

2024 ESG Report

Environmental, Social and Governance



About this Report

Following our inaugural 2023 Environmental, Social, and Governance (ESG) Report, over the past year we have continued to advance our ESG efforts across Kyriba in compliance with evolving regulations and applicable ESG frameworks and standards. Our second annual Report is designed to highlight the progress we've made during Kyriba's 2024 fiscal year (1 January, 2024 - 31 December, 2024) and outline the initiatives we've established in support of more sustainable business operations.

This Report is the result of cross-company collaboration leveraging the work of our ESG Steering Committee, senior leadership, and Kyriba Board Members, representing our integrated approach to ESG and how we're adding value around the globe. Content within this Report should not be considered a substitute for material information provided in Kyriba's Annual Report or related filings. The content of this Report considers frameworks and initiatives such as the UN Sustainable Development Goals (SDGs), the Global Reporting Initiative (GRI), and the European Sustainability Reporting Standards (ESRS), in preparation for compliance with CSRD.

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Introduction



A MESSAGE FROM OUR CHAIR & CEO

At Kyriba, we aspire to make a lasting, positive impact on the world — both internally, and in our work with customers and partners. We have a strong legacy of aligning our business goals with the broader ethical, equitable and environmental impact — all while staying true to our commitment to trust and transparency.

As I reflect on the past year, I'm proud of how we have continued to integrate ESG principles into the core of our operations. As detailed in this Report, our sustainability efforts focus on three primary areas: our Company, our Communities, and our Customers. In 2024, we made continued progress in all these areas, including:

- Setting science aligned emission targets,
- Increasing our population of female employees to more than 30%,
- Publishing our first Environmental Policy,
- Securing EcoVadis Bronze rating & top 22% of the industry,
- Strengthening our Governance and Compliance programs,
- Conducting a Double Materiality Assessment for the first time,
- Maintaining our robust Security credentials including ISO27001, SOC1 and SOC2, and
- Establishing our Partner and Supplier Code of Conduct, among others.

These achievements are just the beginning, and the information throughout the pages ahead is not only a record of what we've accomplished, but a roadmap for the future — a future where every step we take is a step towards a better tomorrow. As we look ahead, we remain resolute in our commitment to meet our ESG goals and empower others with the tools needed to build a more sustainable future. I truly believe that, together, we can create a legacy of positive impact that will resonate for generations to come.

Warmly,

Melissa Di Donato
Chair and CEO



A MESSAGE FROM OUR BOARD OF DIRECTORS

On behalf of the Kyriba Board of Directors, I'm pleased to see that 2024 marked another significant year of ESG progress at Kyriba. Since its founding, Kyriba has aspired to make a lasting, positive impact on the world, with a strong heritage of aligning business goals with broader ethical, equitable and environmental impact.

Since joining Kyriba as an independent Board Director in 2021, I have witnessed their continued contributions — both to the FinTech industry and the ESG landscape — firsthand. Acting as ESG Board Champion, I have been honored to help support these contributions through my involvement with various facets of Kyriba's ESG spectrum.

Over the past year, ESG matters have gained increased visibility from Kyriba's Board as a key topic of significance — a testament to their commitment to ensuring sustainability is engrained at the very core of the company. Kyriba has made promising strides in advancing their ESG initiatives throughout 2024, and I've been pleased to see their increased focus on minimizing environmental impact, fostering a culture of inclusion and belonging, and ensuring ESG-engagement across all stakeholders, including customers and suppliers.

My fellow Board Members and I remain focused on helping the company strengthen their ESG performance


and further embed its principles into every facet of the business. We believe that by staying true to our ESG commitments, we will create sustainable value that benefits not only our shareholders but also society as a whole.

We look forward to being a part of Kyriba's ESG journey.

Regards,

John Murphy
Kyriba Board of Directors/ESG Champion

2024 ESG Highlights

UN SDG	FOCUS AREA	GOAL	FY24 ACHIEVEMENTS
 SDG 3: Good Health and Wellbeing	Kyriba for Kyriba: Employee Wellness	<ul style="list-style-type: none"> Achieve a Health and Wellbeing eNPS of 29 	<ul style="list-style-type: none"> Achieved a 39 eNPS for Health and Wellbeing in Q4 Peakon Survey Maintained workplace safety with only 3 total workplace injuries globally Completed 200+ Health and Wellbeing Positive Action Challenges on the Alaya by Benevity platform
 SDG 5: Gender Equality	Kyriba for Kyriba: Inclusion & Belonging	<ul style="list-style-type: none"> Strengthen gender diversity with women comprising 33% of our global workforce and 29% of management Launch a new ERG 	<ul style="list-style-type: none"> Launched new Female Leadership Development Program RISE Achieved 34% of women in workforce as of Q4 2024 Improved percentage of women in management from 24% to 28% in 2024 Launched two new ERGs: PRIDE@Kyriba and Green Action Kyriba
 SDG 11: Sustainable Cities and Communities	Kyriba for Community: Philanthropy	<ul style="list-style-type: none"> Increase total donations by 25% YoY 	<ul style="list-style-type: none"> Increased total charitable donations, including company matches, by 24% Contributed 180+ volunteer hours
 SDG 12: Responsible Consumption and Production	Kyriba for Community: Supplier Sustainability	<ul style="list-style-type: none"> Establish procedures for Partner and Supplier Code of Conduct and initiate supplier engagements 	<ul style="list-style-type: none"> Partnered with 971 suppliers and onboarded 418 new suppliers in 2024 Established new Procurement Function and Policies Secured Bronze rating in EcoVadis, improving our scores by +8 pts to 63 and amongst top 22% of the industry
 SDG 13: Climate Action	Kyriba for Community: Climate Action	<ul style="list-style-type: none"> Measure emissions accurately Strengthen policy to drive decarbonization Set emission targets 	<ul style="list-style-type: none"> Measured Scope 1, 2 and 3 emissions with improved accuracy Launched new Environmental Policy Set Science Aligned Targets
 SDG 12: Responsible Consumption and Production	Kyriba for Customers: ESG in Products	<ul style="list-style-type: none"> Enable the growth of sustainable financing by multiple fold 	<ul style="list-style-type: none"> Secured two new customers for Kyriba ESG Working Capital product

