



## Corporate Social Responsibility Report H1/2021

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 the first half of 2021, not only for Exasol as an individual organization, but for our global society.

### Environment

Exasol has established a Green Team that drives environmentally responsible initiatives across the business, from managing carbon reduction projects in all operations, through to finding ways to improve behaviors across the company and reduce its carbon footprint.

The Green Team is setting aggressive targets focused on reducing emissions and waste within Exasol's offices, as well as educating the wider team and raising awareness around the topic of sustainability. 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). This group has the full support of the Exasol management team, with CTO Mathias Golombek operating as Green Team Ambassador and CCO, Deborah Thomas an active team member. Thomas Otto, Exasol's Environmental Officer, leads the team with support from an external consultant.

### Carbon Footprint Measurement and Offsetting

#### 2019

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 2019. 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 2019 totaled 1077 tCO<sub>2</sub>e. The company offset this through supporting three REDD+ projects in Indonesia, Peru and Cambodia, to the value of 1125 tCO<sub>2</sub>e.

## 2020

In H1 2021, 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 work was completed to measure Exasol's carbon footprint for 2020. The final report from Planetly found Exasol's total carbon footprint for 2020 to be 1320 tCO<sub>2</sub>e, which will be offset in H2 2021 through Exasol's commitment to support accredited projects, similar to 2019.

This total was predictably larger than 2019, due to Exasol hiring a significant number of employees as the organization grew post-IPO.

### Steps taken to reduce Exasol's carbon footprint

The Green Team is split into different areas of responsibility across Exasol's global locations. The team is constantly working on new environmentally friendly measures to introduce across the organization and has started with the following steps:

#### Procurement

The German offices have committed to buying the majority of stationary products from a sustainable online shop, [memo.de](https://memo.de).

The food and snacks provided in the company HQ are now 100% 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.

A taskforce is also in place to assess how we can 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 events the team can contribute to. In addition to this, many Exasol offices already run on green electricity as do some of the company's servers.

#### 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.

## Environmental Management System

The development of a comprehensive Environmental Management System (EMS) is in progress and will be an area of focus in H2 2021.

## Social

Exasol's social responsibilities are always at the forefront of thinking across the business. From the work that's done each day to make sure the organization is diverse and inclusive through to the considerations involved in hiring, developing and managing its people, improvements and refinements are constantly being made. The first six months of 2021 has continued to pose new challenges and demand a huge amount of attention as many of the team continue to work remotely and experience upheaval and stress in their personal lives.

## Diversity and Inclusion (D&I)

Throughout H1 2021, Exasol's group of Diversity Champions continued to drive forward initiatives that contribute to making the company inclusive and representative of every member of society.

### D&I training

Training sessions run by external consultants from the [EW Group](#) have continued to take place on a regular basis, meaning that all new starters and existing employees benefit from expert insight and advice with regards to diversity and inclusion. These regular sessions ensure that key messages and positive behaviors are firmly embedded across the team. There is also a dedicated section of Exasol's onboarding training, focused on Diversity and Inclusion, so every Exasol employee will receive the benefits of this education from the start of their time with the company.



## Launch of D&I hub

The team has built a dedicated section on Exasol's intranet that provides a wide range of resources that all employees can access to learn more about Diversity and Inclusion and how each individual can make a positive contribution in this regard, within the workplace.

As part of this knowledge sharing and opportunities for learning and development, the Diversity Champions team has organized TED-talk style voluntary sessions that employees can drop into, covering a wide range of D&I topics, from rethinking privilege and racism to unconscious bias and disability awareness. These sessions will continue on a regular basis throughout the year.

## Human Capital Development

### Global learning and development policy

One of Exasol's core values is that the team is 'always learning' and a huge part of the work done in Human Capital Development is focused on ensuring this is continuously put into practice for all employees.

