PeoplePath

Corporate Carbon Footprint Report

Preface

A message from Lubomila Jordanova

"Plan A is proud to play a key role within the development and implementation of **PeoplePath** sustainability strategy.

This report contains an overview of **PeoplePath** emissions from 2022, and provides varied solutions for greenhouse gas (GhG) reduction, thus ensuring **PeoplePath** can continue to mitigate risk and achieve their sustainability goals. In conjunction with the guidelines of the GhG Protocol Accounting Method, the following results are underpinned by our data-driven decarbonisation platform and our in-house team of climate experts. In addition, Plan A's methodology is audited and certified on an annual basis by TÜV Rheinland. The levers for reduction identified within this report must be prioritised by **PeoplePath** to further mobilise GhG emissions across your supply chain and bolster the strategic impact of your sustainability strategy.

Plan A is delighted to support **PeoplePath**'s commitment to decarbonisation and we look forward to accompanying you on your journey."

Lubomila Jordanova
Co-Founder & CEO

PeoplePath

Carbon Footprint Analysis

2023

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Scope of your Corporate Carbon Footprint during the reporting period

Avg nbr of employees	Nbr of countries	Nbr of facilities	Revenue (M€)
55	3	3	-

Corporate Carbon Footprint - Reporting 2023

Scope & accuracy of the data

Real business activity or emission data | Averages partially or fully used | Missing data | Not in Scope

Scope 1

GHG emissions from sources owned or controlled by the company

- Stationary combustion
- Mobile combustion
- Fugitive emissions

Scope 2

Indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling

- Electricity purchased
- Heating purchased

Scope 3

Indirect GHG emissions caused by company's activities but owned / controlled by another

- Category 1 Purchased Goods and Services Suppliers
- Category 1 Purchased Goods and Services Cloud Services
- Category 2 Capital goods
- Category 3 Fuel and Energy
- Category 4 Upstream Transportation and Distribution
- Category 5 Waste from operations
- Category 6 Business Travel
- Category 7 Employee commuting (including WFH)
- Category 8 Upstream leased assets
- Category 9 Downstream transportation and distribution
- Category 10 Processing of sold products
- Category 11 Use of sold products
- Category 12 End-of-life treatment of sold products
- Category 13 Downstream leased assets - Vehicle fleets
- Category 14 Franchises
- Category 15 Investments

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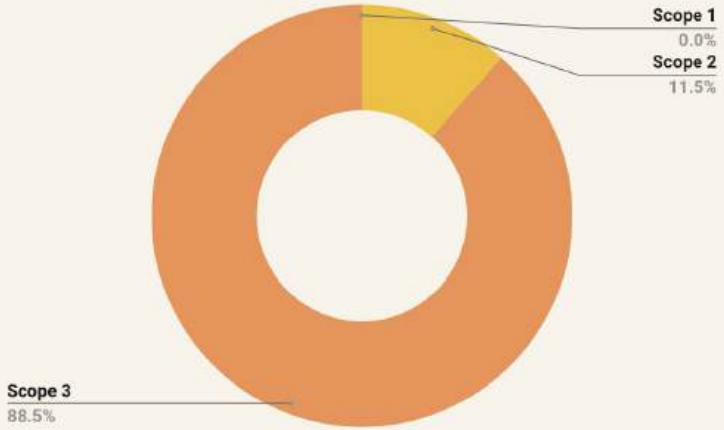
Executive summary by scope of emissions (aligned with GhG protocol)

This report summarises the results of 2023's PeoplePath emissions assessment, based on the information collected and subject to its completeness, the quality of the data provided and correct categorisation. Your 2023 emissions have been broken down accordingly by scopes and categories as per the GHG Protocol Corporate Standard.



Emissions by scope in 2023

	Emissions (tCO_2e)	Share of Emissions	YoY*	Intensity by FTE (tCO_2e)**
Total	114	100%	-28%	2.06
Scope 1	0	0%	-50%	0.00
Scope 2	13	12%	7%	0.24
Scope 3	100	88%	-31%	1.83

Benchmarks***

Software and IT activities in EU*:

