pricefx

# ESG report

2025

# Contents



# 1

## Executive summary

As a software company with a relatively small physical and environmental footprint, the concept of "sustainability" might not seem core to our operations. But today, sustainability (also known as ESG or Environmental, Social, and Governance) responsibility is about more than just carbon emissions or energy usage. It's about how companies like ours understand and manage their broader impact on the world: socially, ethically, and environmentally.

At Pricefx, we believe that responsible business practices don't have to be at odds with being innovative and agile. Our approach to ESG is firmly grounded in the core values that define us – our "F-Words":

**Fast, Flexible, Friendly, and Fair.**

These values shape how we work, make decisions, and show up in the world. And rather than reinvent who we are to fit an ESG framework, we're weaving ESG into how we already operate so that it enhances our identity instead of reshaping it.

Just as importantly, our ESG strategy is closely aligned with our overall business strategy. We don't follow trends for the sake of appearances - we focus on what brings real, long-term value to the company and to all our stakeholders. Our goal is to build a resilient, future-ready business model rooted in our values and driven by purpose.

By embedding our values into our ESG strategy, we ensure that our efforts remain authentic, meaningful, and relevant. This allows us to stay true to ourselves while being transparent, resilient, and aligned with the expectations of a changing world. Our ESG journey isn't about ticking boxes. It's about being thoughtful, deliberate, and value-driven in how we grow as a company.

Ronak Sheth, CEO

**We care about our planet, our people, and the future.**

## Strategic Goals

Pricefx's **ESG strategy goals** are to:

**Embed ESG into the core business** to guide long-term, value-driven decision-making.

**Reduce environmental impact** by improving data and transparency on emissions, and progressively lowering the carbon footprint of our offices, travel, home working and cloud infrastructure.

**Strengthen people-related policies and culture** through diversity, inclusion, and well-being initiatives, formal HR and human-rights policies, and training that supports a safe, inclusive and resilient workforce.

**Reinforce governance, compliance and supply-chain standards** via a clear ESG governance structure, integration of ESG into risk management and planning, ethics/compliance training, and enhanced supplier sustainability screening and due diligence.

## Material ESG topics

Pricefx's material ESG topics focus on areas where the company has the most meaningful impacts and risks:

**Climate and resource efficiency** – greenhouse gas emissions from business travel, office energy, home office, and cloud hosting; energy efficiency; digitalization and waste reduction.

**People and culture** – diversity, equity, and inclusion, employee well-being, health and safety, fair working conditions and human rights across Pricefx's workforce.

**Ethics, governance and data responsibility** – ethical business conduct, anti-corruption and compliance, data privacy and security, transparent reporting and speak-up mechanisms.

**Responsible supply chain** – working with suppliers who follow responsible environmental and labor practices and strengthening supply-chain due diligence and supplier codes of conduct.

# 2

## Introduction


## About Pricefx

Pricefx is a global AI-powered Enterprise Pricing Intelligence Platform, recognized by G2 as an Enterprise Pricing Leader for 11 consecutive quarters and by dozens of industry awards, including the prestigious SAP Pinnacle Award.

Our platform delivers fast time-to-value, with many customers going live in about six to seven months. The platform offers one of the most advanced and productized AI pricing stacks on the market, including multi-agent optimization, negotiation guidance, win-rate optimization, and a GenAI Copilot.

As the only SAP-endorsed, BTP-certified pricing solution, Pricefx provides deep, proven integrations with SAP and over 200 other ERP, CRM, and e-commerce systems. It has sustained strong business growth and now serves a blue-chip global customer base across industries such as automotive, chemicals, manufacturing, and distribution.

Pricefx does not currently fall within the scope of mandatory ESG reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD) or other applicable laws or regulations. Nevertheless, Pricefx acknowledges the growing importance of sustainability transparency and material ESG factors for its stakeholders. Pricefx is therefore committed to voluntarily disclosing relevant information on its environmental, social, and governance practices and to continuously enhancing its approach in line with evolving EU sustainability standards.

## The Purpose

The purpose of this ESG Report is to provide transparency on our progress and challenges across the environmental, social and governance dimensions of our business. It highlights how Pricefx integrates sustainability principles into its strategy, operations and stakeholder engagement, while also aligning with evolving regulatory requirements and market expectations.

This Report also refers to the Voluntary Sustainability Reporting Standards for Small and Medium-Sized Enterprises (VSME), which we use as an agile and scalable framework to support the integration of ESG into our business and to maintain strategic compatibility with potential future CSRD/ESRS alignment, especially through Disclosures on Material Aspects (DMA) and “if applicable” principles. A short overview of the VSME, including the key areas it covers and how it informs the structure of this Report, is provided in the Appendix to give readers a clear understanding of how the framework supports consistent and comparable sustainability reporting.

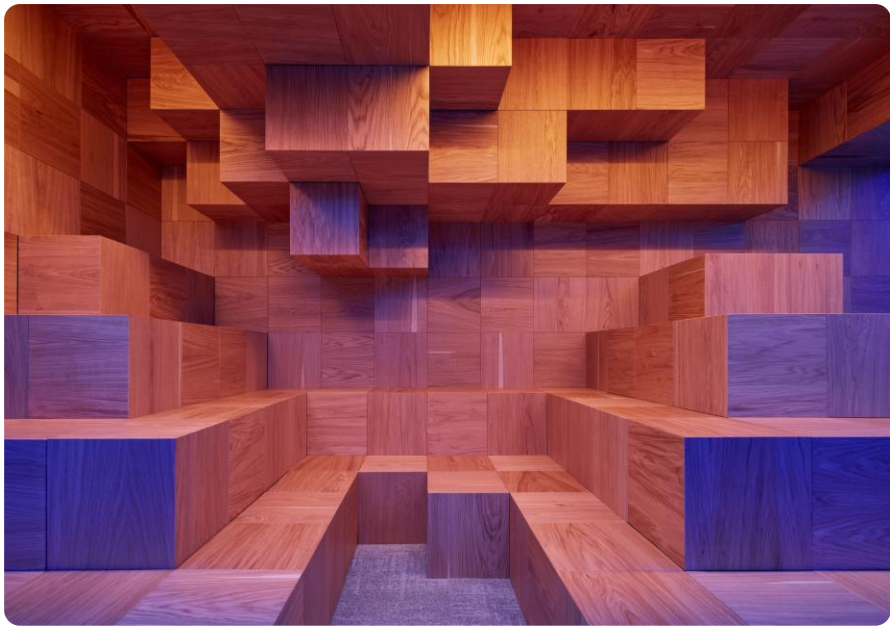
By reporting on an annual basis, we aim to give our stakeholders timely insights into the group’s ESG performance, supporting accountability and informed decision-making.

## Why ESG Matters at Pricefx

In today's complex global environment, Environmental, Social, and Governance (ESG) responsibility is no longer a peripheral concern. It represents a core element of sustainable business leadership, touching everything from ethical governance and social inclusion to environmental awareness and long-term stakeholder value. For Pricefx, ESG is not an external obligation - it is a natural extension of who we are and how we operate.

We believe that responsible business practices can go hand in hand with agility and innovation. That’s why our ESG journey is shaped by the values that have always guided us, our “F-Words”: Fast, Flexible, Friendly, and Fair.

These principles influence not only how we deliver value to customers, but also how we collaborate internally, support our communities, and navigate the challenges of a changing world.



## From Compliance to Strategic ESG Integration

Originally, our ESG reporting strategy was shaped in anticipation of the EU Corporate Sustainability Reporting Directive (CSRD) and the accompanying European Sustainability Reporting Standards (ESRS).

