

RepRisk AG

Sustainability Report

2022



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A message from our CEO

For the first time in its history, RepRisk is publishing a report to disclose sustainability information about itself. I am of the mind that there is limited value in company self-disclosures like this one, and I would like to take the opportunity of this foreword to expand on that opinion.

Capital is not steered productively when companies publicly celebrate the number of trees they plant but conceal the hectares of land they deforest. Companies, investors, and regulators must be able to directly assess how companies conduct their business and how it impacts people and the planet in order to identify and assess material risks. Open-source information and technologies can be leveraged to shed light on business conduct, enabling informed decisions.

RepRisk provides transparency on business conduct by delivering daily-updated ESG risk data to serve as a reality check on companies' business conduct. A cornerstone of this work is our outside-in perspective. We exclude company self-disclosures because they are often outdated, prone to greenwashing, and lacking a universally accepted foundation. Self-reporting is only viable in cases of objective data: emissions, energy consumption, waste, and key areas of human capital management such as turnover rates. There is growing consensus that an outside-in perspective is required to effectively identify, assess, and manage business conduct risk.

The difficulties posed by company self-disclosures are not limited to greenwashing: ESG ratings that take company self-disclosures into account misdirect investors, leading them to infuse capital into "highly rated" companies for the purpose of furthering a sustainable economy.

While ESG data is often associated with driving the transition to a low-carbon economy, it's important to clarify that emissions reduction cannot be accomplished by ESG alone. Much of the negative feedback toward ESG stems from the lack of clarity on ESG's capabilities. When unrealistic expectations are placed on ESG to single-handedly solve the climate crisis – and it does not achieve that goal – it's understandable that some may dismiss it entirely. Clarity on the role of investors for a sustainable economy is also necessary: investors can nudge companies in the right direction but cannot transform a business that is by nature high in emissions into a zero-emission business. Such a transformation requires technological advancements and regulatory intervention.

RepRisk is client-centric above all else, and we developed this report with them in mind: as many of our clients are required to comply with vendor disclosures. We are happy to support them in this capacity but will simultaneously call for regulatory frameworks to directly assess on-the-ground business conduct from an outside-in perspective.

We are proud to be a pioneer of technological advancements in ESG data science; identifying and assessing material risk to avoid misinformation and greenwashing to effectively progress toward a sustainable economy. We will continue equipping our partners and clients to make informed decisions by shedding light on business conduct risks and their adverse impacts.



A handwritten signature in black ink, consisting of the letters 'PL.' followed by a stylized, cursive 'A'.