→ 110 tCO_2e/FTE

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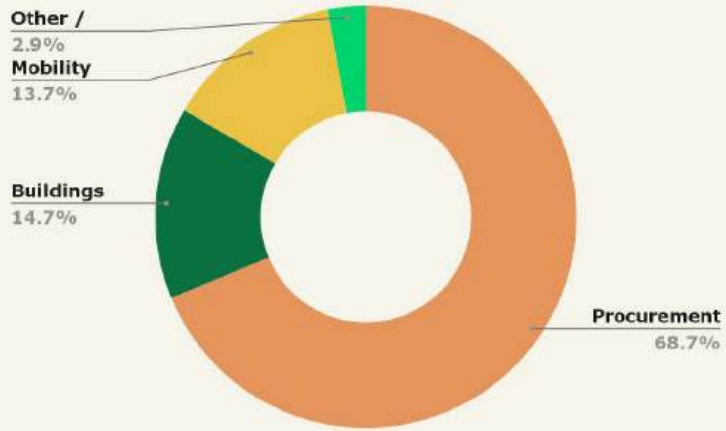
*Year on year (YoY) computations measure, in percentage, the evolution of emissions from the previous reporting year to the present reporting year

**Intensity computations: intensity values are computed by dividing emissions by either the number of FTE employees or by revenue in millions of the chosen monetary unit.

***These benchmarks are generated from the average emissions intensities (kgCO2e/employee) using Plan A's clients' annual emissions and FTE data. It's crucial to acknowledge that due to the limited sample size, these benchmarks are subject to outliers and offer only partial insights into industry performance. They should be used for informational purposes only.

Executive summary by main sources of emissions

This report summarises the results of 2023's PeoplePath emissions assessment, based on the information collected and subject to its completeness, the quality of the data provided and correct categorisation. Your 2023 emissions have been broken down by Plan A's customised grouping of emission sources*.



Repartition of emissions by main sources (Plan A grouping)

	Emissions (tCO_2e)	Share of Emissions	YoY	Intensity by FTE (tCO_2e)
Total	114	100%	-28%	2.06
Procurement	78	69%	-26%	1.42
Buildings	17	15%	10%	0.30
Mobility	15	14%	-51%	0.28
Other / miscellaneous	3	3%	-36%	0.06
Product	0	0%	-	0.00
Investments	0	0%	-	0.00

Benchmarks***

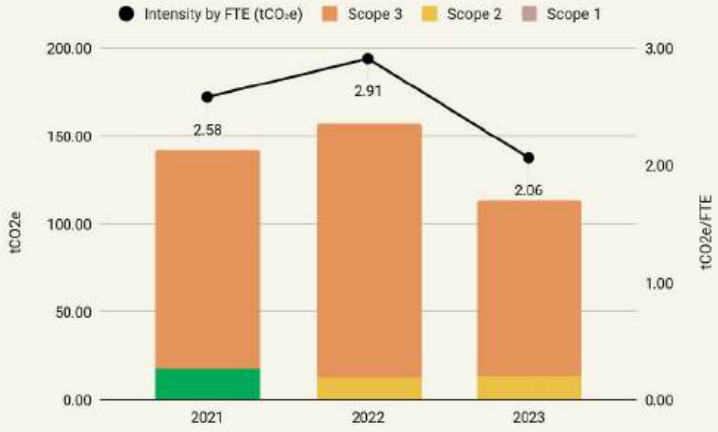
Software and IT activities in EU*:

→ 110 tCO_2e/FTE

Grouping of emission sources:

- ***Mobility*** *(S1 Mobile combustion, S3C4 Upstream Transportation and Distribution, S3C6 Business travel, S3C7 Employee commute, S3C9 Downstream Transportation and Distribution).*
- ***Buildings*** *(S1 Fugitive emissions, S1 Stationary combustion, S2 Purchased electricity, S2 Purchased heat, S3C5 Waste generated in operations).*
- ***Procurement*** *(S3C1 Purchased goods and services, S3C2 Capital Goods, S3C3 Fuel & energy related activities, S3C13 Downstream leased assets)*
- ***Other / miscellaneous*** *(S3C7.1 Work from home, S3C14 Franchises)*

Year over year (YOY) trends by scope of emissions (aligned with GhG protocol) and intensity by FTE



Year on Year evolution of emissions by scopes of the GhG protocol and of emissions intensity by FTE

	Emissions (tCO_2e)	YoY	Intensity by FTE (tCO_2e)
2021	142	-	2.58
2022	157	11%	2.91
2023	114	-28%	2.06

