

Building a sustainable future

Sustainability
Report
2024



hubexo
Build better

Contents

Introduction

Lee Jones – Head of Sustainability

General Disclosures

Basis for preparation of the sustainability statement

Disclosures in relation to specific circumstances

Sustainability matters assessed to be material

Hubexo administrative, management and supervisory bodies

Sustainability related remuneration

Material Impacts, Risks and Opportunities

Due diligence mapping

Sustainability within Hubexo business model

Stakeholder engagement (ESRS 2_SBM-2)

Environmental Report

Climate Change Mitigation and Transition

Hubexo Policies related to decarbonization

Greenhouse gas emissions 2024

Energy Consumption

Greenhouse Gas Removals

Internal Carbon Pricing

Climate related risks

Own Workforce Report

Policies to manage material impacts, risks and opportunities related to its own workforce

How the perspectives of our colleagues inform decisions or activities aimed at managing actual and potential impacts related to the workforce

contributing to remedy where undertaking has caused or contributed to a material negative impact on people in its own workforce

Action plans and resources to manage material impacts, risks, and opportunities related to our workforce

Targets set to manage material impacts, risks and opportunities related to own workforce

Characteristics of Hubexo colleagues by gender

Number of temporary/sub-contracted colleagues in Hubexo workforce	16
Percentage of Hubexo colleagues covered by collective bargaining agreements	17
Colleagues in top management	17
Colleague break down by age	17
Adequate wage metrics by country	17
Gender pay gap and overall remuneration ratio	17
Social Protection metrics by country	18
Percentage of known persons with disabilities amongst colleagues subject to legal restrictions on collection of data	18
Training and skills development by Gender	18
Health and Safety metrics	18
Family related leave metrics	18
Incidents of reported discrimination	19
Additional material impacts pursuant to own workforce	19

Consumers and End-users Report

Hubexo customer profile	20
Policies to Manage impacts related to consumers and end-users	20
Engagement with consumers and end-users	21
Managing consumer related impacts	21
Setting targets to manage impacts, risks and opportunities relating to consumers and end-users	22

Governance Report

Mechanisms for identifying, reporting, and investigating concerns about unlawful/policy non-compliant behaviour	23
Political involvement	23
Approaches in regard to relationships with suppliers	23
Annex A - CSRD alignment table	24
Annex B - UK CSR alignment table	24
Annex C - EU taxonomy alignment	24
Methodology	24
Description of Eligible and Aligned Activities - Primary Activity: Climate Change Mitigation (8.1)	24
CapEx and OpEx Attribution	24
Minimum Safeguards	25
Environmental Objectives	25



Introduction

Lee Jones – Head of Sustainability

Welcome to the Hubexo Annual Sustainability report 2024. With operations spanning four continents, we recognise the diversity of our company and the impact we have, but also the opportunities this brings for us to influence positive change across the global construction industry. In recent years, the sustainability landscape has shifted profoundly. What was once a forward-thinking ambition is now an urgent imperative. Climate science is clear: we must halve global emissions by 2030 to stay on track for net zero by mid-century. In a sector responsible for almost 40% of global carbon emissions, we believe digital innovation must play a central role in accelerating decarbonisation.

Equally, we understand that trust is earned through openness. That's why this report goes further than ever

in sharing our progress, challenges, and areas where we must improve in relation to our impact upon both people and planet. Transparency is not only a responsibility, but also a catalyst for accountability and collaboration. While there is still much to do, we remain committed to driving sustainability through our products, partnerships, and operations. Together with our clients and peers, we aim to shape a built environment that is not only smarter, but significantly more sustainable.

The discussions and data provided throughout this report are provided in good faith and represent to the best of our understanding, the ESG status of Hubexo for the year 2024. Our ESG innovation continues to develop, and we expect to demonstrate clear progress in the years to come.

General Disclosures

Basis for preparation of the sustainability statement

This sustainability report relates to the 12-month period 01st Jan 2024 to 31st Dec 2024 and for the parent company 'Hubexo UK TopCo Ltd. (Org.nr. 15346128, Newcastle-upon-Tyne)' and covers the entities included within the consolidated financial statements of Hubexo for the same period. The sustainability report is based on actual data accrued by Hubexo in relation to all aspects. All disclosures listed within this report are for the operational aspects of Hubexo UK TopCo Ltd only, except for scope 3 emissions metrics and any group policies which may extend to our value chain both upstream and downstream. The Board of Directors has approved the sustainability report.