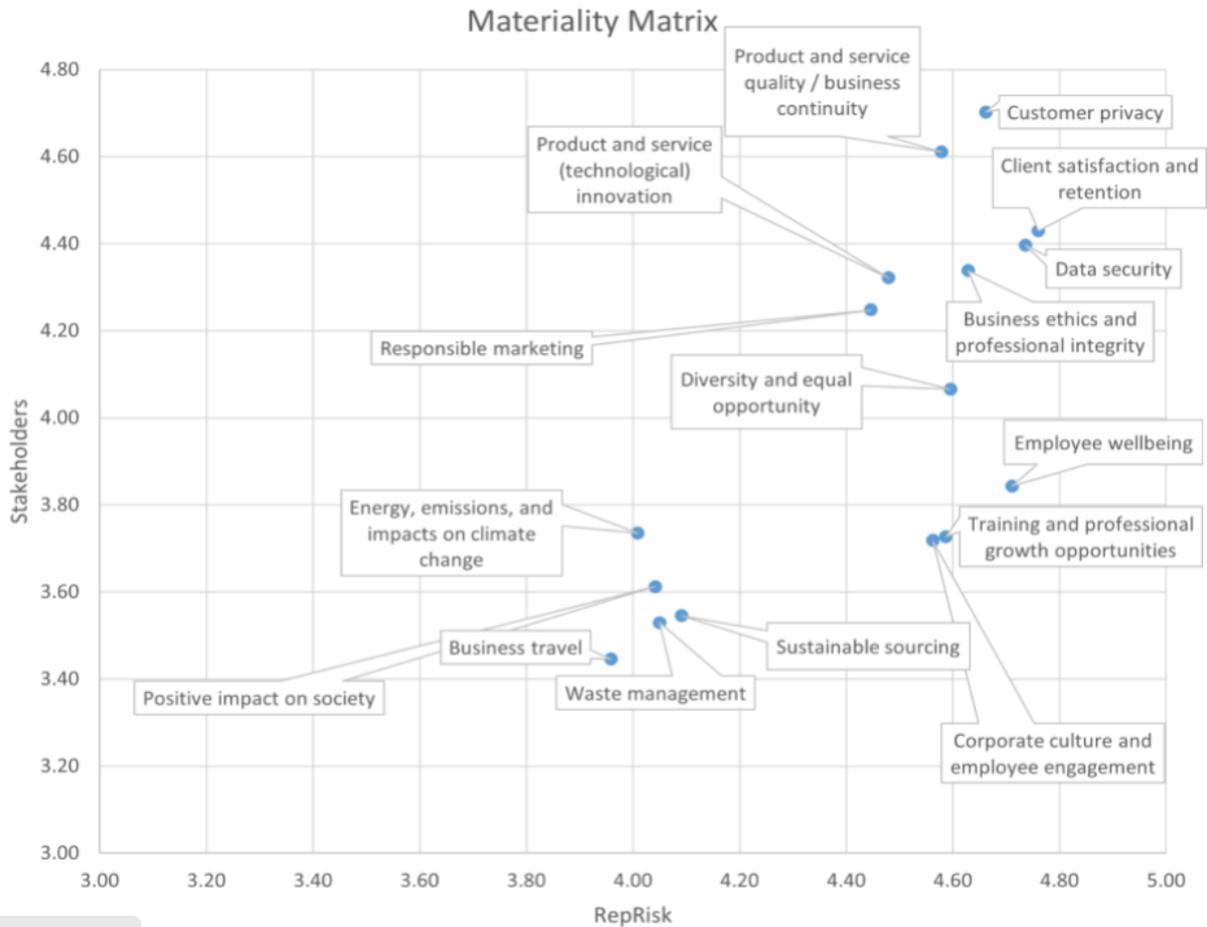
Dr. Philipp Aeby, CEO, RepRisk

GRI content index

Statement of use: RepRisk AG has reported the information cited in this GRI Content Index for the period 01.01.2022 to 12.31.2022 with reference to the GRI Standards, GRI 1 Foundation 2021. We selected GRI based on its international recognition as a framework for sustainable reporting, coupled with its compatibility to a broad scope of business sectors. We use the most recent disclosure version years. [The full report is available on the RepRisk website.](#)

Sustainability Report Sections	RepRisk Material Topics	GRI Disclosures (including latest version year of disclosure)
Business Products	Positive impact on society Client satisfaction and retention Product and service (technological) innovation	203 Indirect Economic Impacts 2016
Employees	Corporate culture and employee engagement Diversity and equal opportunity Employee wellbeing Training and professional growth opportunities	2.7 Employees 2021 202 Market Presence 2016 401 Employment 2016 402 Labor/Management Relations 2016 403 Occupational Health and Safety 2018 404 Training and Education 2016 405 Diversity and Equal Opportunity 2016 406 Non-Discrimination 2016
Energy and Emissions	Energy, emissions, and impacts on climate change Business travel	302 Energy 2016 305 Emissions 2016
Waste and Circularity	Waste management Sustainable sourcing	306 Waste 2020 308 Supplier Environmental Assessment 2016 414 Supplier Social Assessment 2016 303 Water and Effluents 2018
Business Integrity and Data Security	Customer privacy Product and service quality / business continuity Data security Business ethics and professional integrity Responsible marketing	418 Customer Privacy 2016 205 Anti-Corruption 2016 206 Anti-Competitive Behavior 2016 417 Marketing and Labelling 2016

RepRisk materiality matrix



Note: This was RepRisk’s initial attempt at a materiality matrix, generating it internally in several stages. A list of material topics was determined by RepRisk’s Sustainability Committee, considering sustainability topics deemed important to RepRisk, while also assessing the materiality matrices of company peers. An internal survey was conducted where RepRisk employees graded each material topic according to its relevancy to RepRisk and to RepRisk’s clients. A scale of 1 to 5 was used, with 1 being the least important and 5 being the most important.

Business products

GRI Standard	GRI Disclosure	Description	RepRisk Material Topic
203 Indirect Economic Impacts 2016	203.1 Infrastructure investments and services supported	<p>As the world’s largest ESG technology company RepRisk is a part of the global ESG infrastructure.</p> <p>This infrastructure is digital and informational and plays a role in efforts towards global sustainable change.</p> <p>RepRisk is a commercial enterprise, providing paid for ESG data and research to companies globally.</p>	<p>Positive Impact on Society</p> <p>Client Satisfaction and Retention</p> <p>Product and Service (Technological) Innovation</p>
	203.2 Significant indirect economic impacts	<p>The purpose of RepRisk’s data is to identify and assess material ESG risks. With that, we enable companies, investors, and others to proactively mitigate these risks that can lead to reputational, compliance, and financial impacts for the company and its stakeholders, as well as impacts on people and the planet.</p> <p>RepRisk runs the world’s largest daily updated database on ESG risks with 16+ years of unbroken data history. We combine AI and advanced machine learning with human intelligence to identify material ESG risks on companies, real assets, and countries. RepRisk provides clients and partners with due-diligence grade data and metrics mapped to 102 ESG risk factors and to standards such as UNGC, SASB, SDG, constructed using a transparent, rules-based methodology. RepRisk analyzes over 225,000 companies and 65,000 projects, across 34 sectors, with coverage growing daily as new risk incidents are identified.</p> <p>RepRisk’s clients are primarily in the financial sector – global banks, numerous insurance companies, asset managers, asset owners including sovereign wealth funds and pension funds, the leading sustainability index providers, financial data providers, and credit rating agencies. Over 80 of the world’s leading banks</p>	<p>Positive Impact on Society</p> <p>Client Satisfaction and Retention</p> <p>Product and Service (Technological) Innovation</p>

		and 17 of the top 25 investment managers trust RepRisk. Furthermore, RepRisk works with non-financial corporates and other organizations including governments, non-profits, and academic institutions.	
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Employees

