



Environmental Report 2021

Exasol's vision is to be the analytics platform trusted by the world's most ambitious organizations. This ambition is matched by the team in its work to constantly improve performance with regards to environmental, social and governance issues. These are vitally important areas of focus for the business, so much so that Exasol is in the process of committing to the Ten Principles of the United Nations Global Compact. These principles underline the importance of the work we've completed in 2021, not only for Exasol as an individual organization, but for our global society.

Environment strategy

Exasol's purpose is to reduce the negative impact of his business activities on the natural environment. The main environment target therefore is: In line with levels required to meet the goals of the Paris Agreement to limit global warming to 1.5 degrees, Exasol has committed to reducing its emissions by 42% for GHG Protocol Scopes 1 and 2. Furthermore, Exasol has also committed to continuous measurement and monitoring of emissions from scope 3 with a view to reducing these as much as possible.

Exasol's Green Team, led by an Environmental Officer Bianca Eitel, is working on implementing the strategy that will ensure the company meets the target of reducing emissions by 42% by 2030. The Team will take actions to educate all Exasol employees and support green initiatives, as well as review existing practices to identify areas for improvement. This group has the full support of the Exasol management team, with CTO Mathias Golombek operating as Green Team Ambassador.

From a product perspective, Exasol is making efforts to support the clean tech movement by allowing customers to save time and energy costs as a result of making its products more and more efficient, thereby reducing related emissions.

The company's environmental initiatives are centered around the UN's Sustainable Development Goals, especially (SDG) 13 (Climate Action), SDG15 (Life on Land), SDG 12 (Responsible Consumption and Production) and SDG 5 (Gender Equality).

Carbon Footprint Measurement and Offsetting

2021

Driven by its Green Team and supported by management and employees across the company, Exasol officially received certification that it had achieved carbon neutrality for 2020. The certification was officially awarded by Planetly, a technology start-up on a mission to help build a carbon neutral economy and announced publicly in May 2021.



After assessing and measuring direct and energy-related emissions (GHG Protocol Scopes 1 and 2) as well as emissions generated in the value chain by service providers and purchased products and services (Scope 3), Exasol's emissions in 2020 totaled 1319 tCO₂e. The company offset this through supporting three REDD+ projects to the value of 1452 tCO₂e (2019: 1020 tCO₂e)

2022

In H1 2022, Exasol committed to continuously monitor and actively improve its carbon footprint in the long-term. As a result, through the first half of this year the team will work on the measurement of Exasol's carbon footprint for 2021.

Steps taken to reduce Exasol's carbon footprint

Based on the new strategy, an Environmental Management System has been implemented incl. new structures, programs/measures and trainings for all Exasolians. To follow the targets based on strategy the Green Team split into different areas of responsibility across Exasol's global locations.

For more information about Exasol's carbon footprint and carbon neutrality, please see Exasol's [Corporate Carbon Footprint Report 2019](#) and [Corporate Carbon Footprint Report 2020](#).

Procurement

The German offices have committed to buying the majority of stationary products from a sustainable online shop, memo.de. The food and snacks provided in the company HO are now mostly organic products and, where possible, are sourced locally within the region to reduce unnecessary emissions related to growing and transporting goods. The team is working on plans to take a more responsible approach to business travel as the world begins to open up, with all planned initiatives focused on reducing emissions per FTE. Furthermore, the hardware usage duration will be increased and end-of-life management standards assessed.

Green Energy

One of the measures is to optimize our use of energy in our offices around the world and identify local sustainability initiatives that will help employees live more environmentally friendly lives as well as trainings to educate Exasol employees. In addition to this, most of Exasol's offices already run on green electricity (incl. all self-managed servers). The goal is to switch to only renewable energy sources in all offices as soon as possible. Next to that the third-party operated data center from Exasol is completely running on green electricity.

Environmental Policy

Exasol updated its Environmental Policy in May 2021. This current version was shared with all employees so that the entire team is clear on what the company is committing to and the action it is



taking to improve its carbon footprint, reduce the environmental impact of its operations and encourage environmentally conscious behaviors and processes across the company.

Publicizing progress

In June 2021, Exasol began its 'I am Change' program which shines a light on employees who are taking measures in their personal lives to improve their impact on the environment. The first two stories have been shared on the Exasol blog, including this article covering how one employee sold his family car in favor of using bicycles and public transport. Regular contributions will follow throughout the year to inspire others to make changes, however small, in their daily lives. The company has also created a CSR homepage on its website where progress across D&I, environmental and corporate governance initiatives is tracked.