To manage these initiatives, Exasol's Global Learning and Development Policy was established in January 2021. It is fully focused on making sure that employees are supported in their development in an individual and structured way. As a part of this policy, every employee has a dedicated training budget with 10 days per year set aside for training, fully paid. In addition to methods such as attending events, formal training sessions and job shadowing, all employees have access to a license with Udemy, a global marketplace for learning and instruction. Udemy provides employees with access to materials and training courses covering a huge range of topics, from technical skills directly relevant to the day job through to options to learn more about personal development and wellbeing. Employees also have full access to courses within Exasol's own Exacademy.

### Employee engagement

Monthly Pulse surveys to measure employee engagement are shared with the business to make sure management is constantly taking on feedback from the global team and, most importantly, acting on it to make positive changes across the business. The implementation of the global learning and development policy is a clear example of this. This policy was created following employee feedback and is already making a difference to the team globally.

### Rewards and benefits

A clear procedure was implemented in March 2021 to ensure efficiency and transparency with regards to what, how and when benefits are available to all permanent global employees. This will continue to be monitored and reviewed to ensure that employees are appropriately rewarded and motivated in their roles.



## Recruiting Procedure

As a rapidly growing international company, there needs to be a clear strategic approach to recruitment that is continuously adapted as needs and requirements change. To meet this need, Exasol introduced a comprehensive Recruitment Procedure in February 2021 that outlines the role that HR, managers, Head of Finance and the Executive Board have to play in the process. As part of the procedure, HR holds the recruitment plans for each department and a clear approval structure is in place to ensure Exasol hires people with the right expertise to drive the business forward. As a next step, training for hiring managers is due to be rolled out to help the team conduct better interviews and incorporate Exasol's values into the recruitment process.

## Onboarding/offboarding/transition procedure

To build on an optimized recruitment process, Exasol implemented clear procedures that describe the structures for how employees are introduced to Exasol, how they are assigned a new role within the organization and how they leave the company. Introduced in March 2021, these play an important role in ensuring that any onboarding, offboarding or transition procedures run smoothly across all departments and locations within the organization.

## Succession Planning Process

The HR team created and implemented Exasol's new succession planning process in May 2021. It gives employees and managers an overview of how succession planning is handled and a clear guide to ensure that key positions are replaced efficiently without disrupting any part of the business.

# Corporate Governance & Compliance

Exasol appointed Katharina Kränzle as its independent Compliance and Risk Manager in February 2021 to organize, monitor and maintain the Compliance and Risk Management System and to support the compliance and risk agents with their duties and the alignment with other departments.

## ISO certification

Exasol announced ISO:IEC 27001 (Information Technology – Security Techniques – Information Security Management Systems – Requirements) and ISO 9001 (Quality Management Systems – Requirements) certification in June and August 2021 respectively. This included checks of its Compliance and Risk Management System, to ensure Exasol is operating to the highest industry standards.



## Code of Conduct

The company shared a revised Code of Conduct with employees in May 2021 that describes the basic commitments all Exasol employees are expected to adhere to. This commitment is endorsed by the Management Board and incorporates the company's new values so that everyone within the company can take these into their daily work. The next step in this regard is underway, with the team developing a Code of Conduct designed specifically for suppliers and business partners, that will be finalized and shared in H2 2021.

The team has also incorporated the key commitments from its Code of Conduct into an updated company-wide training program which is being rolled out to strengthen ethical business practices across the organization.

## UN Global Compact

As an international organization, Exasol recognizes its responsibility to commit to supporting global goals that strive to make our world a better place. This is why we've committed to supporting the Ten Principles of the United Nations Global Compact. This incorporates commitments relating to human rights, labor, the environment and anti-corruption which we intend to commit to honoring in our day-to-day operations. Exasol is currently undertaking the application process with a view to confirming its status as a signatory of the report in H2 2021.

## Next steps

Exasol will relaunch its Investor Relations website homepage complete with publicly available content relating to its Governance and Sustainability work. This will provide continued transparency so that stakeholders can see what Exasol's corporate governance structure looks like.

Furthermore, Exasol is updating its Third Party Compliance procedures and checks, in order to make sure that its suppliers follow the high standards that Exasol is committing to, as evidenced by integrating the afore mentioned Code of Conduct for Suppliers and Business Partners to its templates.