GRI Standard	GRI Disclosure	Description	RepRisk Material Topic
2 General Disclosures	2-7 Employees 2021	Please see Employee Statistics.	Diversity and equal opportunity
202 Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	RepRisk does not disclose salary information, however, salaries are set based on internal pay scales which are established per location, level and function based on market data acquired from an international HR consulting firm. Additionally, we note that every employee is paid above any local minimum wage.	Diversity and equal opportunity
	202-2 Proportion of senior management hired from the local community	Local management was either native to the country of office location, or expatriate but active in the local job market and/or resident in the local country.	Diversity and equal opportunity
401 Employment 2016	401-1 New employee hires and employee turnover	Please see Employee Statistics.	Corporate culture and employee engagement
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits vary across the company in line with local market requirements and practices. In general, permanent employees have pensions and insurance coverage as per local legal requirements (somewhat above minimum standards). Temporary employees are covered as required. Additionally, perks are provided to permanent employees in the form of (similar across all locations):	Corporate culture and employee engagement Employee wellbeing

GRI Standard	GRI Disclosure	Description	RepRisk Material Topic
		<p>Health and fitness benefits</p> <p>Sick days</p> <p>Public transport (if not, included in the health and fitness benefits)</p> <p>Charity donation program</p> <p>Volunteering day</p> <p>Parental leave</p>	
	401-3 Parental leave	<p>All employees are entitled to parental leave, in line with local labor laws.</p> <p>For the reporting period, 9 employees took maternity leave, and 3 employees took paternity leave.</p> <p>7 employees returned to work after taking maternity leave, giving a 78% Maternity Return to Work Rate and 3 employees returned to work after taking paternity leave, giving a 100% Paternity Return to Work Rate.</p>	<p>Corporate culture and employee engagement</p> <p>Employee wellbeing</p>
402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	In accordance with local labor laws	Corporate culture and employee engagement
403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	RepRisk's health and safety procedures are determined by local health and safety regulations.	<p>Employee wellbeing</p> <p>Corporate culture and employee engagement</p>
	403-2 Hazard identification, risk assessment, and incident investigation	RepRisk policies and processes are determined by local health and safety regulations, for example, the Manila office carries out a Hazard Identification, Risk Assessment and Control (HIRAC) procedure.	<p>Employee wellbeing</p> <p>Corporate culture and employee engagement</p>

GRI Standard	GRI Disclosure	Description	RepRisk Material Topic
	403-3 Occupational health services	<p>RepRisk respects employee privacy and the confidentiality of employee health related matters.</p> <p>Where required by local health and safety regulations, RepRisk has specific policies in place, for example, the Manila office has specific policies regarding specific health conditions, covering topics such as Preventive Strategies, Non-Discrimination, Confidentiality, Work arrangements, Employer and Employee Responsibilities, and Policy Implementation and Evaluation.</p>	<p>Employee wellbeing</p> <p>Corporate culture and employee engagement</p>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>In accordance with local health and safety regulations</p>	<p>Employee wellbeing</p> <p>Corporate culture and employee engagement</p>
	403-5 Worker training on occupational health and safety	<p>In compliance with local health and safety regulations, for example, the Manila office has staff members trained in first aid, participates in regularly conducted building fire drills, and displays mandated posters/information in multiple sections of the office. The Toronto office has Ontario government posters displayed informing workers about the Ontario Health and Safety Act.</p>	<p>Employee wellbeing</p> <p>Corporate culture and employee engagement</p> <p>Training and professional growth opportunities</p>
	403-6 Promotion of worker health	<p>If applicable, employee access to non-occupational medical and healthcare services are in accordance with local labor laws.</p> <p>The work benefits packages provided to permanent employees includes a health and fitness subsidy.</p> <p>Confidentiality and employee privacy laws are respected with regards to any employee health condition.</p>	<p>Employee wellbeing</p> <p>Corporate culture and employee engagement</p>