Disclosures in relation to specific circumstances

In respect to the data disclosed within this sustainability report, the following specific circumstances are noted:

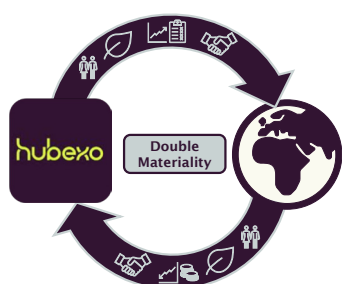
- ~ This report includes full alignment with UK law and the EU taxonomy.
- ~ Hubexo with a UK financial HQ are classed under the overseas entity with significant operations in Europe classification against the CSRD. Hubexo will be subject to the CSRD regulations for the 2025 reporting period in line with regional thresholds, notably for our Swedish entities, and as a result are not within capture of the 'stop the

clock' initiative as part of the CSRD omnibus, which has paused the start date for many companies. Due to prior preparations of the company and to demonstrate our sustainability commitments, this 2024 report aligns to the CSRD requirements.

- ~ Short, Medium, and Long-term horizons are aligned to ESRS 1. Short term is defined as the reporting period, medium term is defined as 5 years, and long term is defined as 5+ years.
- ~ 2024 marks the first sustainability statement published by Hubexo. Previously the company was known as Byggfakta Group AB and had published 3 prior sustainability reports. This report focusses only on Hubexo as a new entity and under different structure from the previous Byggfakta company.
- ~ A spend based methodology has been used to calculate the Scope 3 supply chain emissions data provided. Spend based methodology is conducted by multiplying our supply chain spend which is split by category and multiplying by recognized emissions factors. We recognise that this methodology provides a level of inaccuracy and are currently disaggregating our supply chain categories, with a view to refining our metrics for the next reporting period.

Sustainability matters assessed to be material

A key aspect within CSRD is to assess the material ESG priorities of our key internal and external stakeholders. The purpose is to evidence what are deemed priority impacts from Hubexo's operations upon external factors such as climate change and social policies, but also to assess which external impacts upon Hubexo may affect value to our stakeholders. This process is referred to as a double materiality approach and forms the basis of what companies like Hubexo must report upon beyond sector agnostic requirements.



The new CSRD regulations include the following 12 new European Sustainability Reporting Standards (ESRS):

Cross Cutting Standards	ESRS 1 - General Requirements
	ESRS 2 - General Disclosures
	ESRS E1 - Climate change
	ESRS E2 - Pollution
	ESRS E3 - Water and marine resources
Environmental Standards	ESRS E4 - Biodiversity and ecosystems
	ESRS E5 - Resource use and circular economy
	ESRS S1 - Own Workforce
Social Standards	ESRS S2 - Works in the value chain
	ESRS S3 - Affected communities
	ESRS S4 - Consumers and end-users
Governance Standards	ESRS G1 - Business Conduct

All companies for which CSRD applies must report against the cross-cutting standards. The balance of reporting is then to be based upon a double materiality assessment to understand which topics within the environmental, social, and governance standards are deemed 'material' to the business. Hubexo approached a double materiality analysis in 3 stages:

- ~ Internal assessment of our currently measured areas that align with the ESRS.
- ~ Geographical risk assessment, particularly to highlight any potential areas of risk due to climate change adaptation and transitional risks.
- ~ External and internal (double) materiality survey to highlight priority impact areas, aligned to the draft ESRS.

From the data gathered we were able to aggregate results to enable us to define which topics were material to our business. We recognise that these material topics may change over time, and it is the intention of the company to review this at regular intervals. The following four material ESRS are found to be applicable to Hubexo for CSRD reporting:

Environmental Standards	ESRS E1 - Climate change
Social Standards	ESRS S1 - Own Workforce
	ESRS S4 - Consumers and end-users
Governance Standards	ESRS G1 - Business Conduct

The Hubexo business model and strategy consider the sustainability matters assessed to be material in the following ways:

Climate change – As a technology business operating in the construction sector, we recognize the need for the industry to decarbonize. We place focus on the development of our platforms and services to incorporate aspects which aid our customers in making more sustainable decisions. Operationally, we recognize decarbonization as a priority for the company.

Own workforce – As a technology-based service business our colleagues are essential to our success. We have comprehensive policies in place to ensure our workforce remains resilient and we can attract the best talent. Our colleagues are of the highest priority to Hubexo, and we pride ourselves on being a great place to work. Hubexo embraces diversity, equality, and inclusion in our workforce, and do not discriminate against any individual that is an existing colleague or a potential new candidate for employment. The health, safety, and wellbeing of our colleagues is also key to our success and is a fundamental consideration in our ethical conduct. We regularly engage with all colleagues to track and monitor all aspects of a social nature. Our group policies provide a benchmark process for all colleagues to follow in relation to these topics and key metrics are monitored by the management teams.