ESG Governance



Our clear and comprehensive governance structure guides our strategic ESG approach and helps us achieve our goals and objectives throughout the organization. With ESG responsibility starting at the top, our Board of Directors actively oversees our ESG strategies and monitors our progress towards our ESG-related commitments across the business.

As part of this, ESG matters are a regular topic of discussion during quarterly Board and Audit Finance Compliance & Ethics Committee (AFCE) Meetings, led and supported by our Board

Champion for ESG, John Murphy. Beyond this, our dedicated ESG Committee consists of senior leaders across multiple corporate functions and geographies, accountable for approving strategic global decisions aligned with Kyriba’s corporate sustainability commitments. Led by Kyriba’s Chief of Staff/VP of ESG and reporting directly into the CEO, the ESG Committee is responsible for identifying and implementing ESG-initiatives, meeting regularly to monitor our sustainability performance, identify improvement areas, and elevate matters to the Board as appropriate.

ESG at Kyriba

Guided by our company values and strategy, Kyriba is committed to environmental stewardship, positive social impact, and responsible governance in everything we do. Our ESG approach embodies this commitment, leveraging three core pillars that guide our efforts and align with ESG topics that are most material to our business and stakeholders, designed to drive top-line growth, advance employee productivity, and optimize assets:

KYRIBA FOR KYRIBA

KYRIBA FOR COMMUNITY

KYRIBA FOR CUSTOMERS

Kyriba for Kyriba

Our employees are the heart and soul of Kyriba, and even as our business strategy, products, and development practices evolve, our commitment to our employees never wavers.

We believe our strong **Kyriba culture** is what sets us apart, and we work hard to continuously cultivate the type of collaborative environment that ensures our employees are our number one priority.

This includes supporting our employees with inclusive and equitable business practices and programs, providing meaningful opportunities for learning and connection, and offering robust benefits that support their lives, families, and futures.

We nurture our culture through a workplace that is diverse and supportive, and that provides opportunities for everyone to grow and thrive.

With our core values as the guiding principles driving our decisions and behaviors, we have identified three main priorities for our Kyriba for Kyriba pillar:

- 1 INCLUSION & BELONGING
- 2 EMPLOYEE WELLNESS
- 3 GOVERNANCE & COMPLIANCE



Inclusion & Belonging

At Kyriba, diversity starts at the top, with an Executive Committee (XCO) that inspires a culture of openness and inclusivity not bound by gender, ethnicity or background. Unique experts in their respective fields, Kyriba’s 12-member XCO is comprised of four women, four people of color, and three LGBT individuals*. Eight of these 12 XCO members live in a country different from their birth countries or hold more than one passport.

Advancing Inclusion & Belonging across our culture and business operations is one of Kyriba’s core commitments. By embracing divergent perspectives, backgrounds, and skills, we push the boundaries of innovation and deliver solutions that have meaningful, lasting impact for our employees, customers, and communities.

As part of our talent strategy, we hire and develop people who have different backgrounds, different perspectives, and different lived experiences. Of particular significance, in 2024 we hired Kyriba’s first dedicated Talent and Inclusion Program Manager, a role created specifically to keep Inclusion & Belonging initiatives top-of-mind and spearhead company-wide programs that support our Inclusion & Belonging agenda.

In 2024, we experienced notable growth in the number of women within our global employee base – a direct result of our KPI to track and increase our female management pipeline.

Moreover, 30% of Kyriba’s US employee population identified as Underrepresented Minorities (URM), including Hispanic, Asian, Bi-Racial, American Indian or Alaska Native, Black or African American.

Going forward, we plan to continue investing into inclusive leadership training for Kyriba leaders and will be further refining our processes and policies with an emphasis on inclusion and belonging.

Partnerships & Programs

Additionally, in 2024 we proudly partnered with an external consultancy, **INvolve**, to further shape and strengthen our Inclusion & Belonging strategy through the delivery of programs, thought leadership and advisory solutions that help drive cultural change. As part of this, we facilitated four Inclusion Focus Groups for employees and developed

*Refers to 2024 XCO team inclusive of the CEO, as of Nov 2024

a pilot inclusivity training program for people managers to ensure all individuals are empowered to thrive.