GRI Standard	GRI Disclosure	Description	RepRisk Material Topic
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable. In general, RepRisk operations, products and services are not hazardous. Client use of RepRisk products and services would be covered by client health and safety regulations.	Employee wellbeing Corporate culture and employee engagement
	403-8 Workers covered by an occupational health and safety management system	In accordance with local health and safety regulations. The number and/or type of employees covered by the regulation would be determined by the requirements of the regulation.	Employee wellbeing Corporate culture and employee engagement
	403-9 Work-related injuries	<p>For the reporting period, there were no fatalities as a result of work-related injuries, there were no high-consequence work-related injuries and there were no recordable work-related injuries.</p> <p>RepRisk is an office-based company in the services sector and as such has a lower risk of work-related injury compared to some other sectors. However, RepRisk takes some informal measures to mitigate office-based risks such as ergonomic chairs for body posture, options to work at standing desks or in alternative workspaces, as well as social and wellbeing activities.</p>	Employee wellbeing Corporate culture and employee engagement
	403-10 Work-related ill health	<p>For the reporting period, there were no fatalities as a result of work-related ill-health and no cases of recordable work-related ill health.</p> <p>RepRisk is an office-based company in the services sector and as such has a lower risk of work-related ill health compared to some other sectors. However, RepRisk takes some informal measures to mitigate office-based risks such as ergonomic chairs for body posture, options to work at standing desks or in alternative workspaces, as well as social and wellbeing activities.</p>	Employee wellbeing Corporate culture and employee engagement

GRI Standard	GRI Disclosure	Description	RepRisk Material Topic
404 Training and Education 2016	404-1 Average hours of training per year per employee	All employees are entitled to a basic training allowance, whereby up to 2 (or more if legally required) standard workdays spent on job related training and development per year can be counted as work time. There is also an encouragement of voluntary self-learning. On the job training varies by function and level and is not consistently tracked.	Training and professional growth opportunities
	404-2 Programs for upgrading employee skills and transition assistance programs	A culture of self-learning and knowledge sharing with freely available internal resources gives employees the opportunity for continuous upskilling in ESG and related topics. Additionally, the nature of RepRisk's business as a leading ESG provider means employees gain valuable day-to-day work experience in topical and relevant subject matters. Transition assistance programs relating to retirement or termination of employment are in line with local labor laws.	Training and professional growth opportunities
	404-3 Percentage of employees receiving regular performance and career development reviews	All employees work with their line management on yearly objectives, performance reviews, and one-to-one development conversations.	Training and professional growth opportunities
405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	The Board of Directors consists of the CEO (male) plus one female and one male board member. The Global Leadership Team is 65% female and 35% male. The gender breakdown of all employees in the company is 56% female, 40% male and 4% gender undisclosed.	Diversity and equal opportunity

GRI Standard	GRI Disclosure	Description	RepRisk Material Topic
	405-2 Ratio of basic salary and remuneration of women to men	RepRisk does not disclose salary information.	Diversity and equal opportunity
406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	For the reporting period 2022, there were no incidents of discrimination.	Diversity and equal opportunity

Energy and emissions

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
302 Energy 2016	302.1 Energy consumption within the organization	<p>We estimate our total energy use for electricity and heating/cooling at 879,875 kWh (acknowledging some data limitations to acquire our total energy use).</p> <p>Note: Energy use is based on electricity and heating/cooling in our office locations (Scope 2) with an estimate of remote working locations and the use of some energy and emission conversion factors. We do not have data for all Scope 3 energy e.g., employee commutes, business travel or our extended supply chain. For our data centers (Scope 3) we have emissions data, for which we are net zero, however, we do not have the related energy consumption data for our data centers.</p> <p>We therefore note that our total energy use will be somewhat higher than stated here.</p>	Energy, Emissions, and Impacts on Climate Change
	302.2 Energy consumption outside the organization	RepRisk's data center cloud service provider reports information on emissions instead of energy use. For 2022 we	Energy, Emissions, and Impacts on Climate Change

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
		<p>were net zero CO2e, though we do not have the related energy consumption data.</p> <p>Additionally, we note that we currently do not have the data on other areas of our Scope 3 emissions, such as employee commutes, business travel, or extended supply chain.</p>	Business Travel
	302.3 Energy intensity	<p>We estimate our total energy use for electricity and heating at 879,875 kWh (acknowledging some data limitations to acquire our total energy use).</p> <p>We use RepRisk “Risk Incidents” as our unit of business output (38,563 for 2022).</p> <p>Subsequently this gives our “energy intensity per risk incident” as 22.8 kWh.</p> <p>Note: Energy use is based on electricity and heating/cooling use in our office locations (Scope 2) with an estimate of remote working locations and the use of some energy and emission conversion factors. We do not have data for all Scope 3 energy e.g., employee commutes, business travel, or extended supply chain. For our data centers (Scope 3) we have emissions data, for which we are net zero, however, we do not have the related energy consumption data for our data centers.</p> <p>We therefore note that our total energy use and subsequent energy intensity will be somewhat higher than stated here.</p> <p>RepRisk “Risk Incidents” are defined as, “Any reported environmental, social, and governance related event. A risk incident is relevant (or in scope) for RepRisk if it fulfills the following conditions: 1) a company or project is mentioned; 2)</p>	Energy, Emissions, and Impacts on Climate Change