Consumers and End-users – Our customers are crucial to the continuation of our business. We regularly engage with them to ensure that we are providing platforms and services that meet their needs and to improve or develop new functionality and services to aid their processes. Data privacy is of the highest priority in relation to our customers, we align all data handling with the GDPR and have a high focus on data security. As a technology business, customer data includes not only personal data but data relating to their projects, business pipelines and certain financial criteria. This is therefore managed with great diligence.

Business Conduct – Hubexo align to all business laws and regulations as set out by the UK government, including, but not limited to, anti-corruption and bribery, competitive behaviour, and modern slavery. We have reported upon these matters and have strict policies, guidelines, and processes in place to prevent any misconduct.

Hubexo’s double materiality survey provided clear evidence as to the material topics which the company must report upon when aligning to the CSRD regulations. As a business we are deemed to have low exposure to climate risk. This was evidenced within the geographical risk assessment conducted in terms of the prospective impact from natural disasters, sea level rise and other occurrences. For Hubexo, transitional risks were also deemed minimal. In terms of material reporting matters, climate change mitigation was deemed a high priority in terms of environmental considerations. Key social topics identified were health and safety, DE&I and measures against violence and harassment in the workplace ranking top, with staff training and development also a priority. Finally, business conduct was ranked a priority against the CSRD governance standards, something which has to date been in the most part a regulatory compliance aspect under prior regulations and something which the business is proactive with in terms of approach and due diligence.

All metrics associated with the topics assessed to be material, and which are aligned with the relevant ESRS standards, are discussed throughout this report.

Hubexo administrative, management and supervisory bodies

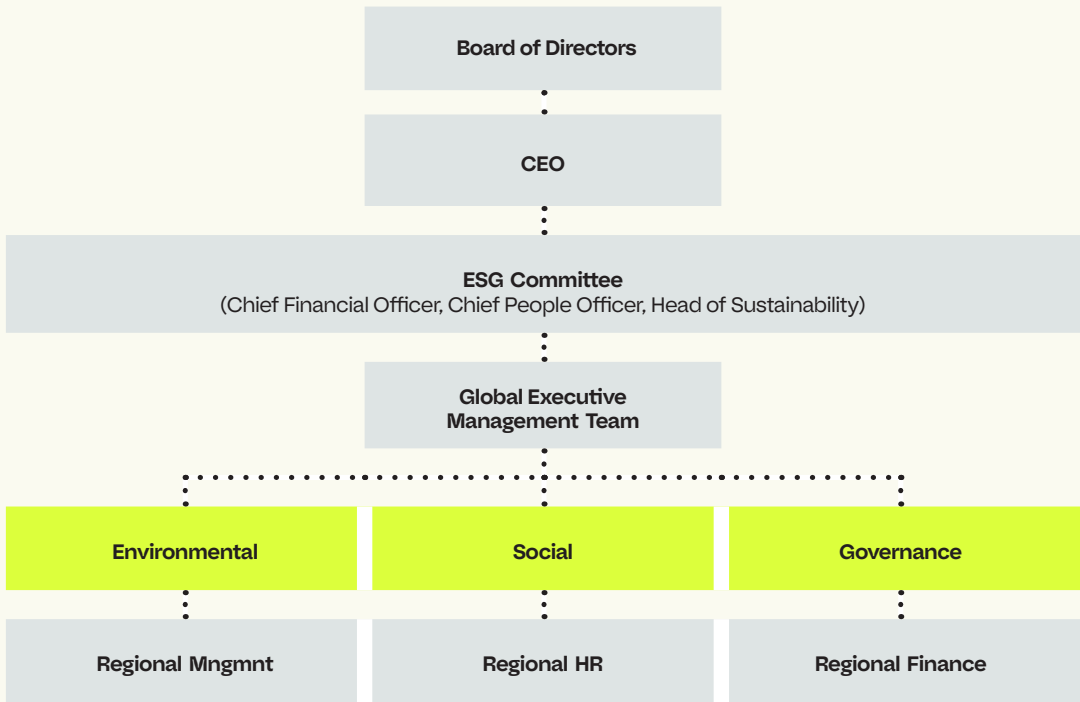
Full details of the company’s administrative, management and supervisory bodies aligned to ESRS 2 are discussed within the annual corporate governance report.