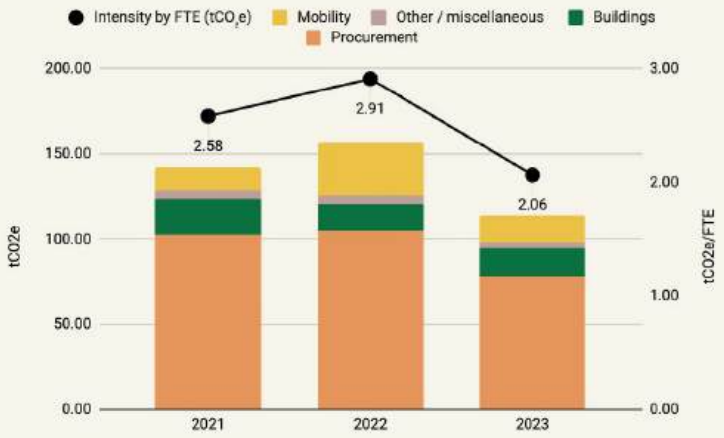
Benchmarks***

Software and IT activities in EU*:

→ 110 tCO_2e/FTE

*These benchmarks are generated by extracting information from the OECD databases on the Emissions to air per industry sector, and dividing them by either the Revenue (Gross Operating Surplus) or FTEs (total of SMEs and Enterprises employment)

Year over year (YOY) trends by main sources of emissions and intensity by FTE



Year on Year evolution of emissions by categories and of emissions intensity by FTE

	Emissions (tCO_2e)	YoY	Intensity by FTE (tCO_2e)
2021	142.01	-	2.58
2022	157.16	10.67%	2.91
2023	113.50	-27.78%	2.06

Benchmarks***

Software and IT activities in EU*:

→ 110 tCO_2e/FTE

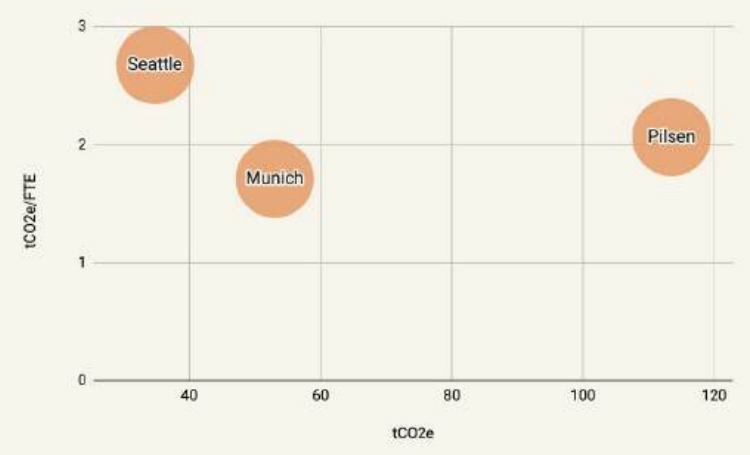
**Grouping of emission sources:*

- ***Mobility*** *(S1 Mobile combustion, S3C4 Upstream Transportation and Distribution, S3C6 Business travel, S3C7 Employee commute, S3C9 Downstream Transportation and Distribution).*
- ***Buildings*** *(S1 Fugitive emissions, S1 Stationary combustion, S2 Purchased electricity, S2 Purchased heat, S3C5 Waste generated in operations).*
- ***Procurement*** *(S3C1 Purchased goods and services, S3C2 Capital Goods, S3C3 Fuel & energy related activities, S3C13 Downstream leased assets)*
- ***Other / miscellaneous*** *(S3C7.1 Work from home, S3C14 Franchises)*

Overview by entity

Your 2023 emissions have been broken down below by entity.

- The furthest an entity is horizontally, the bigger is the impact in terms of volume.
- The highest an entity is vertically, the higher is the intensity of emissions per FTE. Outliers could signal an abnormality in operations