These frameworks promote transparency by requiring companies to report both on how sustainability issues influence business performance (outside-in) and how their operations impact the environment and society (inside-out). At the time, we anticipated that Pricefx would fall within the CSRD scope.

However, updates brought by the EU Omnibus Directive and the shifting regulatory timeline clarified that Pricefx is unlikely to be subject to CSRD compliance in the short - or potentially even long - term. Rather than delaying progress, this insight prompted us to reassess our approach.

## An Agile, Value-Driven ESG Framework

To deliver on ESG goals, Pricefx has chosen to move forward with intention and independence by adopting the VSME as the primary framework for its ESG strategy. This agile and scalable standard supports the integration of ESG into our core business model while maintaining strategic compatibility with potential future CSRD/ESRS alignment.

Pricefx's ESG strategy is structured around three implementation priorities: customer alignment, mapping our environmental, social, and governance performance to EcoVadis scoring; global relevance over regulatory dependency, leveraging globally recognized voluntary frameworks; and ESG embedded in the business model, strengthening our core operations and decision-making.


## Scope, Stakeholder Engagement & Materiality

This report covers our ESG activities and policies across global Pricefx operations as of

**1 January 2025 to 31 December 2025**

and has been prepared for the Pricefx Group. All information, data, and indicators presented in this report are consolidated at the group level, reflecting the collective performance and impact of all entities within the Pricefx Group.

In defining our priorities, we engaged with a range of stakeholders, including employees, clients, investors, and partners, to understand the issues that matter most to them and to us. This materiality lens has guided our disclosures, helping us focus on the areas where we can create the most impact.

## Looking Ahead

By choosing purpose over pressure, we are building an ESG foundation that is resilient, adaptable, and aligned with our identity. Our goal is not just to meet evolving expectations but to lead responsibly, while remaining agile in the face of global regulatory shifts. ESG at Pricefx is not a box-checking exercise; it's a strategic commitment to ethical, inclusive, and sustainable growth.

In the following chapters, we share the next steps in our ESG evolution, including:

- Our ESG governance and oversight structures
- Our strategy and core ESG pillars aligned with our values
- Our social and environmental impact highlights
- Our stakeholder engagement and materiality assessment

We remain committed to advancing a future that is inclusive, transparent, and sustainable for our people, our customers, and the world we all share.

# 3

## ESG Governance

At Pricefx, ESG is governed through a cross-functional framework that embeds sustainability, ethics, and transparency into our core decision-making and operations. The governance structure ensures that ESG is not treated as a standalone function but is fully integrated across departments, leadership levels, and business activities.

Oversight begins with the Supervisory Board, which provides strategic guidance and approves ESG disclosures, while the executive team - led by the CEO - drives accountability and ensures ESG principles are reflected in our overall business strategy. Department heads are responsible for embedding ESG objectives into their functional areas, ensuring that sustainability and ethical conduct are prioritized in every aspect of our operations.

The ESG Working Group plays a central coordinating role, bringing together representatives from key functions such as Legal, Finance, People & Culture, Engineering, Marketing, Office Management, and Data. This cross-departmental team collaborates on implementation, data collection, materiality assessments, and alignment with applicable standards and frameworks. Although the formal group structure has evolved, members continue to contribute ESG insights and data on an as-needed basis, reinforcing a culture of shared ownership and operational integration.

Pricefx's ESG governance is further supported by a clear policy framework, including a company-wide Code of Conduct, which outlines our commitments to ethics, anti-corruption, compliance, and responsible business practices. The Legal, Risk, & Compliance function ensures alignment with regulatory requirements and supports the continuous development of ESG-related protocols and policies.

Through this integrated governance model, ESG is embedded into the fabric of our organization - reflecting our values and enabling us to act with purpose, transparency, and resilience.

# 4

## Environmental Responsibility

Pricefx's environmental strategy is aligned with the principles of the CSRD and the Greenhouse Gas (GHG) Protocol. The company applies a structured, evidence-based approach to identify, measure, and reduce greenhouse gas emissions across all relevant activities - including office operations, business travel, home working, and IT infrastructure.

Our methodology emphasizes consistency, transparency and proportionality, ensuring that disclosures remain accurate and auditable while reflecting the operational realities of a global cloud-based pricing technology company. Environmental performance indicators are being embedded into governance, risk management and stakeholder engagement processes to drive continuous improvement and support long-term value creation.

# Business travel

We actively minimize emissions from business travel by prioritizing online meetings and virtual collaboration tools over physical travel. When travel is unavoidable, we encourage the use of lower-emission transport options.

To ensure a consistent and reliable assessment, Pricefx applies a spend-based methodology that converts total travel expenditure into equivalent carbon emissions using standardized emission factors. This approach is particularly suitable where detailed travel itineraries are not available, allowing for comparability across subsidiaries and reporting periods. By combining reduced travel demand with robust measurement practices, we ensure transparency and accountability in managing travel-related emissions.

## Key Actions and Commitments

- Implementation of enhanced travel policies prioritizing virtual collaboration and remote meetings.
- Transition to lower-emission transport modes such as rail where operationally feasible.
- Collaboration with approved travel vendors offering carbon offset and sustainability certification programs.

# Office Energy Consumption

## Energy Efficiency and Sustainable Operations

Pricefx is committed to reducing its environmental footprint through the adoption of energy-efficient technologies and responsible operational practices. The company deploys energy-efficient lighting systems and smart HVAC solutions across its office locations to optimize energy consumption and reduce emissions.

Pricefx does not own physical properties, and its environmental footprint from facilities is limited to energy use within rented office spaces. Our U.S. office is located in a building that has achieved both WELL Platinum and LEED Gold certifications, reinforcing the sustainability performance of the workspace we occupy. These certifications reflect best-in-class achievements in wellness, energy efficiency, and sustainable building operations. WELL Platinum represents the highest level of commitment to occupant health and well-being, while LEED Gold demonstrates strong alignment with environmental and energy-efficient design principles. Together, they support reduced operational impacts from our office activities.

Facility managers and landlords continue to collaborate closely with us to ensure building operations support our energy-efficiency objectives and remain aligned with our broader ESG commitments.

Employee engagement campaigns further promote responsible energy use, encouraging behaviours such as turning off lights, computers, and equipment when not in use, and raising awareness of the broader sustainability impacts of daily actions.

Electricity consumption within Pricefx's offices constitutes part of the company's Scope 2 footprint. Emissions are calculated using the location-based method, applying verified metered energy data where available and estimated values where current-year data is pending.