Leveraging our INvolve partnership, we also launched a new Female Leadership program, **RISE**, designed to help empower our female employees with the knowledge, skills and confidence they need to mitigate the unique barriers facing women in the workplace. The inaugural RISE cohort kicked off in December 2024, engaging **19** employees with dedicated coaching support and targeted modules addressing such topics as effective communication, inclusive leadership, and personal/professional brand development.

An integral component of Inclusion & Belonging at Kyriba is our **Employee Resource Group (ERG)** offering, designed to build a sense of belonging, foster inclusion, and provide a safe space for employees

to connect around affinities including gender, sexual orientation and sustainability. Initiated and managed by employee volunteers, in 2024 we officially launched two new Employee Resource Groups (ERG), **Green Action Kyriba and Pride@Kyriba**, joining our inaugural **Women’s Empowerment Group** formed in 2023. Together, over the past year these three ERGs have delivered more than 20 virtual and in-person events for employees worldwide, including workshops, panel discussions, wellness sessions and philanthropic opportunities to drive connection and learning. Through robust annual programming, Kyriba ERGs work to develop and deliver specialized training and networking opportunities, sponsor community service projects, and recognize commemorative days and months throughout the year that honor the diverse identities of our employees.

	FY 24	FY 23
Average Headcount	960	890
GLOBAL LEADERSHIP* GENDER		
Female	28%	25%
Male	72%	75%
GLOBAL WORKFORCE GENDER		
Female	34%	31%
Male	66%	69%

*Managers with at least one direct report

Employee Wellness

From physical and mental health to workplace safety, the wellbeing of our workforce is a top priority at Kyriba. As part of this, we proudly offer and curate programs and practices designed to meet our employees' fundamental needs.

In 2024, we continued to elevate our support of employee wellbeing through our comprehensive, competitive **global benefits programs** aimed to promote employee satisfaction, health, and wellness through:

- **INSURANCE** options including health, life, accident, sickness, and disability
- **RETIREMENT** plans customized by country
- **EMPLOYEE ASSISTANCE** programs with a multitude of region-specific resources
- **FLEXIBLE WORKPLACES** that meet the needs and preferences of employees best
- **VIRTUAL WELLNESS** partnerships providing global access to health and wellness resources

Over the past year we successfully strengthened the overall sentiment among employees, achieving an eNPS of 39 in the Health & Wellbeing Driver of our Q4 Peakon Survey and recording only three total workplace injuries globally.

To continue building on our commitment to workforce wellbeing, in Q1 2025, we will be launching **KyriBalance**, a significantly expanded **Global Health & Wellbeing Program**, designed to provide employees with enhanced support for all facets of physical, mental, family, and financial-health. This new Program includes global access to an upgraded Employee Assistance Program (EAP), a Flexible Lifestyle Spending Account (LSA), dedicated financial planning/tax advisors, and targeted support for IVF, adoption, postpartum, menopause, and other life stages.

Internal Mobility

Over the course of 2024, more than 150 employees leveraged our Internal Mobility Program to take on new roles within the company, strengthening our commitment to building and maintaining our robust talent base. Additionally, we also furthered our High Potential Entry-Level Program (HPEL) in Europe, providing 20 Engineering employees with targeted skills development, 1:1 mentorship opportunities, and cross-company networking experiences. In Q4, 2024, we also launched a new Distinguished Engineering Program designed to elevate Kyriba's Product & Technology function and foster professional development among individual contributors. Through the Program, one top-performing team member was selected to participate in expanded growth assignments, work on cutting-edge company projects, and engage in one-on-one mentorship with Kyriba executives.





Growth Journeys

Strategically supporting our employees’ professional development is a key priority at Kyriba, facilitated through both formal training and internal mentoring and coaching. As part of this, in 2024 we introduced a new **Growth Journeys program** created to help employees identify their long-term development goals, build their career plans, and grow their skills in their own time. Through the program, employees have access to targeted skills review assessments along with individual licenses to the LinkedIn Learning platform, providing thousands of skill-building courses on a variety of professional development topics. As of December 31, 2024, over 60% of our global employee population was active on the **LinkedIn Learning** platform.

Employee Engagement

Through our bi-annual Employee Engagement Surveys, we are able to continuously gain insights into how to maximize employee engagement, productivity, and satisfaction by actively listening – and acting on – what matters most. We use **Workday Peakon Employee Voice** to get a holistic overview of the employee experience across the organization, gathering real-time employee feedback that we then turn into dialogue and action. Since we introduced the Peakon Employee Voice Surveys in FY23, we have seen a steady improvement in overall employee engagement, significantly increasing our eNPS from 17 in Q4, 2023 up to 31 in Q2, 2024. In our most recent Q4, 2024 survey, we achieved a 42 eNPS, placing us in the top 25% of Technology companies, with 56% of respondents being ‘Promoters’ (up from 49% in Q2), indicating their high satisfaction with Kyriba.

Similarly, over the past year our employee turnover rate continued to see promising downward progress over the course of 2024, with just 7.7% of employees voluntarily terminating their employment with Kyriba, as compared to 9.6% in 2023.

Governance & Compliance

Guided by our Core Values, Kyriba’s strong corporate governance practices drive sustainable value creation and support the long-term success of our business, ensuring secure, equitable, and ethical practices throughout our operations. We remain committed to operating with integrity and prioritizing trust and security as stewards of critical customer, supplier, partner, and employee data.