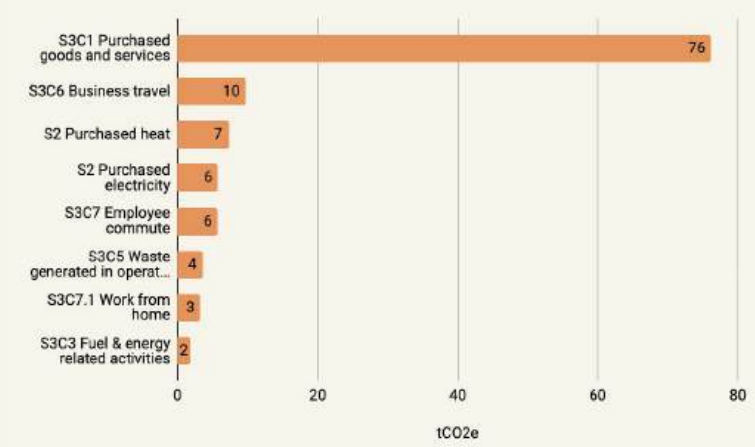


Emissions by entity and of emissions intensity by FTE

	Emissions (tCO_2e)	Share of Emissions	YoY	Intensity by FTE (tCO_2e)
Total	114	100%	-28%	2.06
Pilsen	53	47%	-16%	1.71
Munich	35	31%	-35%	2.67
Seattle	26	23%	-36%	2.34

Overview by GHGp categories

Your 2023 emissions have been broken down below by emission categories of the GhG Protocol.



Emissions by category of the GhG protocol for 2023

	Emissions (tCO_2e)	Share of emissions	YoY	Intensity by FTE (tCO_2e)
S3C1 Purchased goods and services	76	67%	-26%	1.39
S3C6 Business travel	10	9%	-63%	0.18
S2 Purchased heat	7	6%	16%	0.13
S2 Purchased electricity	6	5%	-2%	0.11
S3C7 Employee commute	6	5%	9%	0.10
S3C5 Waste generated in operations	4	3%	20%	0.07
S3C7.1 Work from home	3	3%	-36%	0.06
S3C3 Fuel & energy related activities	2	2%	-2%	0.03

For indication on emission reduction possibilities, we encourage you to visit Plan A's dedicated white papers.

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Why Carbon Accounting and Decarbonisation Matter

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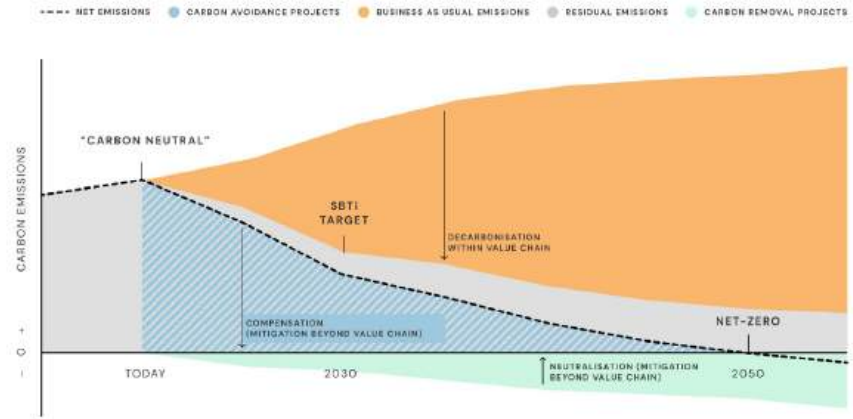
Why care about the global transition to net-zero?

There has been vast pressure placed on governments to introduce policies which aim to achieve climate-neutrality before the end of the century. ↓

As such, the global economy is undergoing a rapid transition towards a low-carbon state and businesses are realising that transitioning towards net-zero via decarbonisation is vital to the long-term viability of their operations.

→ Want to learn more about the global transition to net-zero? Read here.



Mitigate risks and unlock opportunities through decarbonisation

Transitioning towards **a low-carbon business model should be a key priority to any businesses** eager to safeguard their long-term success.

Financial and non-financial risks

which may be mitigated:

- **Poor employee engagement** due to lacking commitment to sustainability
- **Loss of sales** due to damaged consumer perception
- **Increased internal costs** due to unnecessary waste
- **Increased external costs** due to carbon taxes
- **Fines and administrative costs** due to not complying with policies or regulations
- Increased risks and costs leading to **decreased competitiveness**