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
		the company or project is criticized explicitly or implicitly, and 3) the criticism is an ESG Issue under RepRisk's scope.”	
	302.4 Reduction of energy consumption	<p>For RepRisk cloud data centers, we track our impact via emissions instead of energy, for which we have achieved net zero for 2022. The net zero strategy was implemented in 2020 and achieved for the 2022 reporting period.</p> <p>For RepRisk office locations we do not currently see reasonable opportunities to make significant reductions to our energy consumption. Furthermore, our energy balance of renewable versus non-renewable is constrained by the energy source of our municipal energy providers.</p>	Energy, Emissions, and Impacts on Climate Change
	302.5 Reductions in energy requirements of products and services	<p>RepRisk is a data company and we achieved net zero emissions in our data centers by implementing a sustainably architected workflow with optimization of data center resources, coupled with the renewable energy use of our cloud service provider.</p> <p>For RepRisk office locations we do not currently see reasonable opportunities to make significant reductions to our energy consumption. Furthermore, our energy balance of renewable versus non-renewable is constrained by the energy source of our municipal energy providers.</p>	Energy, Emissions, and Impacts on Climate Change
305 Emissions 2016	305.1 Direct (Scope 1) GHG emissions	<p>RepRisk is an office-based data company with no significant Scope 1 emissions.</p> <p>Our emissions footprint is classified under Scope 2 energy use of our office and remote locations, and Scope 3 cloud data centers, with acknowledgement of Scope 3 data gaps.</p>	Energy, Emissions, and Impacts on Climate Change

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
	305.2 Energy indirect (Scope 2) GHG emissions	<p>We estimate Scope 2 emissions at 331.5 tons CO₂e from the energy use of our office and remote work locations.</p> <p>We note that this is only an estimated value based on electricity and heating/cooling in our office locations with an estimate of remote working locations and the use of energy and emission conversion factors.</p> <p>For more details, please see Energy and Emissions Breakdown (Scope 2) and Renewable vs. Non-Renewable Energy Breakdown (Scope 2).</p>	Energy, Emissions, and Impacts on Climate Change
	305.3 Other indirect (Scope 3) GHG emissions	<p>RepRisk achieved net zero emissions in its data centers for the year 2022.</p> <p>RepRisk migrated to a cloud service provider, implementing a sustainable technology pillar using architectural frameworks, design principles, and best practices to meet our sustainability core values and targets for running RepRisk products and workloads in the cloud.</p> <p>For other Scope 3 emissions e.g., business travel, employee commutes, extended supply chain, we currently do not have the data.</p>	Energy, Emissions, and Impacts on Climate Change Business Travel
	305.4 GHG emissions intensity	<p>Our total reportable emissions are estimated at 331.5 tons CO₂e, based on the energy use of our office and remote locations, as well as our cloud data centers.</p> <p>We use RepRisk “Risk Incidents” as our unit of business output (38,563 for 2022). Subsequently, our Emissions Intensity per RepRisk Risk Incident is at 0.0086 tons CO₂e.</p>	Energy, Emissions, and Impacts on Climate Change

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
		<p>We note that our energy use is based on electricity and heating use in our office locations (Scope 2), with an estimate of remote working locations and the use of some energy and emission conversion factors. We do not have data for all Scope 3 energy e.g., employee commutes, business travel, or extended supply chain. We note that our data center emissions are net zero.</p> <p>Therefore, our holistic emissions number would be somewhat larger, however, we do not currently have the data to accurately report this.</p> <p>For more details, please see Energy and Emissions Breakdown (Scope 2) and Renewable vs. Non-Renewable Energy Breakdown (Scope 2)</p> <p>RepRisk “Risk Incidents” are defined as, “Any reported environmental, social, and governance related event. A risk incident is relevant (or in scope) for RepRisk if it fulfills the following conditions: 1) a company or project is mentioned; 2) the company or project is criticized explicitly or implicitly, and 3) the criticism is an ESG Issue under RepRisk's scope.”</p>	

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
	305.5 Reduction of GHG emissions	<p>Through our data center net zero strategy, implementing a cloud data solution with sustainable workflow design principles and use of renewable energy, RepRisk achieved an emission saving of 4.8 tons CO₂e for the year 2022 and 8.0 tons CO₂e since project inception in 2020, with net zero in our data centers projected for each year going forward.</p> <p>Emission savings data is provided by our cloud service provider, based on their estimation of on premises computing equivalent.</p> <p>For RepRisk office locations we do not currently see reasonable opportunities to make significant reductions to our energy related emissions, due to our fixed energy balance of renewable versus non-renewable, which is constrained by the energy source of our municipal energy providers.</p> <p>We note a decade-long process in our Zurich office to offset some of our emissions resulting from company procurement via our credit card company. We view the scheme within broader debates around offsets versus decarbonization strategies and are exploring solutions to reduce impacts across the company.</p>	Energy, Emissions, and Impacts on Climate Change
	305.6 Emissions of ozone-depleting substances (ODS)	We report emissions in CO ₂ Equivalent, without granularity to ODS, NO _x , SO _x .	Energy, Emissions, and Impacts on Climate Change
	305.7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	We report emissions in CO ₂ Equivalent, without granularity to ODS, NO _x , SO _x .	Energy, Emissions, and Impacts on Climate Change