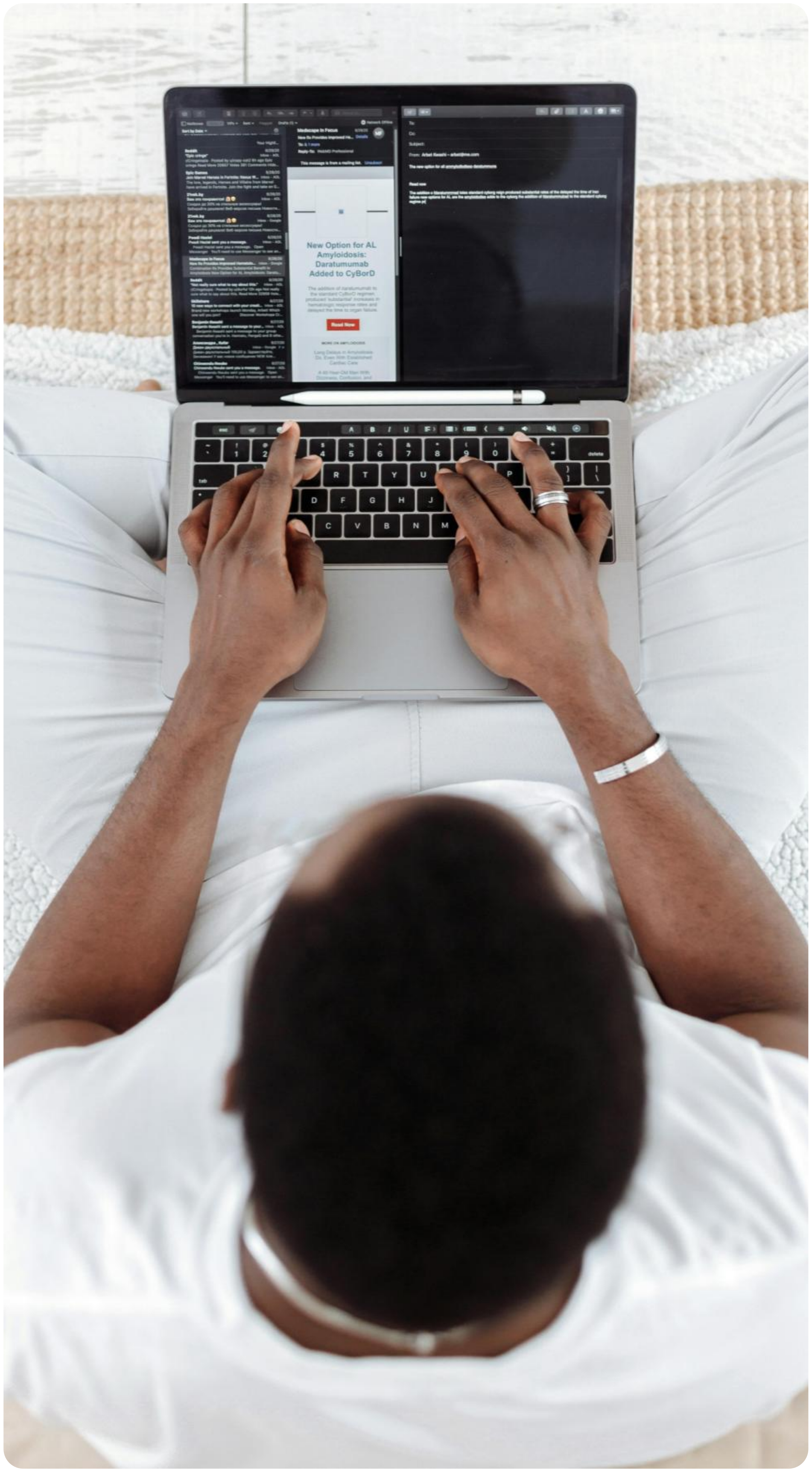
This dual approach allows the company to balance data integrity with operational continuity, ensuring that both verified and estimated inputs are clearly disclosed.

## Digital Transformation and Paper Reduction

To minimize paper usage and waste, Pricefx is progressively digitizing its processes and documentation, except where physical copies are legally required. The adoption of secure electronic signature solutions has streamlined document signing and approval workflows, eliminating the need for printing and physical storage. This initiative contributes to a more sustainable, efficient, and paper-free office environment.

## Monitoring and Transparency

Energy performance is reviewed annually, and disclosures are updated once verified metered data becomes available. This process supports continuous improvement and transparency in line with ESRS E1 – Climate Change reporting standards.



# Home Office Operations

With hybrid and remote work embedded in Pricefx's operations since our founding, the company has developed a standardized approach to assess home-office emissions. The methodology combines HR data (number of employees and working days) with region-specific energy consumption estimates for typical home-office setups. This estimation ensures completeness and proportionality in line with CSRD requirements, while acknowledging inherent data limitations in remote work monitoring.

## BYOD Policy & IT Assets

With a Bring Your Own Device (BYOD) policy and a limited number of company-owned laptops, our direct hardware footprint is minimal. We nevertheless apply responsible procurement and lifecycle management practices for the devices we do own, ensuring proper recycling and disposal.

### Key Actions

- Promotion of energy-efficient home office practices, including renewable electricity sourcing and responsible heating and cooling.
- Development of guidelines and awareness programs to foster sustainable behaviour among remote employees.
- Encouragement of low-energy IT equipment and LED lighting for all home-based setups.

# Cloud Efficiency and Sustainable Computing

## Cloud Services & Energy Use

Our operations are fully supported by cloud-based infrastructure. Acknowledging the substantial energy needs of data centers, we set heightened expectations for our cloud providers to show clear commitments to renewable energy use, energy-efficient operations, and transparent disclosure of their emissions. In doing so, we seek to manage our indirect (Scope 3) emissions responsibly.

Pricefx leverages cloud computing to eliminate the need for physical on-site servers and traditional, energy-intensive data centers. Cloud platforms allow resources to scale with real-time demand, reducing inefficiencies, limiting energy waste, and lowering overall electricity use and carbon impact. By utilizing virtualization and consolidating workloads, the company enhances server performance while reducing the physical footprint and energy requirements typically associated with data-processing infrastructure.

### Strategic Actions

- Reduction of reliance on non-transparent bare-metal hosting providers.
- Preference for data center regions powered by renewable or carbon-free energy sources.
- Implementation of cloud-based scalability to optimize energy use during low-demand periods.
- Continuous engagement with infrastructure partners to strengthen emissions reporting and disclosure standards.

This strategy supports alignment with industry's best practices and reinforces Pricefx's transition toward carbon-responsible and resource-efficient digital operations.

We select cloud partners that demonstrate strong environmental accountability and transparency, placing priority on providers that integrate sustainability throughout their operations, including data centers powered by hydroelectric and wind energy, as well as advanced water-cooling systems that reduce dependence on energy-intensive air conditioning. These technological advancements decrease energy consumption, contribute to grid decarbonization, and extend server hardware lifecycles through robust reuse and refurbishment practices that help avoid emissions from manufacturing new components.

# 5

## Social Responsibility

At Pricefx, social responsibility is not just a value - it is a way of doing business. We strive to create a workplace and community environment where diversity, fairness, and inclusion thrive, where employees feel safe and supported, and where our impact extends positively beyond our company into society at large.

Our **Code of Conduct** commits Pricefx to equal opportunity, dignity, and respect, and a workplace free from discrimination and harassment; it applies to employees and non-employees (contractors, consultants, advisors) and extends to interactions with customers, partners, suppliers, and other third parties at all times and locations, including online conduct. It establishes definitions of discrimination and harassment, a non-retaliation promise, and clear reporting channels (manager, People team, Legal, Risk & Compliance, and **EthicsPoint**).

**Diversity, Equity, and Inclusion are integral to our culture and embedded in our Code of Conduct. We are committed to treating each other with dignity and respect, opposing discrimination and harassment, and ensuring equitable opportunities for all.**

# Diversity, Equity, and Inclusion

## Our DEI Purpose, Vision, and Mission

Purpose: To foster an inclusive culture that strengthens our teams, drives innovation, and inspires others.
Vision: To mirror the diversity of our clients and communities, ensuring every employee feels included and empowered to succeed.
Mission: To nurture a diverse, inclusive workforce that strengthens our culture, enhances collaboration, and drives superior service and stakeholder satisfaction.