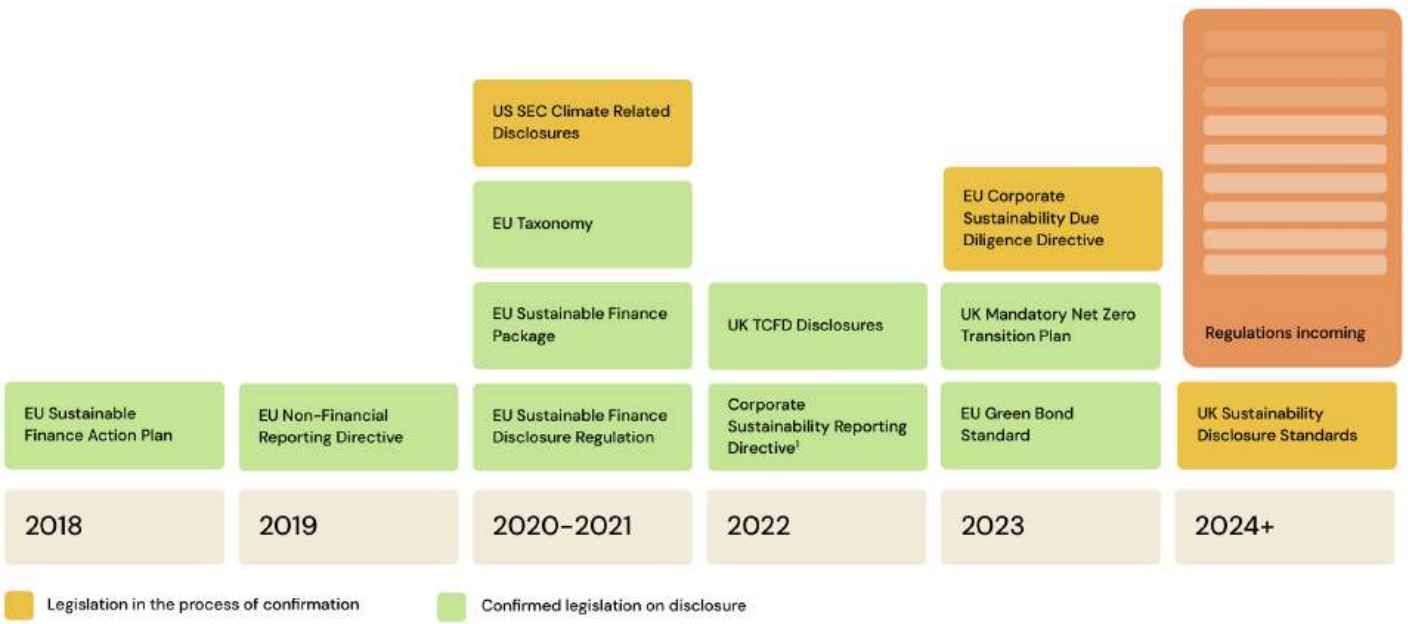
Strategic opportunities

which may be unlocked:

- Reduced internal costs due to increased **energy efficiency**
- Reduced internal costs due to **less waste**
- Reduced internal costs due to greater **supply chain efficiency**
- Increased stakeholder trust
- **Improved employee satisfaction,** retention, and engagement
- Increase in **brand value**
- **Enhanced competitiveness**

Translating climate risks to corporate risks

Increased regulatory measures on ESG, with a strong focus on the 'E' (Environmental)



1 The EU Commission announced its proposal for the new Corporate Sustainability Reporting Directive (CSRD) on 1 April 2021, and it came into effect on 5 January 2023. It affects all companies with >250 employees and/or €40M Turnover and/or €20M Total Assets. Source: KPMG