Waste and circularity

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
306 Waste 2020	306.1 Waste generation and significant waste-related impacts	RepRisk manages both its electronic waste and general office waste.	Waste Management
	306.2 Management of significant waste-related impacts	RepRisk manages electronic waste and end-of-life processes with consideration to circular, social, and environmental principles e.g., donating, repurposing, or recycling. RepRisk manages general office waste in line with local municipal recycling capabilities. RepRisk also makes efforts to reduce waste volume e.g., paperless / digital documents where possible.	Waste Management
	306.3 Waste generated	Not applicable, this disclosure relates to heavy industry and manufacturing sectors. RepRisk does not measure waste generated by weight / volume of material type and disposal method.	Waste Management
	306.4 Waste diverted from disposal	Not applicable, this disclosure relates to heavy industry and manufacturing sectors. RepRisk does not measure waste diverted from disposal by weight / volume of material type and disposal method.	Waste Management
	306.5 Waste directed to disposal	Not applicable, this disclosure relates to heavy industry and manufacturing sectors. RepRisk does not measure waste directed to disposal by weight / volume of material type and disposal method.	Waste Management
308 Supplier Environmental Assessment 2016	308.1 New suppliers that were screened using environmental criteria.	In 2022, we started to implement a process to monitor and review our existing and new suppliers according to ESG principles. The initial phase focused on our data providers, with the intent to roll out the process to our entire supply chain in the near future.	Sustainable Sourcing

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
		<p>Using RepRisk ESG due diligence capabilities, we create a watchlist of suppliers. An assessment and review process takes place if any ESG due diligence thresholds are breached, or significant ESG violation events occur.</p> <p>For the reporting period 2022, we had no reportable events regarding our data providers. Going forward, we intend to incorporate our entire supply chain into the monitoring process.</p>	
	308.2 Negative environmental impacts in the supply chain and actions taken	<p>Please see the “Energy and emissions” disclosures regarding moving our data centers to the cloud and achieving net zero carbon emissions for the year 2022.</p> <p>Regarding our responsible supply chain monitoring process, for the reporting period 2022, we had no reportable events with regard to our data providers. Going forward, we intend to incorporate our entire supply chain into the monitoring process.</p>	Sustainable Sourcing
414 Supplier Social Assessment 2016	414.1 New suppliers that were screened using social criteria.	<p>In 2022, we started to implement a process to monitor and review our existing and new suppliers according to ESG principles. The initial phase focused on our data providers, with the intent to roll out the process to our entire supply chain in the near future.</p> <p>Using RepRisk’s own ESG risk data set and due diligence capabilities, we created a watchlist of suppliers. An assessment and review process takes place if any ESG due diligence thresholds are breached, or significant ESG violation events occur.</p> <p>For the reporting period 2022, we had no reportable events regarding our data providers. Going forward, we intend to incorporate our entire supply chain into the monitoring process.</p>	Sustainable Sourcing
	414.2 Negative social impacts in the supply chain and actions taken.	<p>For the reporting period 2022, we had no reportable events regarding our data providers. Going forward, we intend to incorporate our entire supply chain into the monitoring process.</p>	Sustainable Sourcing
303 Water and Effluents 2018	303.1 Interactions with water as a shared resource	<p>Not applicable. RepRisk’s water impact is very low with no significant increase in the water footprint of our employees above daily human consumption.</p>	Waste Management

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
	303.2 Management of water discharge-related impacts	Not applicable.	Waste Management
	303.3 Water withdrawal	Not applicable.	Waste Management
	303.4 Water discharge	Not applicable.	Waste Management
	303.5 Water consumption	Manila office: 44 m3 Toronto office: 87 m3 Tokyo office: 6 m3 Other offices: data currently unavailable Note: this is mains water only, excluding chilled water air conditioning.	Waste Management

Business integrity and data security

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
418 Customer Privacy 2016	418.1 Substantiated complaints concerning breaches of customer privacy and losses of customer data.	For this reporting period, there were no complaints received from outside parties or regulatory bodies concerning breaches of customer privacy or losses of customer data. Additionally, there were no identified leaks, thefts, or losses of customer data.	Customer Privacy Product and Service Quality / Business Continuity Data Security