Governance Oversight

Kyriba’s Board of Directors oversees areas significant to our business, such as strategy and long-term plans, risk management, compliance, and ethical standards and behavior. Setting high expectations for all Kyriba employees, our Board has a deep understanding of our business, with a deliberate mix of skills and perspectives to further our commitment to ongoing and proactive board refreshment.

Our governance framework promotes transparency and establishes clear guidelines for decision-making, risk management, ethical conduct, and compliance through effective implementation of policies, procedures, training, monitoring, reporting, and due-diligence. Over the past year, we have successfully adapted our robust compliance program and regulatory strategy to further prevent, detect, and correct ethical and regulatory risks while conforming with applicable global laws and conducting our business with the utmost integrity.

Policies, Procedures & Training

All Kyriba employees – from executive leaders to entry-level new hires – are required to adhere to all internal policies and procedures and participate in our annual compliance training program to ensure compliance across the globe.

Our policies and procedures are a fundamental component of our compliance program, outlining our unwavering commitment to various regulations including Anti-Bribery and Corruption, Global Sanctions and Export Controls, and our Business Code of Conduct. Our policies are renewed annually and in 2024, we completed a thorough audit of all regulatory policies to ensure their completeness and identify areas in need of adjustment based on newly identified risks.

The expectations and requirements set forth in these policies are reinforced through our mandatory annual compliance training program, which addresses various topics including bribery and corruption, money laundering, data protection, information security, gifts and entertainment and workplace harassment, among others. In 2024, we achieved an over 90% completion rate of all compliance-related training programs, maintaining our collective commitment to conducting our business with the highest levels of ethics and integrity.

Information Security & Data Privacy

In today's digital economy, incorporating cybersecurity matters into ESG strategies has become increasingly important, and we believe that maintaining robust information security and privacy matters is crucial to the success of both our ESG efforts and our company. Kyriba's Information Security function is responsible for safeguarding our data and systems by implementing policies, procedures, and technologies that prevent unauthorized access, mitigate risks, and ensure compliance with required regulations and customer requirements.

Key initiatives that make up this effort include:

Security Awareness Program

Since 2018, our robust Security Awareness Training (SAT) program has been in place to strengthen our culture of security across the company by making our employees our first line of defense against cybercrime. With a 100% completion rate, our SAT program includes fundamental

onboarding training for new hires, annual company-wide online courses, and targeted role-based training for teams with increased access to sensitive information, including Engineering, IT, and HR. Additionally, each month all employees receive personalized, simulated phishing emails to test their ability to detect phishing red flags, comprehensive newsletters covering the latest information security trends and updates, along with invitations to periodic internal webinars.

Certifications & Credentials

Kyriba has been **SOC 1 and SOC 2** compliant since 2013, demonstrating our commitment to transparency and accountability in handling financial data, strengthening relationships with stakeholders, and mitigating risks associated with financial data handling. Throughout 2024, we continued evaluating our SOC controls to ensure they are reflective of our business, our processes and our global portfolio.

Similarly, we have maintained our **ISO (International Standards Organization) 27001 accreditation** since 2019 and our **SWIFT certification** since 2017, strengthening our ability to keep our customers' data safe, protect their sensitive financial information and build trust in the industry.

Tier 1:
Meta Policy

- Employee Code of Business Conduct

Tier 2:
Critical to conducting business in compliance with global legal requirements

- Anti-Money Laundering Policy and statement
- Anti-Bribery and Corruption Policy
- Anti-Trust and Competitive Intelligence Policy
- Global Sanctions and Export Policy

Tier 3:
Operating policies supporting company values and ethical business relationships

- Business Partner and Vendor Code of Conduct
- Anti-Slavery and Human Rights Policy
- Conflict of Interest Policy
- Gifts and Entertainment Policy
- KYC and Third-Party Due Diligence Policy
- Inclusion and Belonging Policy
- Environmental Policy

Tier 4:
Upholding company standards and protecting employees

- Global Whistleblower Policies



Being SOC 1 & 2 compliant and ISO 27001 certified ensures and validates that we take cybersecurity extremely seriously.

In Q2 2024, Kyriba received its **Data Privacy Framework (DPF) Certification** from the U.S. Department of Commerce, covering transfers of data between the EU, UK, Switzerland, and the U.S., validating our commitment to safeguarding personal information and demonstrating our proactivity as a responsible custodian of customer data.

Internal Resources & Practices

In 2017 we introduced our **Cyber Defense Center**, (CDC), a dedicated team of cybersecurity specialists responsible for actively monitoring potential cyber events from infiltrating our systems. Over the course of 2024, this core team successfully responded to 2,900 cyber reports and blocked more than 5 million cyber threats.

Similarly, the **Kyriba Privacy Office** was established in 2023 to further prioritize the protection of our customers' and employees' privacy by combining the efforts and expertise of our Legal and Security functions. The Privacy Office is focused on ensuring our adherence to data privacy laws and regulations while also acting as an advisory body to mitigate privacy risks and promote transparency within the organization. Upon its founding, the Privacy Office introduced an annual **Data Mapping process** to identify and track all personal information across our data ecosystem and manage potential risks associated with sensitive data handling.

In Q2 2024, we introduced the **Kyriba Privacy Standard** for employees, outlining the rules and requirements necessary for safeguarding the processing of personal information in accordance with multiple laws and internal regulations. This Standard was implemented to reinforce the targeted SAT program and awareness campaigns we regularly facilitate for employees throughout the year.

