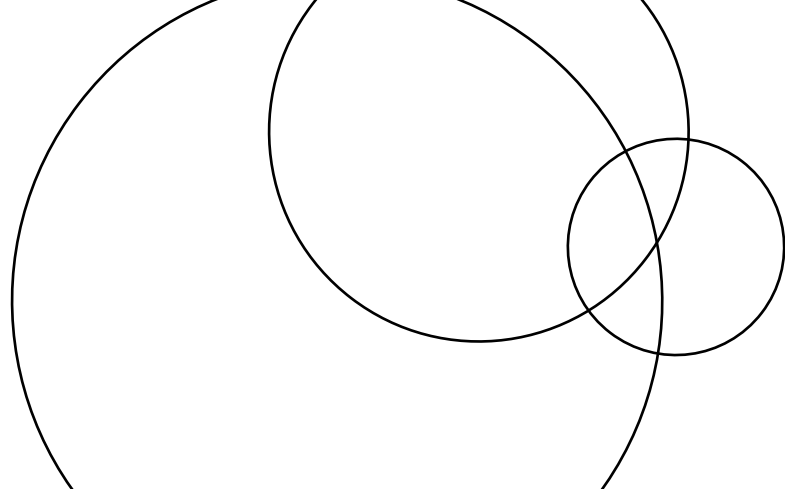
I joined an internal training session held by members of our Global Sustainability Team to learn more about Celonis' sustainability strategy and our sustainability-focused products. By raising awareness within our company and enabling Celonauts to talk about our sustainability solutions, Impact Days can ultimately help the planet because we're working towards getting more customers to use our sustainability products and features.

Philipp Noodt
Consultant, Strategic Production and Automotive

Our Impact Day helped SOS Children's Villages implement Process Intelligence in their business operations by conducting a hackathon with more than 40 participants. It was overwhelming to see the uncountable, amazing assets that were created as well as the satisfied faces of all participants. The NGO's Head of Programme Data & IT Systems thanked everyone earnestly and emphasized that the solutions emerging from our partnership could eventually revolutionize the way NGO work and operate. I believe that this collaboration can be a blueprint for how to not only fulfill ESG directives but also create real impact.

Bernardo Vecchio
Consultant, CoE Programs

For our Impact Day project, we helped EvidentChange analyze data on minors within the criminal justice system, looking closely at their paths within the system and the role their mental health might play. Using the data we analyzed, EvidentChange hopes to improve local policies to reduce the number of children and adolescents falling through the cracks of the justice system.