GRI Standard	GRI Disclosure	Description	RepRisk Material Topics
205 Anti-Corruption 2016	205.1 Operations assessed for risks related to corruption.	All operations were assessed for risks related to corruption. There were no significant risks related to corruption identified through the risk assessment.	Business ethics and professional integrity
	205.2 Communication and training about anti-corruption policies and procedures.	RepRisk's anti-corruption policies and procedures are communicated to everyone on the Board of Directors, the Global Leadership Team, and all employees.	Business ethics and professional integrity
	205.3 Confirmed incidents of corruption and actions taken.	There have been no confirmed incidents of corruption at RepRisk. There have been no confirmed incidents in which employees were dismissed or disciplined for corruption. There have been no confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. There are no public legal cases regarding corruption brought against RepRisk or its employees during the reporting period.	Business ethics and professional integrity
206 Anti-Competitive Behavior 2016	206.1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	There are no legal actions pending or completed during the reporting period regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which RepRisk has been identified as a participant.	Business ethics and professional integrity
417 Marketing and Labelling 2016	417.1 Requirements for product and service information and labelling.	Not applicable. RepRisk does not produce physical products e.g., containing substances requiring safe use or disposal.	Responsible Marketing
	417.2 Incidents of non-compliance concerning product and service information and labelling.	Not applicable. RepRisk does not produce physical products e.g., containing substances requiring safe use or disposal.	Responsible Marketing
	417.3 Incidents of non-compliance concerning marketing communications	For the reporting period, there were no incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.	Responsible Marketing

GRI exclusions

GRI Standard	Reason for Exclusion
201 Economic Performance 2016	As a private company RepRisk's financial information is not publicly available.
207 Tax 2019	As a private company RepRisk's financial information is not publicly available.
204 Procurement Practices 2016	Not applicable. RepRisk does not source significant volumes of goods and services that could lead to negative impacts on local suppliers.
301 Materials 2016	Not applicable. This disclosure relates to industrial and manufacturing sectors.
304 Biodiversity	Not applicable. RepRisk does not operate in any areas sensitive to biodiversity impact. For indirect biodiversity impacts related to emissions, please see the "Energy and emissions" disclosures section of this report.
407 Freedom of Association and Collective Bargaining 2016	Not applicable. RepRisk does not operate in an industry notable for issues related to freedom of association or collective bargaining. However, all employees are free to join such groups if they wish.
408 Child Labor 2016	RepRisk does not employ anybody under legal working age.
409 Forced or Compulsory Labor 2016	RepRisk does not take part in any forced or compulsory labor and operates within all local labor laws.
410 Security Practices 2016	Not applicable. RepRisk does not operate in industries, locations, or with assets that would require private security to be trained in human rights policies.
411 Rights of Indigenous Peoples 2016	Not applicable. RepRisk does not operate in locations or industries where there is a risk of negative impacts on indigenous communities.
413 Local Communities 2016	Not applicable, RepRisk does not operate in a sector or on a scale that causes significant impacts on the local community.
415 Public Policy 2016	RepRisk operates with political neutrality and does not make any financial or in-kind political contributions.
416 Customer Health and Safety 2016	Not applicable for RepRisk's business.

Employee statistics

Employees by gender (2022)				
Type	Female	Male	Gender Undisclosed	Total
Number of employees (FTE)	174	126	12	312
Number of permanent employees (FTE)	163	122	12	297
Number of temporary employees (FTE)	11	4		15
Number of non-guaranteed hours employees (FTE)	n/a	n/a	n/a	n/a
Number of full-time employees (FTE)	156	116	11	283
Number of part-time employees (FTE)	18	10	1	29

Employees by location 2022								
Type	Berlin	London	Manila	New York	Tokyo	Toronto	Zurich	Total
Number of employees (FTE)	25	3	148	2	1	40	93	312
Number of permanent employees (FTE)	12	3	148	2	1	39	92	297
Number of temporary employees (FTE)	13					1	1	15
Number of non-guaranteed hours employees (FTE)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of full-time employees (FTE)	22	3	147	2	1	39	69	283
Number of part-time employees (FTE)	3		1			1	24	29

Employees by location 2022								
Type	Berlin	London	Manila	New York	Tokyo	Toronto	Zurich	Total
Female	19	1	91		1	16	46	174
Male	6	2	57	2		14	45	126
Gender Undisclosed						10	2	12

Employees by age group 2022				
Type	< 30 years	30-50 years	> 50 years	Total
Number of employees	144	157	11	312

Headcount classification method	FTE

New Hires in 2022 (globally)	111
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Turnover the last years	2020	2021	2022
Number of employees who left	12	27	46
Total amount of employees (per December 31)	164	247	312
% of total employee	7.3	10.9	14.7
Turnover Rate	8%	13%	16.50%

Turnover in 2022	Berlin	London	Manila	New York	Tokyo	Toronto	Zurich	Total
Female	2		10		1	4	7	24
Male	2		9	1		4	6	22
Gender Undisclosed								

Energy and emissions breakdown (Scope 2)