Ethics & Reporting

A firm commitment to ethical behavior and compliance with all relevant laws and regulations underpins our strong Kyriba culture and our approach to business operations.

As such, our **Business Code of Conduct** operates as our company-wide standard for guiding employee behavior and shapes our culture of shared values and principles, underpinning our commitment to care, respect and innovation. To ensure accountability, for the past several years Kyriba has operated and maintained a confidential **Ethics Hotline and Whistleblower Program**, providing mechanisms for employees to confidentially submit complaints and concerns about questionable behavior. Each report is lawfully investigated and resolved in accordance with applicable laws and procedures developed by our HR and Legal Compliance department.

We also expect all Kyriba customers, partners and suppliers to abide by the same standards of ethical and compliant behavior, in line with global laws and regulations. To strengthen this expectation, in 2024, we successfully enhanced our automated compliance screening capabilities to effectively address and minimize exposure to third party risks, leveraging technology to improve third-party due diligence and proactively reduce the possibility of regulatory violation.

Risk Management

To respond to ever-evolving threats and a complex regulatory environment, we recognize that our risk management processes must keep pace. As such, our annual risk assessment practices allow us to effectively evaluate, monitor and respond to global regulatory risks across many dimensions including cybersecurity, climate change, critical incidents, and third-party vulnerabilities.

Particularly in 2024, our risk management efforts assessed the evolving global artificial intelligence ("AI") and financial services regulations, strengthening cross functional communication amongst relevant stakeholders to ensure enterprise-wide acknowledgment and compliance with applicable laws and regulations.

Sound governance is tantamount to ensuring that Kyriba operates with integrity, accountability, and responsibility, fostering long-term success and reducing the risk of mismanagement and corruption. Kyriba will continue to hold true to sound governance values by expanding the corporate compliance program, the Compliance and Ethics subcommittee, and the matters shared with the Board and top-leaders within the organization through proper channels.



Kyriba for Community

At Kyriba, we believe it's our responsibility to positively impact the communities in which we work and live, and we make it a priority to invest in community efforts that result in brighter futures for all. Corporate social responsibility has been a hallmark of our Kyriba culture since our founding, based on the belief that we have a shared commitment to creating a better, more equitable world—for each other and around the world.

Our **Kyriba for Community** Pillar aims to address complex societal challenges by integrating philanthropy into our internal initiatives, enhancing our supplier diversity, and evaluating our carbon footprint and impact.

Through the Kyriba for Community Pillar, during the past year we have launched, expanded, and enhanced innovative social impact programs designed to drive global change, utilizing our technologies, our resources, and our greatest strength, our employees.

1 CLIMATE ACTION

2 PHILANTHROPY

3 SUPPLIER SUSTAINABILITY

Climate Action

Climate change is the greatest threat facing society today, and at Kyriba, we believe we have an opportunity - and a responsibility - to make a real difference. To highlight our commitment to decreasing and mitigating our climate impact, we follow a scientific approach to accurately measuring and reporting our emissions, setting science-aligned targets, and taking meaningful action to achieve those goals.

Energy Consumption

Since 2022, we have tracked our energy consumption and calculated our carbon emissions as significant measures for fully understanding our environmental impact. To build on this, in 2024, we conducted a thorough audit of our emissions measurement approach and identified opportunities to refine our methodology and data sources. As a result, we considerably improved the accuracy and reliability of our 2023 Emissions Report, accounting for the external emissions data from our Colocation facilities and AWS.

Highlights of our 3 Scopes of Emissions include:

EMISSIONS (MT CO ₂ e)	2023	2022	COMMENTS
Scope 1: Direct - Natural Gas/ Petrol/Diesel	94.0	-	Emissions corresponding to the 20 company cars in France.
Scope 2: Indirect - Electricity	63.1	50.2	Increase in emissions contributed by electricity consumption in the new Warsaw office.
Scope 3: Indirect - Value chain	10,350.6	323.5	While 2022 included only business travel emissions, the inclusion of purchased goods and services, data center emissions and e-waste significantly contributed to 2023 totals.
Total	10,507.7	373.7	Increase in emissions due to increased data capture primarily for Scope 1 and 3 and improved data quality.



As of December 31, 2023, Kyriba's total Scope 1 & 2 energy consumption (including estimated figures for some leased offices) was 296 MWhrs. Our Scope 3 energy consumption is formed in part by our data center operations, all of which utilize public cloud or colocation facilities that run on 100% renewable energy. We actively engage with our public cloud and colocation facility providers to ensure this footprint is optimal.

Setting Science Aligned Emission Targets

In Q4 2024, we set emission targets aligned to net-zero standards and built the roadmap for achieving these targets by 2030. As part of this, Kyriba commits to reducing absolute Scope 1 and 2 GHG emissions by 42%, from a 2023 base year. In addition, Kyriba commits to reduce its absolute Scope 3 GHG emissions by 25% during this period. In addition, Kyriba commits to achieve Net zero emissions by 2050.