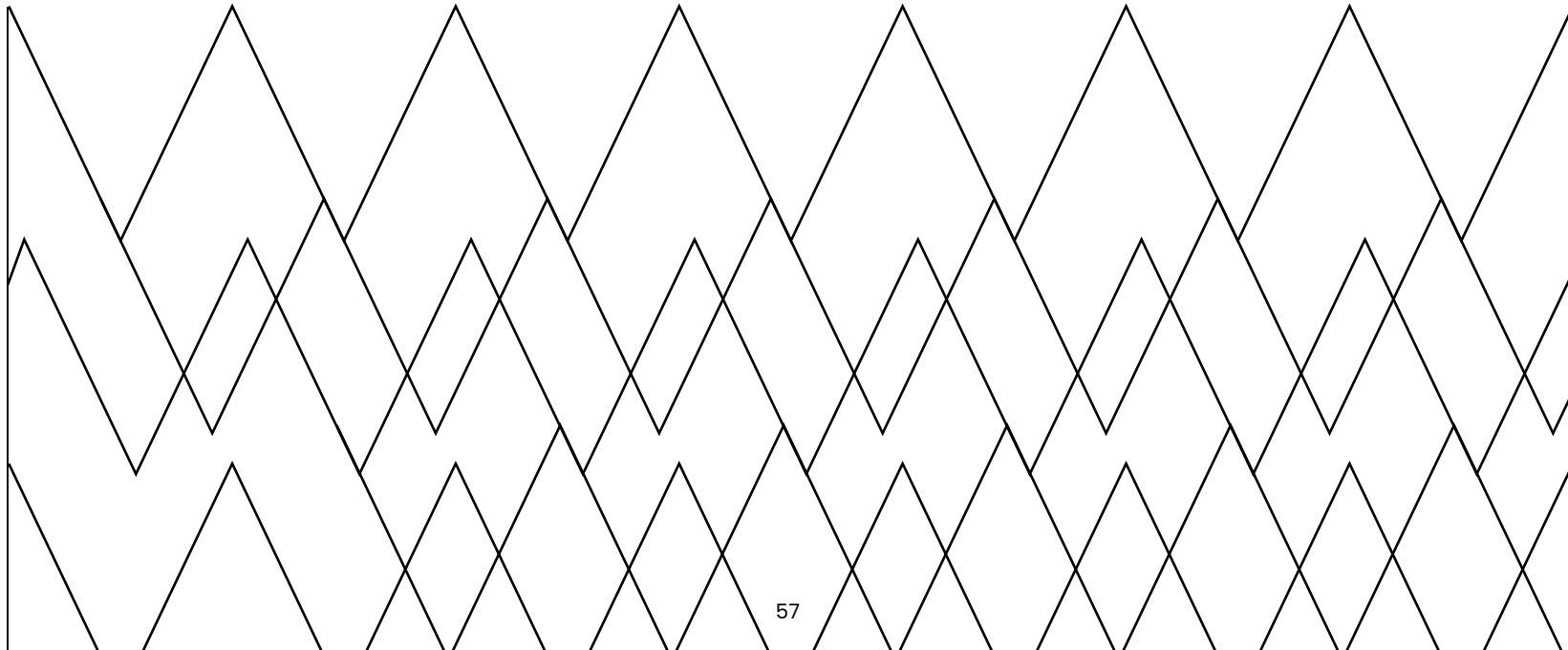


Impact Day Spotlight: Celonis Forest Madrid

In 2023, Fernando Ojeda, the founder of Reforest, was invited to a Celonis Impact Day event to speak to employees about the organization's work. Inspired by the presentation, Celonauts decided to contribute to Reforest's projects, organizing their first tree-planting workshop in March 2024 in Sevilla la Nueva and planting 250 trees.

Reforest believes in accompanying a forest for years and supporting it in every phase of its life cycle. With this in mind, a group of Celonauts returned on the following Impact Day in May 2024 to water the baby trees they'd planted in March and participate in a pollination workshop, constructing around eight houses for insects and bees. Each house has four rooms filled with straw, wood, and flowers, attracting insects and birds and, over time, creating a new ecosystem. Projects like this improve air quality, support the agricultural sector, purify water and soil, and provide food for various species.

The team is planning to plant 200 more trees on Impact Day in November 2024, making this initiative a recurring event that will continue to embed sustainability into the company culture and foster biodiversity for Madrid's forests.



***CLOSING:
NOW IS
THE TIME FOR
THE CHANGEMAKERS.***

**That's it for the
2023 Celonis
Sustainability Report.**

We hope you've found this useful. If you want to get in touch to have a conversation about Sustainability or other ESG 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 Celonis Process Intelligence Platform.

We can make processes work for the planet.

Together.

Annex

Key Figures

Earth is our Future	Unit	FY2021	FY2022	FY2023	FY2024
Carbon Footprint					
Scope 1	tCO ₂ e	140	155	277	316
Scope 2 market based	tCO ₂ e	171	226	337	517
Scope 2 location based	tCO ₂ e	207	253	281	653
Scope 3	tCO ₂ e	9,025	21,800	20,513	32,040
Total Scope 1-3 (market based)	tCO ₂ e	9,336	22,181	21,128	32,873
Energy use by source (Scope 1+2)					
Scope 1					
Offices	MWh	–	–	491	448
Vehicle Fleet	MWh	–	–	661	692
Total energy consumed	MWh	–	–	1,152	1,140
Scope 2					
Electricity					
- Offices	MWh	209.052	356.14	880	1,814
- Electric Vehicles	MWh	–	–	–	4.3
District Heating	MWh	224.635	439.66	13	146
Total energy consumed	MWh	433.687	795.80	893	1,965
Beyond Value Chain					
Carbon credit investments	tCO ₂ e		8,000		4,950

Materiality Theme Glossary

- 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.
- 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.
- 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 support employee charitable investments of time and money.
- 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.
- 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.
- Data Privacy**
Ensuring that personal and customer data is stored and used securely, responsibly, and in a compliant manner.
- Information Security**
Fostering cyber security to ensure uninterrupted processes, service quality, and countering cyber-attacks.
- 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 underrepresented identity groups may be facing and the overall needs of the industry.
- 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.
- 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.
- Health, Well-being & Safety**
Providing a secure, safe, healthy, and high-quality work environment for all employees, and supporting them to achieve a healthy work/life balance.
- Sustainable Business Value**
Providing sustainability use cases through our Process Intelligence Platform to our customers, enabling a sustainable transformation of business processes and decarbonization supply chains.
- Sustainable Process Intelligence Platform and Cloud Provision**
Offering a sustainable product (the Celonis Process Intelligence Platform) by ensuring responsible use of energy resources through efficient coding, data loading, and software development and investing in green servers.
- Supply Chain Management**
Gathering supply chain information and transparency, mapping where our suppliers are in their sustainability journeys, and engaging with suppliers to incentivize sustainable action across the supply chain and mitigate risks.
- Trustworthy AI**
Practice of using the tools in the field of artificial intelligence (AI) with good intention to put users in control, empower businesses and fairly impact customers and society. Allowing companies to engender trust and scale AI with confidence.

celonis