## Key DEI Initiatives

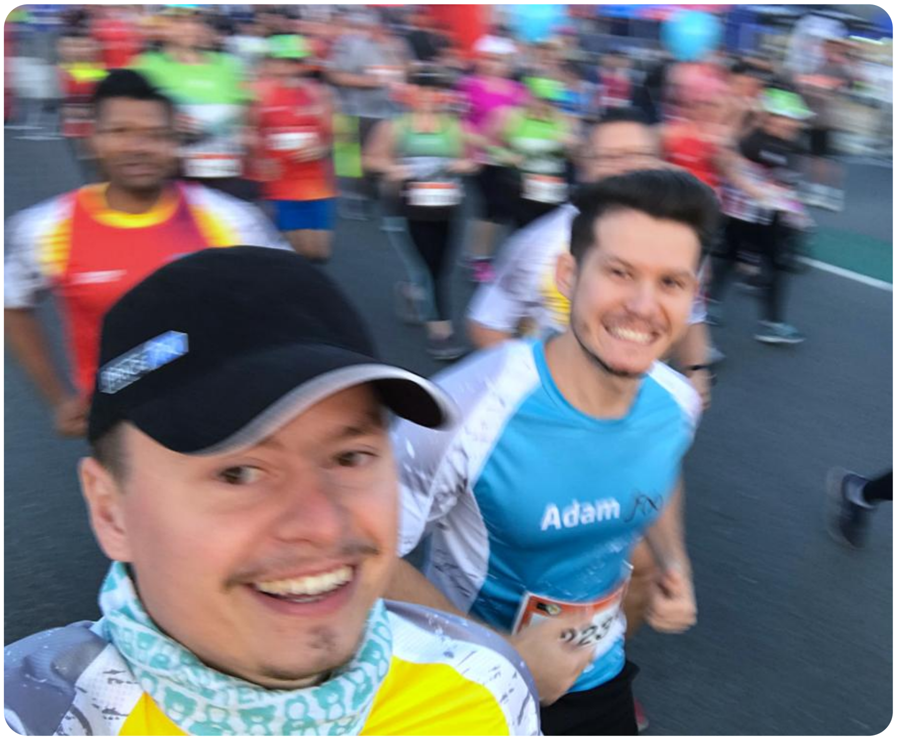
- Mandatory DEI training for all employees, with a target of 80% participation.
- Monitoring through LutherOne Diversity Index, aiming for 80+ points.
- Active membership in the Pride Business Forum, supporting LGBTQ+ equality in the Czech Republic.
- Inclusive recruitment processes with global reach via 40+ job boards, alternative hiring sources.
- Internal focus groups, company meet-ups, and charity events that strengthen inclusion.

# Employee Well-being, Engagement, and Learning & Development

Employee well-being is a top priority at Pricefx. We provide a safe and inclusive work environment that supports both physical and psychological health.

## Key initiatives

- Flexible work arrangements supporting work-life balance.
- Well-being programs encouraging physical activity, such as our global STRAVA club, where employee participation directly contributes to charitable donations.
- Opportunities for continuous learning, including co-creating our company values and engaging in skill development programs.
- Access to digital healthcare through our virtual hospital service (uLékaře.cz), which provides convenient and confidential online medical consultations, personalized prevention advice, and, in certain locations, access to medical appointments, helping employees and their families maintain a healthy work-life balance.
- A Sabbatical Leave Program for eligible long-tenured employees, offering one to three months of continuous, partially paid leave to rest, recharge, and pursue personal or professional growth, reinforcing our commitment to preventing burnout and supporting long-term well-being.




## Community Engagement and Social Impact Initiatives

Pricefx is deeply committed to making a positive difference in the communities where we operate. We encourage employees to engage in volunteerism and support social causes through multiple programs:

**CSR Days**: Employees receive two additional paid days annually to volunteer for a non-profit of their choice. Activities may include environmental conservation, food drives, educational programs, elderly care, disaster relief, or animal welfare.

**Corporate Volunteering**: Participation in charity runs, community clean-ups, and cultural events.

**STRAVA Charity Challenge**: Kilometres walked, run, or cycled by employees are converted into donations to support charities.

These initiatives embody our belief that “bit by bit, we can make a meaningful change.”

## Human Rights and Labor Practices Across the Value Chain

Pricefx upholds the highest standards of fair labor practices and human rights in every aspect of our value chain. We stand firmly against any form of forced labor, discrimination, or unfair treatment and ensure compliance with international standards, local labor laws, and upcoming EU regulations, including the Pay Transparency Directive.

Pricefx safeguards human rights and fair labor practices through its Code of Conduct that is extended to non-employees and, through the Supplier Code of Conduct, to our supply chain.

## Health and Safety (Physical and Psychological)

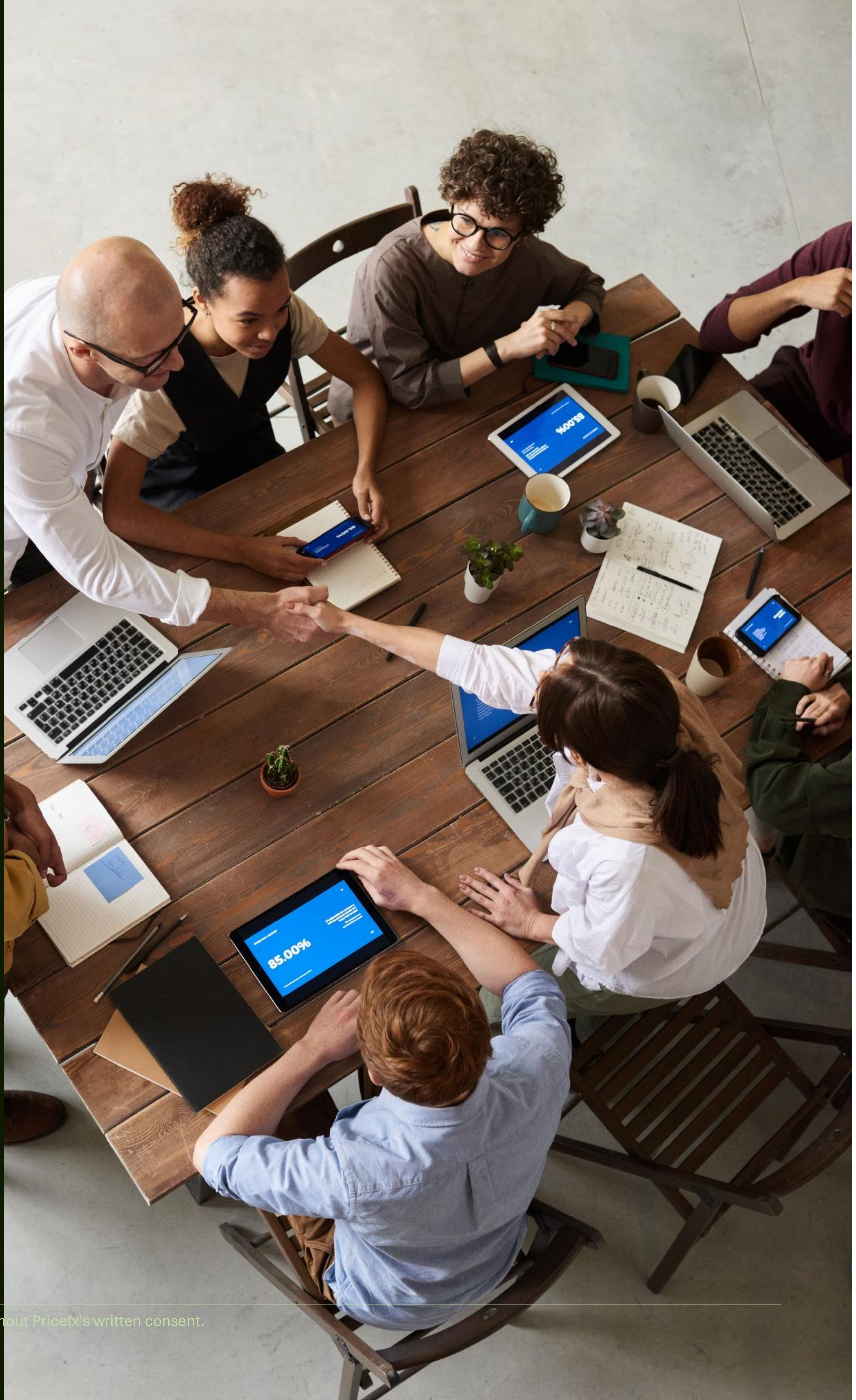
We are committed to safeguarding the health and safety of our employees through:

- Maintaining safe physical workspaces.
- Promoting psychological safety through respectful communication, inclusion, and anti-harassment policies.
- Supporting well-being through balance, flexibility, and access to resources.