The key levers to drive decarbonization and achieve these targets include:

For Scope 1 & 2 emissions:

- Minimize company cars and move to electric where feasible
- Reduce energy consumption at Kyriba sites – modernizing facilities, optimal leases etc.
- Change energy suppliers of Kyriba offices to renewable where possible
- Optimize workspace footprint where utilization is low

For Scope 3 emissions:

- Improve emissions data quality from key suppliers (goods, services, and travel)

- Electronic waste reduction (prolonging the life of the HW through equipment donation/refurbishment)
- Influence key suppliers to commit to sustainability including setting science aligned emission targets

As we move forward, we continue to prioritize our decarbonization efforts, systematically aligning our efforts to these levers.

Key Initiatives in 2024

Location Strategy

Kyriba is a remote-first company, with employees located throughout the world working from their homes or from one of our leased offices in select regions. This hybrid structure has allowed us to enhance employee flexibility while optimizing our physical footprint and reducing emissions from collective work-related commuting. Additionally, over the past year we have taken strategic steps to modernize our office locations in Singapore, Tokyo, Milan, and San Diego to further improve energy consumption efficiency and enhance employee experience.

Equipment & E-Waste

As a software company, we also strive to minimize our contribution to the global e-waste problem by recycling and repurposing our outdated computer and IT equipment. Since 2019, Kyriba has responsibly disposed of all outdated laptops and technology by working with partners who donate the equipment to schools and nonprofits, thereby diverting e-waste away from landfills. In 2023, we collected and donated 2.23 tons of electronic waste across our offices in Europe and the US. Additionally, in 2024 we introduced a new hardware benefit allowing employees to retain their company-provided laptops once eligible for replacement, currently

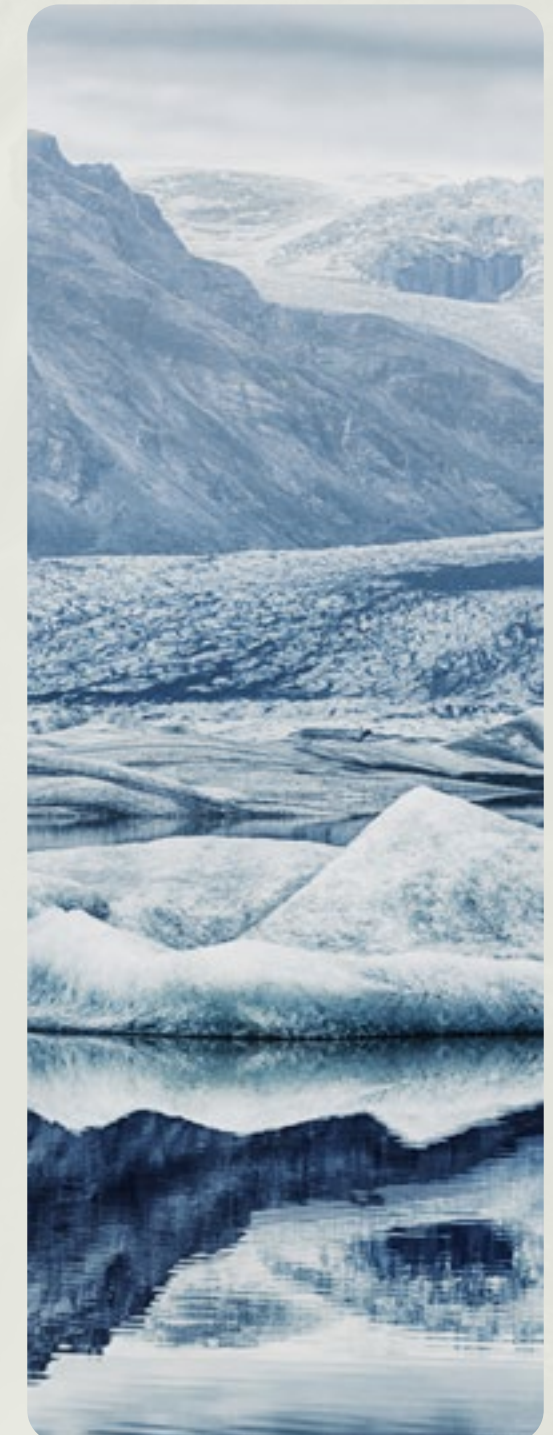
after four-years of use. Through the offering, outdated laptops are wiped clean of all data and provided to employees for personal use at no cost.

Company Cars & Electric Vehicles

In 2024, Kyriba took significant steps in reducing the carbon footprint of its fleet of 20 petrol vehicles for employees in France. Over the past year, we have closed out our existing company car policy and began transitioning participating employees to a new car allowance model designed to further reduce our Scope 1 emissions by roughly 5 tons of CO2e per car each year. Similarly, we introduced a new pilot electric vehicle salary sacrifice scheme for UK employees, intended to make it easier and more cost-effective for them to lease environmentally-friendly vehicles and move closer to decarbonization.

Green Action Kyriba ERG

Established in 2024, our Green Action Kyriba (GAK) ERG unites employees dedicated to creating positive environmental change across our workplace, implementing initiatives that drive awareness and employee engagement to reduce waste, conserve resources, and promote environmental stewardship. Over the past nine months, GAK has spearheaded various virtual and local activities to focus our global team on the urgency of climate change, marine conservation, and low-carbon living. By educating and inspiring coworkers to reduce their footprint and advance sustainability, GAK members serve to underscore the personal impact of environmental action and demonstrate how small choices can have a collective impact.