Location	Electricity kWh	Electricity Source	Emission Factor gram CO2e / kWh	Electricity Emission Ton CO2e	Heat/ Cooling (Basic Unit)	Heat/ Cooling (kWh)	Emission Factor gram CO2e / unit	Heat/ Cooling Emission Ton CO2e	Total Emissions Ton CO2e
Berlin	3,014	100% Renewable	0.0	0.00	2,460 kWh	2,460	0.0	0.00	0.00
London	1,398	39.7% Renewable 60.3% Non-Renewable	193.4	0.27	2,190 kWh	2,190	193.4	0.42	0.69
Manila	26,667	32.75% Coal, 48.5% Gas, 10.17% Spot Market, 5.56% Oil, 3.02% Renewable	712.2	18.99	484,966 (kBTU Chilled Water)	142,143	712.2	101.23	120.23
New York	932	30% Renewable 70% Non-Renewable	226.94	0.21	1,460 kWh	1,460	226.9	0.33	0.54
Tokyo	1,083	Non-Renewable	370.8	0.40	730 kWh	730	370.8	0.27	0.67
Toronto	35,468	Nuclear	28.0	0.99	4,189 m3 Natural Gas	43,336	1921	8.09	9.08
Zurich	23,170	100% Renewable (Hydro, Solar, Wind)	15.3	0.35	67,898 kWh	67,898	15.3	1.04	1.39
Total Office 40%	91,733	-	-	21.22	-	260,218	-	111.39	132.61
Remote Working 60%	137,599	-	-	31.83	-	390,326	-	167.08	198.92
Total	229,331	-	-	53.06	-	650,544	-	278.47	331.53

Renewable versus non-renewable energy breakdown (Scope 2)

	kWh from renewable sources	kWh from non-renewable sources	Total (renewable and non-renewable) kWh
Berlin	3,014	0	3,014
London	555	843	1,398
Manila	896	25,771	26,667
New York	280	652	932
Tokyo	0	1,083	1,083
Toronto	0	35,468	35,468
Zurich	23,170	0	23,170
Total Office (40%)	27,915	63,817	91,732
Remote Work (60%)	41,872	95,726	137,598
Consumption of purchased or acquired electricity	69,787	159,543	229,330
Berlin	2,460	0	2,460
London	869	1,321	2,190
Manila	0	0	0
New York	1,022	438	1,460
Tokyo	0	730	730
Toronto	0	43,336	43,336
Zurich	67,898	0	67,898
Total Office (40%)	72,249	45,825	118,074
Remote Work (60%)	108,374	68,737	177,111
Consumption of purchased or acquired heat	180,624	114,561	295,185
Berlin	0	0	0
London	0	0	0
Manila	4,776	137,367	142,143
New York	0	0	0
Tokyo	0	0	0
Toronto	0	0	0
Zurich	0	0	0
Total Office (40%)	4,776	137,367	142,143
Remote Work (60%)	7,164	206,050	213,215
Consumption of purchased or acquired cooling	11,940	343,417	355,358
Berlin	5,474	0	5,474
London	1,424	2,164	3,588
Manila	5,672	163,138	168,810
New York	1,302	1,090	2,392
Tokyo	0	1,813	1,813
Toronto	0	78,804	78,804
Zurich	91,068	0	91,068
Total Office (40%)	104,940	247,009	351,949
Remote Work (60%)	157,410	370,513	527,924
Total energy consumption	262,350	617,522	879,873

Emissions data sources and considerations:

- Emissions Factors are provided by: Zurich - electricity provider / Manila - Philippines Department of Energy Luzon-Visayas Grid / Toronto - Government of Canada Ontario / Berlin - energy provider / Tokyo - building management company / London - UK Government LEGGI / New York - US Energy Information Administration. Zurich, Berlin, Tokyo emission factors are calculated from service provider CO2e emissions data. Manila and New York emissions factors are for CO2, all others are for CO2e.
- Heat emissions were calculated based on kWh with the exception of Toronto where an Emission Factor for m3 Natural Gas was provided by Govt of Canada Ontario.
- Manila heat was converted from kBTU to kWh equivalent using International Energy Association conversion factors.
- For energy reporting, Toronto heat was converted to kWh using Govt of Canada m3 Nat Gas to Gigajoules then International Energy Association GJ to kWh.
- Office occupancy 40% versus Remote 60% was based on company policy of minimum 2 days in the office (we note that office occupancy is likely higher, but we do not have accurate data).
- Energy data is per Office invoices with Remote inferred on a 40% vs. 60% ratio.
- Energy data for Berlin is from 2021 as 2022 data is not yet available.
- Electricity data for London and New York is unavailable and subsequently estimated using company average electricity use per employee.
- Heat data for London and New York is unavailable and subsequently estimated using Zurich average heat per employee. Zurich was chosen due to climate similarity for a major office versus Manila.
- Renewable vs. Non-Renewable breakdown for New York provided by US EIA, for London by UK Govt and Manila by Meralco.
- Energy use is based on electricity and heating use in our office locations (Scope 2) with an estimate of remote working locations. We do not have data for all Scope 3 energy e.g. employee commutes, business travel, or extended supply chain. For our data centers (Scope 3) we have emissions data, for which we are net zero, however, we do not have the related energy consumption data for our data centers. We therefore note that due to data limitations, our total emission and energy footprint is somewhat higher than reported here.