A summary of the key statistics correlating to the makeup and diversity indicators of the administrative, management and supervisory bodies are outlined below.

- ~ Number of executive members = 10
- ~ Number of non-executive members = 6
- ~ Executive members diversity ratio = 3:7 (F/M)
- ~ Board’s gender diversity ratio = 0:6 (F/M)
- ~ Percentage of Board members independent to the company = 100%
- ~ Percentage of Board members independent to the principal owners = 0%

The CEO has overall responsibility across the business, for all controls, procedures and targets relating to ESG matters and how they integrate with other functions. All matters of ESG including oversight of impacts, risks and opportunities are discussed regularly with both the board and executive management team and advised by the Head of Sustainability. Where any gap is recognized within the company talent pool or functions to achieve sustainability targets, the requirements to meet those demands are discussed with the board and CEO to determine the most appropriate route to achieving the desired outcomes.

Our ESG reporting structure, set out below, has been specifically designed to implement the company’s ESG strategy. This structure will be annually reviewed and adapted, as needed. Notably the structure shows the reporting path for any concerns or highlighted ESG risks and opportunities throughout the business.



Sustainability related remuneration

The Hubexo remuneration committee reviews all targets set out by senior leadership on an annual basis and assesses the completeness of targets/KPI's set, including sustainability. During 2024, bonus related remuneration for some executives included targets relating to employee engagement, notably through KPIs associated to the company people and culture survey results. No remuneration for executives was linked directly to environmental targets. The percentage attributed to each individual linked to employee engagement, varied depending on role.

Outside of the executive team, roles related directly to the company's environmental, social and governance (ESG) functions had bonus related remuneration which were by default linked to each ESG topic. Typical KPI's for non-executive ESG related roles include, sustainability related product feature targets, policy implementation, and annual reporting targets. The percentage of bonus awarded to each individual varied depending upon the completeness of individual targets set.

Material Impacts, Risks and Opportunities

Material Impacts, risks and opportunities are identified as part of the company's double materiality approach. Alongside the double materiality assessment and associated research, the company's executive team also oversees the identification of ongoing risks. Specifically relating to sustainability, all impacts, risks, and opportunities are discussed with the board and the executive teams during the regular board meetings held six times annually. Any identified impacts, risks and opportunities are set out within these meetings and appropriate actions are decided upon to address any matters. These assessments also include consideration of emerging risks and opportunities, to enable a proactive approach to sustainability management.

For significant transactions, including mergers and acquisitions, any potential purchase by the company is assessed for alignment to the Hubexo sustainability strategy. Where a company is acquired by the company with misaligned sustainability credentials, the new acquisition must undergo further assessment and align to targets that match the company's sustainability strategy.

Current recognized climate related risks and opportunities are identified within the financial impacts and opportunities table, set out within the following pages.

Type	Climate-Related Risks	Potential Financial Impacts	Financial Impact Potential	Likelihood 0-5 yr	Likelihood 5-10 yr	Likelihood 10+ yr
Transition Risks	Strategy					
	Implementation of a business strategy inconsistent with climate risks leading to potential financial loss and/or penalties and underperformance.	Financial loss and/or penalties, reputational damage	Medium	Medium	Low	Low
	Poor performance in investor-focused industry benchmarks	Reputational damage	Medium	Low	Low	Low
	Failure to meet published sustainability objectives or comply with published sustainability principles leading to reputational damage	Financial loss and/or penalties, reputational damage	High	Low	Low	Low
	Staff insufficiently equipped with the knowledge and tools to achieve corporate sustainability goals leading to potential Reputational damage through failure to meet targets and/or financial loss through inefficient operation of assets	"Reputational damage through failure to meet targets Financial loss through inefficient operation of assets"	Medium	Medium	Low	Low
	Non-compliance with good governance standards within the business and within the supply chain leading to potential financial loss and/or penalties, reputational damage	Financial loss and/or penalties, reputational damage	High	Medium	Low	Low
	Policy and Legal					
	Enhanced emissions-reporting obligations	Increased operating costs (e.g., higher compliance costs, additional tools to facilitate)	Low	High	High	High
	Mandates on and regulation of existing products and services	Greenwashing mitigation, client product changes	Low	Low	Medium	High
	Exposure to litigation	Additional auditing (time and cost), compliance risks	Medium	High	High	High
	Technology					
	Changes or substitution of existing products and services with improved ESG capability	Software Development, Write-offs and early retirement of existing assets	High	Medium	Low	Low
	Unsuccessful investment in new services/technologies	Operational costs	High	Medium	Medium	Medium
	Costs to transition to lower emissions technology	Costs to adopt/deploy new practices and processes (e.g. switching to lower carbon alternative services, replacement of fossil fuel energy reliance)	Low	High	Low	Low
	Market					
	Changing customer behavior	Reduced demand for goods and services due to shift in consumer preferences (e.g.carbon boarder adjustment, circular economy, emerging competitors)	High	Medium	High	High
	Uncertainty in market signals	Unexpected shifts in construction output impacting demand for services	High	Medium	Medium	High
	Reputation					
	Shifts in consumer preferences	Reduced revenue from decreased demand for goods/services	High	Low	Low	Medium
	Sector competition	Reduced revenue from negative impacts on workforce management and planning (e.g., employee attraction and retention)	Medium	Low	Medium	Medium
	Increased stakeholder concern or negative stakeholder feedback	Reduction in capital availability	Medium	Low	Medium	High