Philanthropy

Corporate social responsibility has been a hallmark of our Kyriba culture since our inception, founded on a shared commitment to creating a better, more equitable world for each other and within our global communities.

During the past year, we have continued strengthening our social impact programs to drive greater global change through philanthropy and volunteering. Led by our Human Resources function, since 2021 our “**Kyriba Cares**” program has provided employees with opportunities to contribute their time, talent, and resources in support of issues they care about. As part of this program, in 2024 more than 70% of employees were registered on our CSR management platform, Alaya by Benevity, resulting in the successful completion of over 200 “Positive Action Challenges” related to sustainability and Inclusion & Belonging initiatives. Additionally, Kyriba employees continued supporting their communities year-round through local and virtual volunteering opportunities, contributing more than 180 volunteer hours through Alaya and across our global footprint.

Our annual **Year-End Giving Campaign** allows Kyriba employees to double their donations to any nonprofit organization on the Alaya by Benevity platform, ensuring that our collective contributions to the community continue to grow along with our company. Through our 2023 Year-End Giving Campaign which ended in January, 2024, we successfully raised \$18,996 in total charitable donations, including company matches – a 24% increase from the previous year.

Supplier Sustainability

Throughout our history, Kyriba has been committed to doing business with suppliers who conduct themselves with high standards of ethical, environmental, and social responsibility. We support this commitment not only by setting specific environmental requirements for our suppliers, but also by partnering with them to drive continual improvement of ESG metrics.

Procurement Process

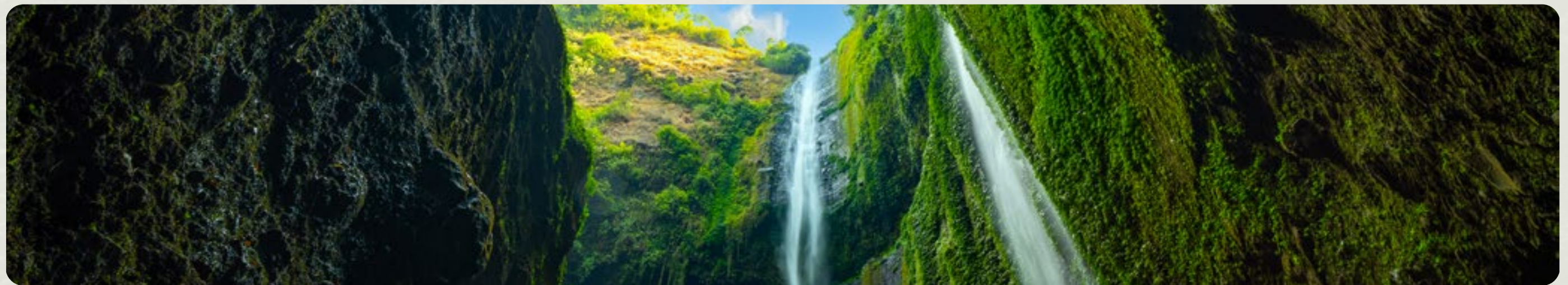
Building on our Supplier Code of Conduct (CoC) established in 2022, in 2024 we refined our Procurement process to further embed ESG considerations into the selection of new suppliers, designed to give precedence to those adopting sustainability standards, using sustainable materials, and assuring carbon footprint transparency. As part of this, we successfully onboarded 418 new ESG-compliant suppliers over the course of 2024. Additionally, beginning in Q4 2024, all new Kyriba suppliers were required to acknowledge and

adhere to our revised Business Partner and Vendor Code of Conduct.

Supplier ESG Questionnaire

Beginning in January, 2025, all current and prospective Kyriba suppliers will be required to complete a targeted ESG questionnaire designed to assess their ESG baselines, identify opportunities for improvement, and establish commitments for progress.

Additionally, we believe that working with a diverse base of suppliers is an essential part of our ability to enable growth and progress in the communities we serve. As such, it is our goal to provide diverse business enterprises (including minority, women-owned, small, sustainable businesses) an equal opportunity to participate in our procurement and sourcing process.





Kyriba for Customers

At Kyriba, collaboration is key to success, and we know that our customers value working with organizations who can help support their own sustainability goals. Over the past year, we've increased our focus and technology investments with solutions aimed at helping our customers build and promote ESG-led working capital programs.

To meet the changing needs of our customers and drive progress on ESG issues, we leverage our unique supplier platform to equip customers with in-depth data, detailed analytics, and advanced working capital capabilities. In 2024 we secured two new global customers for Kyriba's ESG Working Capital product, including one of the UK's largest supermarket chains who leveraged our platform to launch a new supply chain financing program that offers better rates to suppliers with sustainability practices. Similarly, a large corporation in the Middle East is currently implementing Kyriba's Liquidity platform to extend financing incentives to their suppliers with the best ESG ratings.

In 2025, we will further deepen these efforts to integrate ESG considerations into additional Working Capital solutions, including our Receivables Finance and Securitization programs.