During the reported period, Pricefx recorded no workplace incidents or occupational injuries. This outcome underscores the company’s ongoing commitment to providing a safe, transparent, and ethical working environment for all employees.

# 6

## Governance



## Transparency and Accountability Mechanisms

Pricefx's ESG governance is built on a clear structure where the Supervisory Board and Audit Committee oversee ESG strategy and disclosures, and the CEO with their direct reports are accountable for integrating ESG into business decisions. A cross-functional ESG Working Group, coordinated by Legal, Risk & Compliance and supported by an external advisor, implements initiatives, manages ESG data, and reviews it for accuracy before reporting. Transparency is provided through a consolidated ESG report that explains priorities, methodologies, and key metrics, along with regular ESG updates to executive management and the Supervisory Board. Accountability is further reinforced by a Code of Conduct, CSR and whistleblowing policies, and dedicated reporting channels (e.g. Trust and Responsibility Center, **EthicsPoint**) that enable confidential escalation and remediation of ESG-related concerns.

## Data Privacy and Security

Pricefx highlights data privacy and cybersecurity as key governance topics alongside transparency, regulatory compliance, and responsible supply chain management.

These commitments are operationalized through formal policies and controls (such as access-management rules for internal IT systems), which define how access is granted, monitored, and updated to protect systems and data across the organization.


## Board Diversity and Executive Remuneration

Pricefx is committed to fostering board diversity, ensuring representation across gender, experience, and backgrounds to strengthen decision-making. Executive remuneration is structured to align with long-term shareholder value. Transparent disclosure of governance practices reinforces accountability and stakeholder trust.

## Compliance with National and International Laws and Regulations

In all aspects of its operations, Pricefx prioritizes compliance with applicable national and international environmental, social, and governance laws, regulations, and standards in all countries in which it operates. Pricefx also promotes adopting complementary international rules and guidelines such as those established by the OECD and International Labor Organization (ILO) agreements, wherever there is not a sufficient or appropriate legal framework.

Pricefx recognizes the importance of upholding these principles and continuously strives to meet and exceed them. To further support this commitment, Pricefx provides a dedicated **Trust and Responsibility Center**, which serves as a central platform for employees, partners, and stakeholders to access resources, raise concerns, and report potential compliance, ethical, or ESG-related issues confidentially and responsibly. The Center reinforces Pricefx's culture of integrity, accountability, and transparency across all levels of its operations.

## Procurement and Responsible Supply Chain Management

Pricefx is focused on working with suppliers who share similar sustainability values and follow responsible environmental practices, including green packaging, eco-friendly materials, and ethical sourcing.

Human rights and labor standards are reinforced through dedicated policies and statements (such as the Child labor Compliance Statement), which apply not only to Pricefx's own operations but also to our suppliers and business partners.

The ESG strategy explicitly highlights supply chain due diligence as a governance priority, aiming to promote fair and ethical labor practices and protect human rights across the value chain through stronger screening and collaboration with responsible suppliers.

As part of its ESG roadmap, Pricefx plans to further enhance supplier due diligence and integrate sustainability criteria more systematically into supply chain management to meet and exceed stakeholder expectations and international sustainability standards.


# Customer and Partner Responsibility

As a technology provider, Pricefx recognizes its responsibility to ensure that our products and partnerships are secure, ethical, and transparent. We therefore expect customers and partners to uphold comparable standards on data protection, fair competition, and responsible use of technology, and we embed these expectations into our contracts and ongoing collaboration.

We are committed to:

- Upholding high standards of integrity and ethical conduct in all our activities.
- Protecting data privacy and implementing strong cybersecurity measures.
- Respecting intellectual property rights and supporting fair, transparent competition.
- Building reliable, trust-based relationships with clients, partners, and stakeholders.
- Acting with transparency, responsibility, and accountability in our decision-making.
- Continuously improving our practices to meet evolving expectations and requirements.