Competitive advantages when addressing climate change

Easier hiring

40%

of talent expect commitment to sustainability from employer

Higher revenues

+4 to 25%

CAGR of sales growth for "green" products

Save cash and carbon

50%

of emission reduction at net-zero cost in key sectors

Lower regulatory risk

+2 to 12%

EBIT margin after EU Carbon Border Tax* for companies abating 55% of emissions

Higher company value

+3%

Total shareholder return for top quartile environmental performance globally

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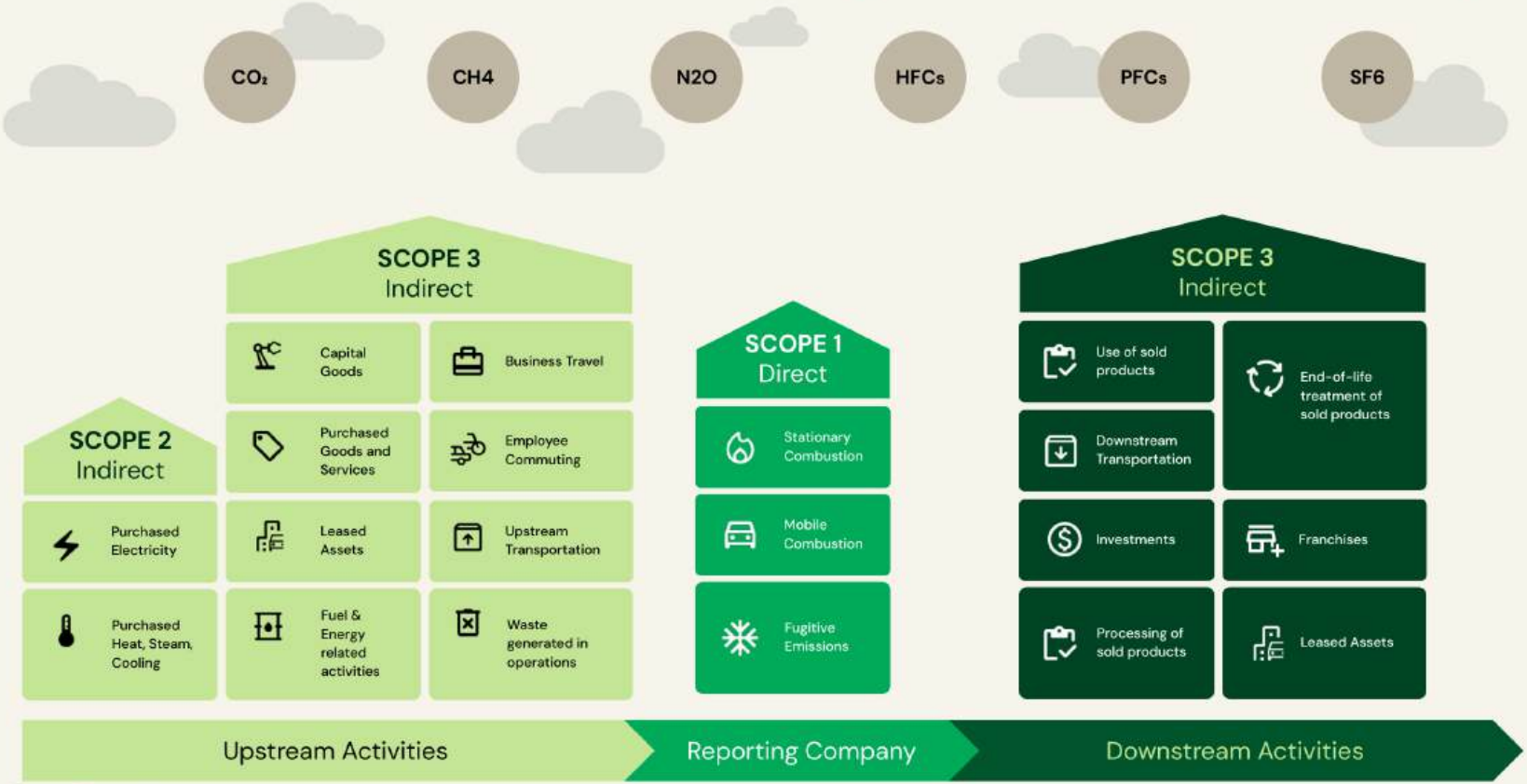
*Based on a €75/tCO2 carbon price assumption for 2030
Source: EU announcements; BCG analysis.