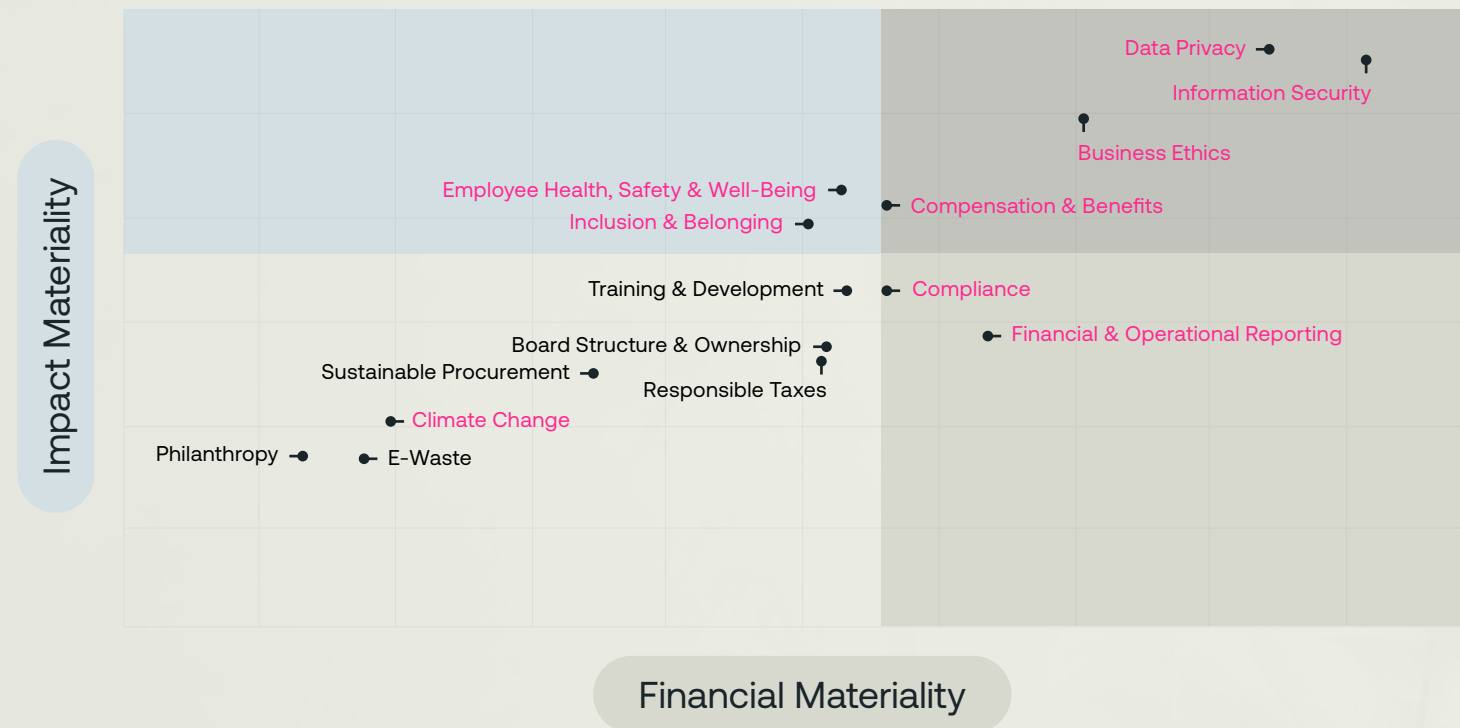
The Way Forward

As we look ahead, we're mindful that advancing our environmental, social and governance goals is a continuous journey of improvement. We're dedicated to making meaningful commitments for positive change — and taking action on them — in pursuit of a better future for all. With this in mind, in 2024 we conducted our first comprehensive Double Materiality Assessment to focus our ESG efforts for 2025 and determine where we can have the greatest impact.

Using a combination of both surveys and interviews, this process gathered insights from key stakeholders including

employees, customers, investors, and suppliers to identify the most significant ESG topics for our business, based on both financial materiality and potential environmental and societal impact. Topics were selected from established frameworks such as the EU Corporate Sustainability Reporting Directive (CSRD), the United Nations Global Compact, and the Global Reporting Initiative (GRI). This dual approach ensures a holistic view of our responsibilities and opportunities within the ESG framework.

We will incorporate these new material topics as we build our future roadmap for 2025 and beyond:



FOCUS AREAS	MATERIAL TOPICS
Environment	<ul style="list-style-type: none"> Climate Change (not a material topic, however, we will continue to disclose as per regulations)
Social	<ul style="list-style-type: none"> Compensation and Benefits Inclusion and Belonging Employee Health, Safety and Wellbeing
Governance	<ul style="list-style-type: none"> Information Security Data Privacy Business Ethics Compliance Financial and Operational Reporting

Together with our employees, customers, and suppliers, we believe we can continually raise the bar for what we can accomplish in support of our industry and our world. We invite you to read more about us, our values, and our ESG efforts on the Kyriba website. [➔](#)

About Kyriba

Kyriba is a global leader in liquidity performance that empowers CFOs, Treasurers and IT leaders to connect, protect, forecast and optimize their liquidity. As a secure and scalable SaaS solution, Kyriba brings intelligence and financial automation that enables companies and banks of all sizes to improve their financial performance and increase operational efficiency. Kyriba's real-time data and AI-empowered tools empower its close to 3,000 customers worldwide to quantify exposures, project cash and liquidity, and take action to protect balance sheets, income statements and cash flows. Kyriba manages more than 3 billion bank transactions and \$15 trillion in payments across multiple banks annually and gives customers complete visibility and actionability, so they can optimize and fully harness liquidity across the enterprise and outperform their business strategy.