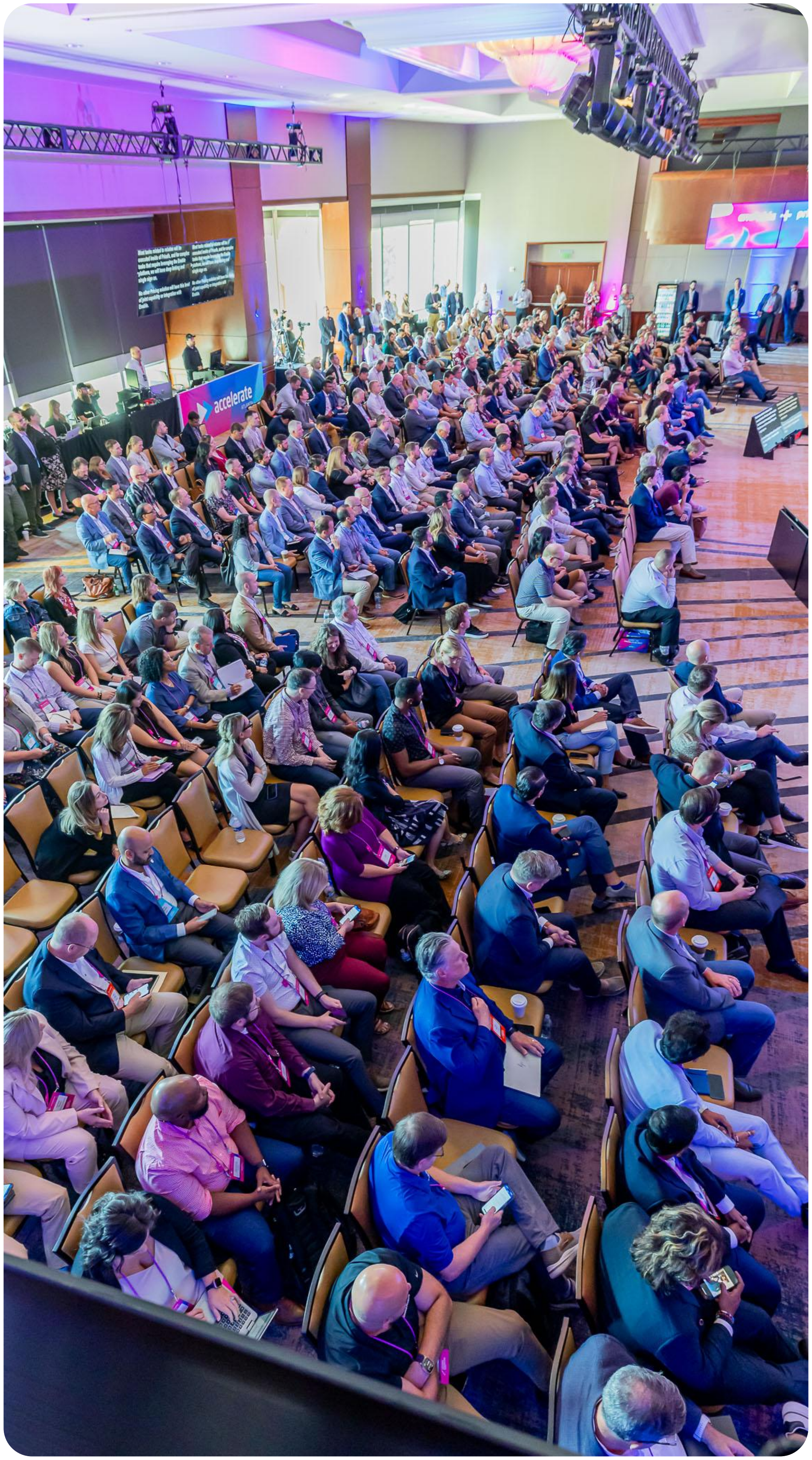
## Corporate Governance

Pricefx strives to maintain corporate governance practices based on ethics, business transparency, and diversity. We respect the rules of the free market and fair competition and reject any illegal or fraudulent practice. By fostering trust and accountability, we strengthen our reputation and build enduring relationships with stakeholders across all levels of society.

## Training and Education

By empowering employees through education on sustainable practices, Pricefx inspires lasting environmentally responsible behaviours - both in the workplace and in their personal lives. Through cultivating a strong culture of sustainability, Pricefx drives collective impact that reaches well beyond its organizational boundaries.

Recognizing that corporate social responsibility is a continuous journey, Pricefx remains firmly committed to advancing and refining its sustainability initiatives over time. In doing so, we seek to position ourselves as a catalyst for broader societal change, encouraging partners and communities to join in building a more resilient future.



# 7

## ESG Strategy and Roadmap

## Alignment with Global Frameworks

As part of our long-term sustainability reporting approach, we are undertaking a structured assessment of how our practices align with internationally recognized frameworks, including the UN Sustainable Development Goals (SDGs) and the UN Global Compact (UNGC). This evaluation also considers the disclosure requirements under IFRS S1 and S2, with the objective of ensuring that our reporting remains consistent, comparable, and decision-useful over time.

## Environmental Responsibility

The environmental strategy follows CSRD and GHG Protocol principles, using a structured approach to measure and reduce emissions from offices, business travel, home office, and IT/cloud infrastructure.

For business travel (Scope 3), Pricefx uses a spend-based methodology and is tightening travel policies, promoting virtual meetings and lower-emission transport modes, and working with more sustainable travel providers.

For office energy (Scope 2), emissions are calculated using location-based factors, relying primarily on verified metered data and, where current data are not yet available, on clearly identified estimates, and are supported by energy-efficient offices (lighting, HVAC) and active landlord engagement.

For home office (Scope 3), emissions are estimated using HR data and country-specific energy assumptions, plus guidance for employees on energy-efficient remote work.

For cloud hosting (Scope 3), Pricefx prioritizes providers with strong sustainability practices, uses cloud-scaling to reduce energy waste, and prefers data-center regions powered by renewable or low-carbon energy.

# ESG Priorities

At Pricefx we proudly live by our core values represented by our F-Words: **Fast, Flexible, Friendly and Fair**. These form the foundation of everything we do. These guiding principles continue to shape our identity and actions, reflecting who we are as a company and what we stand for. We are intentionally embedding these values into our ESG strategy to ensure that our commitment to sustainability and social responsibility is fully aligned with who we are. This approach allows us to stay true to ourselves while making a positive impact on the world around us.

**FAST**

Outstanding results at a rapid pace without sacrificing quality

Agile Sustainability Integration Adopt ESG principles and values and remain ahead of the curve in the ESG area.

ESG Reporting
Build humble, tech-enabled reporting systems for accurate, real-time ESG performance tracking and data-driven decision-making.

Market Responsiveness
Swiftly adapt products and services to evolving sustainability expectations (e.g., data practices).

**FLEXIBLE**

Empowering creativity and innovation to increase company and customer value

Stakeholder Responsiveness
Adapt to diverse stakeholder needs with flexible work models and inclusion policies.

Flexible Work
Support hybrid work, flexible work arrangements (incl. part-time roles) to promote work-life balance.

Scenario Planning for Climate Risks
Build resilience into operational planning and supply chains to manage environmental disruptions.

**FRIENDLY**

Creating a respectful and positive environment for people and the planet

Employee Well-being
Foster a workplace that is welcoming, supportive, and mentally healthy. Promote diverse career paths accessibility needs to foster a resilient and empowered workforce.

Community Impact
Invest in local communities, volunteer programs, and partnerships to create social shared value.

Environmental Care
Respect the plants and minimize negative impact and be "friendly" - reduce carbon footprint, embrace circular practices, and protect biodiversity.

**FAIR**

Upholding integrity and honesty in all interactions

Just culture and workplace equity
Ensure fair wages, equal opportunities, and a zero-tolerance approach to discrimination.

Transparent Governance
Uphold ethical business practices, fair procurement, transparency, compliance and anti-corruption policies.

Supply Chain Due Diligence
Promote fair and ethical labor practices and protect human rights across the value chain through due diligence and partnership with responsible suppliers.

By anchoring our ESG strategy in our core values, we ensure our sustainability journey is both authentic and impactful. This approach allows us to lead with purpose - delivering value to our stakeholders while shaping a better future.

# 8

## ESG Highlights and Performance

# Key Metrics Overview

## Energy Consumption

At Pricefx, our energy consumption profile is driven primarily by the cloud-based infrastructure that runs our pricing platform, which we continually monitor and optimize to improve energy efficiency.

Given that our limited **bare-metal** footprint lacks a comprehensive energy-metering dashboard and that the vast majority of customer workloads run in hyperscale **cloud** environments, the remaining on-premise energy use is considered non-material for our reporting.

**SCOPE 2**

| | |
|---|---|
| Office Energy | 38.4 tCO2 |

**SCOPE 3**

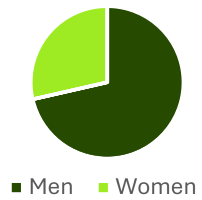
| | |
|---|---|
| Hosting providers | 244.9 tCO2 MBM<br>514.7 tCO2 LBM |
| Business Travel | 688.9 tCO2 |
| Home Office | 75.8 tCO2 |

## Gender Diversity

We are committed to supporting equal opportunities for all genders* across all levels of Pricefx. Gender diversity remains an important focus area, and we strive to foster a balanced and inclusive workplace. Beyond gender, we also embrace national diversity, bringing together colleagues representing more than 30 nationalities across our global offices and remote teams. This international mix enriches our culture, broadens perspectives, and helps us better understand and serve our worldwide customer base. The actual representation ratios are presented in the charts below, providing a transparent view of our current status.

**Gender Composition (All Employees)**


**Gender Composition (Management)**




* Based on voluntary self-identification, no current employees identify as non-binary.

## Nationality

| | | | | | |
|---|---|---|---|---|---|
| American | Australian | Austrian | Brazil | British | Colombian |
| Croatian | Czech | Finnish | French | German | Hungarian |
| Indian | Italian | Lithuanian | Mexican | New | Nigerian |
| Norwegian | Polish | Romanian | Russian | Zealand | South |
| Spanish | Sri Lankan | Swedish | Swiss | Slovak | African |
| Ukrainian | Vietnam | | | Tunisian | Turkish |

# 70 %

## Employees Engagement Overview

Employees in the Engagement Overview segment express strong satisfaction with workplace conditions, facilities, and the autonomy they enjoy in decision-making. They also highlight the company's commitment to fair treatment, which reinforces a positive and inclusive work environment.