Plan A calculates emissions according to the GHG Protocol Scopes

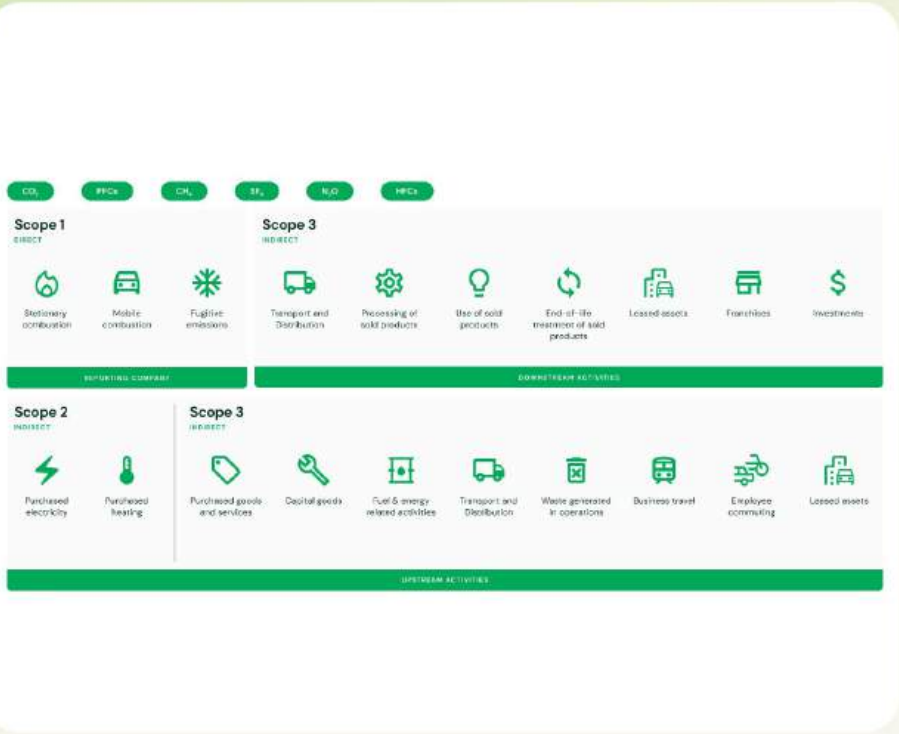


planA Source : ghgprotocol.org Learn More

The 3 scopes of emissions & the basis of carbon accounting

Plan A utilises the leading GHG Protocol corporate standard to calculate a company's greenhouse gas emissions across three scopes. The Corporate Carbon Footprint (CCF) is the sum of the CO2 emissions released by a company within the defined system boundaries over a specified period of time

- Scope 1 emissions are direct emissions from company-owned and controlled resources. It is divided into four categories: stationary combustion (e.g fuels, heating sources), mobile combustion, fugitive emissions and process emissions. All fuels that produce GHG emissions must be included in scope 1.
- Scope 2 emissions are indirect emissions from the generation of purchased energy, from a utility provider. In other words, all GHG emissions released in the atmosphere, from the consumption of purchased electricity, steam, heat and cooling.
- Scope 3 emissions are all indirect emissions - not included in scope 2 - that occur in the value chain of the reporting company, including both upstream and downstream emissions. In other words, emissions linked to the company's operations.



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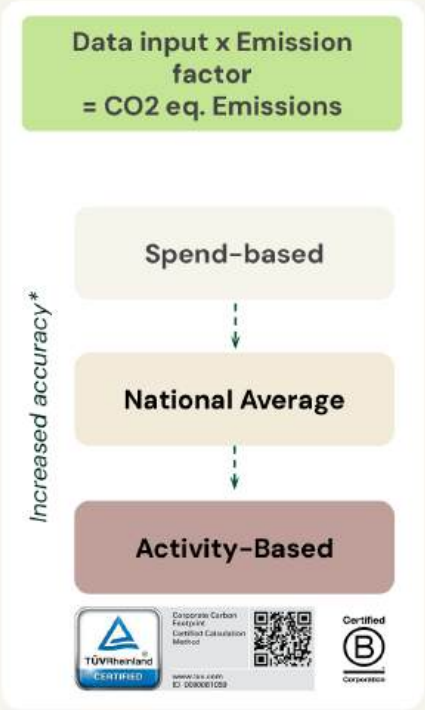
Methodological notes: How emissions are being calculated by Plan A



The TÜV certification process is repeated annually, and continuous improvement of the methodology has been demonstrated each certification cycle.

In order to calculate your company's corporate carbon footprint, Plan A combines business activity data across different emission categories with high-quality emission factors and other conversion factors.

As such, the accuracy of the results presented in this report are directly tied to the quality of the business activity data entered by the user into the Plan A software.

The emissions disclosed in this report may only cover a partial scope of the corporate carbon footprint depending on which modules are used on the Plan A Sustainability Platform, and whether complete data has been entered.

Disclaimer

Whilst we take utmost care to merge state-of-the-art science and technology to calculate our client's corporate carbon footprint, the underlying activity data in this report has not been validated, and Plan A holds no responsibility for inaccuracies due to issues with the data provided or mistakes in the implementation.

About National Averages

When business activity data is not available, National Averages may be selected in the Plan A platform to estimate emissions from energy consumption, employee commute and waste generated in the operations. The estimates for each locations are calculated based on the number of employees working on the offices and the size of the facility.

The sources of these averages depend on facility location and data availability. They are most commonly based on national surveys and statistics services (e.g. Adème in France) and ultimately configured by Plan A's Carbon Accounting Experts.

*Accuracy remains nonetheless dependable on data quality and completeness