# 87.5

## Diversity Index

A diversity index of 87.5 indicates strong organizational performance, placing Pricefx well above typical industry benchmarks for perceived fairness, inclusion, and non-discrimination.

# 75

## Climate at Pricefx

## Climate at Pricefx

The following statements related to culture of openness, innovation and trust had the most significant impact on the Climate during the quarter:

"Ways of working and processes in our company enable us to flexibly respond to any developments."

"The members of the management act consistently among themselves, their decisions are in line."

"The company takes care of its employees."

"Our company seeks for different ways to connect people and help them to get to know each other in an informal way."

# ESG Risk Assessments / Compliance Ratings

Pricefx has established strong foundational practices across Environmental, Social, and Governance (ESG), and it participates in independent compliance ratings that enhance credibility in customer due diligence. The company maintains an active EcoVadis profile and has completed an assessment, supporting transparent, evidence-based benchmarking with enterprise buyers.

The latest stated EcoVadis score of 52/100 provides a clear baseline that reflects early progress while signalling focused opportunities for improvement. Pricefx has documented an improvement plan targeting roughly 75/100 by end-2026, prioritizing uplift in the Environment theme through formalized policies, measurable actions, and enhanced reporting-an approach that aligns well with buyer expectations.

As a cloud-native pricing platform provider with a relatively low direct environmental footprint, the company's most meaningful gains will come from Scope 2 and Scope 3 levers and workforce programs, while performance in Labor & Human Rights often carries heightened weight in peer assessments-both areas where Pricefx is actively investing.

Strong governance and security practices, including SOC 1/2 and ISO 27001 controls and routinely reviewed internal policies, further reinforce trust and complement ESG progress in audits and RFPs.

For stakeholders who require verification, Pricefx shares its EcoVadis rating via the EcoVadis platform, ensuring controlled, up-to-date access during procurement and renewals.

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## Conclusion

At Pricefx, we recognize that Environmental, Social, and Governance (ESG) responsibility is not optional - it is essential to the long-term health of our business, our communities, and the planet. ESG is deeply embedded in how we operate, make decisions, and define success. By working together with our employees, clients, shareholders, and partners, we are committed to managing our environmental impact, upholding ethical governance, and contributing to a more inclusive and resilient society. Through the thoughtful use of our resources, expertise, and innovation, we aim to create measurable value and drive meaningful change.

As we move forward, we strive not only to meet expectations - but to inspire others to join us in building a more sustainable and equitable future.

Pricefx is committed to expanding our ESG focus, with a particular focus on strengthening our governance framework, sustainability management systems, and responsible supply chain practices.

## Development of Formal Policies and Training Programs

In 2026, Pricefx will prioritize the formalization and implementation of comprehensive Human Resources and Environmental Policies. These policies will define our commitments in the areas of employee welfare, diversity and inclusion, occupational health and safety, and environmental protection.

In parallel, Pricefx will develop and roll out structured training programs on Ethics and Compliance, covering topics such as anti-corruption, bribery prevention, and anti-money laundering (AML). These initiatives aim to enhance awareness, reinforce ethical behavior across all levels of the organization, and ensure alignment with international best practices.

## Integration of Sustainability into Risk Assessment

We plan to strengthen our corporate risk assessment framework by systematically integrating sustainability-related risks. This will include evaluating environmental, social, and governance (ESG) factors alongside traditional operational and financial risks. Key areas of focus will include climate-related risks, resource efficiency, human rights, and ethical business conduct.


## Strengthening Supply Chain Due Diligence

Recognizing the critical role of our value chain in achieving our sustainability objectives, we will enhance our supply chain management processes. This will include expanding supplier due diligence to encompass sustainability criteria such as labor practices, environmental performance, and ethical standards. We will work closely with suppliers to promote transparency, responsible sourcing, and continuous improvement.

Through these actions Pricefx aims to ensure that our ESG management system not only meets but exceeds stakeholder expectations and international sustainability standards.

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## Appendices

## Appendix A - Methodology

Across all emission categories, Pricefx applies consistent calculation principles based on internationally recognized standards:

Office energy (Scope 2) is accounted for using a location-based methodology. Verified landlord or utility metering is used wherever available; where current-year metered data is still pending, an estimation model is applied and subsequently replaced once verification arrives. Office energy calculations are aligned with the approach described in Section 4 – Environmental Responsibility.

Business travel (Scope 3) is calculated using a spend-based methodology that converts aggregated travel expenses into emissions using standardized emission factors. This enables reliable and comparable estimates where itinerary-level details are incomplete across subsidiaries and periods. Underlying data is sourced from finance and expense systems and further discussed in Section 4 – Business Travel.

Home-office emissions (Scope 3) are estimated using a standardized model suited to hybrid operations. The model combines HR headcount and working-day data with country-specific energy assumptions for a typical remote setup to provide a proportional and complete view of the impact of distributed work. Primary inputs are HR data and regional electricity factors, supported by documented assumptions about common home-office equipment and usage patterns (see Section 4 – Home Office Operations).

Hosting and IT infrastructure (Scope 3) emissions are disclosed using both location-based and market-based methods. Hyperscale cloud emissions are derived from provider-verified sustainability dashboards, which deliver auditable and transparent quantification. Where bare-metal providers lack comparable transparency, this limitation is flagged and Pricefx's migration strategy prioritizes cloud regions with strong renewable procurement and clearer reporting to improve both footprint and data quality over time. Primary data sources include cloud providers' carbon dashboards, internal workload allocations, and relevant vendor disclosures (see Section 4 – Cloud Efficiency and Sustainable Computing).

Data governance is anchored in a cross-functional operating model coordinated by Legal, Risk & Compliance, with inputs from Finance, HR, Office Management, and Engineering, and oversight by the CEO and Supervisory Board for strategy and disclosures. Energy and emissions data are reviewed at least annually, with office energy disclosures updated when verified metering arrives. Cloud emissions rely on auditable provider dashboards, and the spend-based and estimation-based models for travel and home office are documented for reproducibility and assurance readiness.

Scope 1 emissions are currently immaterial for Pricefx due to the absence of owned combustion sources.

This combination of quantitative and qualitative data ensures a robust, auditable, and CSRD-aligned reporting process. Periodic reviews by internal ESG coordinators and cross-functional teams support governance oversight and continuous improvement in sustainability performance.

## Appendix B – Overview of Standards and Frameworks

This overview summarizes the key standards, frameworks, ratings, and internal governance references that Pricefx applies to structure its ESG disclosures, climate accounting, data governance, and assurance posture for the reporting period at group level

**ESG reporting and disclosure frameworks**

CSRD (Corporate Sustainability Reporting Directive) – EU directive setting mandatory sustainability reporting requirements. While Pricefx is not currently in scope for CSRD, the underlying principles inform our approach to transparency and materiality.

ESRS (European Sustainability Reporting Standards) – Detailed standards under CSRD that clarify disclosure content and structure across environmental, social, and governance topics.

VSME (Voluntary Sustainability Reporting Standard for SMEs) – Voluntary and scalable EU framework used by Pricefx as the primary structure for its ESG strategy and reporting, including Disclosures on Material Aspects (DMA) and "if applicable" principles.

IFRS S1 / IFRS S2 (ISSB) – International sustainability-related disclosure standards that guide our consideration of decision-useful ESG information for stakeholders, with a particular focus on climate-related disclosures under IFRS S2.

UN Global Compact and UN Sustainable Development Goals (SDGs) – Global reference points for human rights, labour, environment, and anti-corruption, and for aligning ESG initiatives with broader societal objectives.

**GHG accounting standards and climate methodology**

GHG Protocol – Widely used standard for accounting and reporting greenhouse gas emissions across Scope 1, Scope 2, and Scope 3. Pricefx's methodologies for office energy, travel, home-office and cloud/hosting emissions follow GHG Protocol concepts of scopes, boundaries, and emission factors.

Location-based and market-based methods – Applied for Scope 2 and relevant Scope 3 categories, reflecting both grid-average and supplier-specific emission factors.

Standard emission factors – Used consistently across categories (office energy, travel, home office, and hosting/IT infrastructure) to enable comparability over time.

**Ratings, benchmarks, and external references**

EcoVadis – Independent ESG rating and benchmarking platform where Pricefx maintains an active profile. The EcoVadis assessment provides a baseline for performance and an external view on priority improvement areas.

Customer questionnaires and RFP standards – ESG disclosures are periodically aligned with the expectations of enterprise buyers, including specific sustainability and security questionnaires.

**Governance, assurance, and security references**

Code of Conduct; CSR and whistleblowing policies – Core policy documents outlining ethics, anti-corruption, speak-up mechanisms, and corporate social responsibility expectations.

SOC 1 / SOC 2, TISAX and ISO 27001 – External assurance and certification frameworks that demonstrate the maturity of Pricefx's internal controls, information security, and risk management practices.

Environmental Policy Statement – Internal reference defining the company's environmental commitments, greenhouse gas disclosure approach, and continuous-improvement objectives.

## Appendix C – VSME Overview

Pricefx uses the Voluntary Sustainability Reporting Standard for SMEs (VSME) as an agile and scalable framework to structure its ESG reporting. VSME supports:

- A proportional approach tailored to the size, complexity, and risk profile of Pricefx.
- Disclosures on Material Aspects (DMA) that focus on the most significant environmental, social, and governance topics.
- Clear links between narrative information (policies, actions, and targets) and quantitative metrics.
- Compatibility with potential future CSRD/ESRS alignment, including XBRL-ready reporting structures.

Within this report, VSME principles guide the overall structure of sections on governance, environmental responsibility, social responsibility, and ESG strategy and roadmap. They also inform how Pricefx prioritizes topics such as climate and resource efficiency, people and culture, ethics and data responsibility, and responsible supply chain management.

## Appendix D - Glossary of ESG and Sustainability Terms

**ESG & reporting frameworks**

- ESG (Environmental, Social, and Governance) - A framework for assessing how a company manages environmental impacts, social responsibility, and governance practices..

- CSRD (Corporate Sustainability Reporting Directive) - EU directive setting mandatory sustainability reporting requirements for in-scope companies. Pricefx aligns with CSRD principles while not currently being in regulatory scope for mandatory reporting.

- ESRS (European Sustainability Reporting Standards) - Detailed reporting standards issued under the CSRD that specify disclosure requirements on environmental, social, and governance topics.

- VSME (Voluntary Sustainability Reporting Standard for SMEs) - Voluntary and scalable European framework designed for small and medium-sized enterprises. Pricefx uses VSME to structure its ESG reporting and to maintain compatibility with potential future CSRD/ESRS alignment.

- DMA (Disclosures on Material Aspects) - A VSME concept covering disclosures about the most material sustainability topics for the company.

- IFRS S1 / IFRS S2 (ISSB) - International sustainability disclosure standards developed by the International Sustainability Standards Board (ISSB), focusing on general sustainability-related financial information (S1) and climate-related disclosures (S2).

- UNGC (UN Global Compact) - A United Nations initiative encouraging companies to align strategies and operations with principles on human rights, labour, environment, and anti-corruption.

- SDGs (Sustainable Development Goals) - Seventeen global goals adopted by the United Nations to address key social, environmental, and economic challenges by 2030.

- EcoVadis - An independent ESG rating and benchmarking platform used by Pricefx to demonstrate sustainability performance to customers and identify improvement areas.

**Emissions and climate terminology**

- GHG Protocol - The most widely used international standard for accounting and reporting greenhouse gas emissions, including Scope 1, Scope 2, and Scope 3.

- Scope 1 emissions - Direct greenhouse gas emissions from sources owned or controlled by the company (e.g. fuel combustion in owned equipment). These are currently immaterial for Pricefx.

- Scope 2 emissions - Indirect emissions from the generation of purchased energy (primarily electricity) consumed in company operations such as offices.

- Scope 3 emissions - All other indirect emissions that occur in the value chain of the company (e.g. business travel, home-office energy use, and cloud/hosting services).

- Location-based method (LBM) – A calculation approach that uses average grid emission factors for the locations where electricity is consumed.

- Market-based method (MBM) - A calculation approach that uses supplier-specific emission factors and contractual instruments (e.g. guarantees of origin) to reflect the attributes of purchased energy.

- Emission factor - A coefficient used to convert activity data (such as energy consumption or spend) into greenhouse gas emissions.

- $tCO_2e$ (tonnes of $CO_2$-equivalent) - A standard unit for comparing emissions of different greenhouse gases, expressed as the amount of $CO_2$ that would have the same global warming impact.

- Metered data - Verified consumption data from landlord or utility meters used as a primary basis for office energy accounting.

- Provider-verified sustainability dashboards - Cloud-provider tools that report service-related emissions and renewable-energy sourcing.

**Technology and operations**

- Cloud-based pricing platform - A software delivery model where applications are hosted in the cloud and accessed via the internet rather than installed on local infrastructure.
- Bare-metal hosting - Physical servers provided outside of hyperscale cloud platforms. These environments often have more limited transparency on energy use and emissions.
- BYOD (Bring Your Own Device) - An approach where employees use personally owned devices for work purposes, reducing the number of company-owned hardware assets.

**Governance, ethics and compliance**

- Code of Conduct - A company-wide policy outlining expectations for ethical behaviour, anti-corruption, compliance with laws, and responsible business conduct.
- CSR (Corporate Social Responsibility) policy - Policy framework that describes the company's commitments and approach to social and environmental responsibility.
- Whistleblowing and speak-up channels - Confidential reporting mechanisms (such as the EthicsPoint platform or internal reporting lines) that allow employees and stakeholders to raise concerns about potential misconduct without fear of retaliation.
- Supplier due diligence / responsible supply chain - Processes used to assess and monitor suppliers against environmental, social, governance, and human-rights criteria, and to work with them on corrective actions where needed.
- Environmental Policy Statement - A statement outlining the company's environmental commitments, targets, and approach to monitoring and reducing environmental impacts, including greenhouse gas emissions.
- Data privacy and cybersecurity - Governance areas focused on protecting personal data and information systems through formal policies, technical controls, and secure processes.

**People&Culture, and metrics**

- DEI (Diversity, Equity, and Inclusion) - An approach to building a workplace that values different backgrounds and perspectives (diversity), ensures fair treatment and access to opportunities (equity), and fosters a culture where all employees feel respected and able to contribute (inclusion).
- Diversity Index - A composite metric derived from the LutherOne engagement platform that reflects employees' perceptions of fairness, inclusion, and non-discrimination at Pricefx.
- ESG risk assessment - A structured process for identifying, evaluating, and prioritizing environmental, social, and governance-related risks alongside traditional operational and financial risks.

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