Type	Climate-Related Risks	Potential Financial Impacts	Financial Impact Potential	Likelihood 0-5 yr	Likelihood 5-10 yr	Likelihood 10+ yr
Physical Risks	Acute					
	Increased severity of extreme weather events such as cyclones and floods	Reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism)	Medium	Low	Low	Medium
		Write-offs and early retirement of existing assets (e.g., damage)	Low	Low	Low	Low
		Loss of revenue from negative client impacts	Medium	Low	Low	Medium
	Chronic					
	Changes in precipitation patterns and extreme variability in weather patterns	Increased operating costs (e.g., inadequate water supply for data centre cooling)	Low	Low	Low	Medium
	Rising mean temperatures	Increased capital and operating costs (e.g., damage to facilities, increased cooling demand)	Low	Low	Low	Medium
	Rising sea levels	Reduced revenues from lower sales/output	Medium	Low	Medium	High
	Higher risk locations	Increased insurance premiums and potential for reduced availability of insurance on assets in "high-risk" locations	Medium	Low	Medium	High

Type	Climate-Related Risks	Potential Financial Impacts	Financial Impact Potential	Likelihood 0-5 yr	Likelihood 5-10 yr	Likelihood 10+ yr
Resource Efficiency	Use of more efficient modes of transport	Reduced operating costs (e.g., through efficiency gains and cost reductions)	Low	High	Medium	Low
	Move to more efficient buildings	Increased value of fixed assets (e.g., highly rated energy-efficient buildings)	Low	Low	Low	Low
	Employee engagement	Benefits to workforce management and planning (e.g., improved health and safety, employee satisfaction, view of a purpose driven business) resulting in lower costs	Medium	Low	Low	Medium
	Use of lower-emission sources of energy	Reduced exposure to future fossil fuel price increases	Low	High	Medium	Low
Energy Source	Use of supportive policy incentives	Reduced exposure to GHG emissions and therefore less sensitivity to changes in cost of carbon	Medium	Low	Medium	High
	Use of new technologies	Returns on investment in low-energy demand/low-emission assets	Low	Medium	Low	Low
		Increased capital availability (e.g., as more investors favor lower-emissions producers)	Medium	Medium	High	Medium
		Reputational benefits resulting in increased demand for goods/services	High	High	Medium	Low
Products and Services	Development of new products or services through R&D and innovation	Increased revenue through demand for sustainability related products and services	High	High	Medium	Low
	Ability to diversify business activities	Increased revenue through new solutions to adaptation needs (e.g. cost and carbon functionalities)	High	High	Medium	Low
	Shift in consumer preferences	Better competitive position to reflect shifting consumer preferences, resulting in increased revenues	High	High	High	Medium
Markets	Access to new markets	Increased revenues through access to new and emerging markets	High	Medium	High	High
	Emerging changes in existing markets	Increased revenues through addressing emerging market challenges and needs	High	High	High	High
Resilience	Adoption of energy- efficiency measures	Increased market valuation through resilience planning (e.g., infrastructure, land, buildings)	Low	Low	Low	Medium

In tandem with one of our key investors, Hubexo conducted a geographical risk assessment. The aim of this was to identify any negative risk exposure from accelerating climate change or other external factors which may impact upon the continuity of business for the company within each region in which we operate. Hubexo and our subsidiaries operate across 24 countries and 4 continents, by default, each has varying levels of exposure to the effects of climate change. The results of the geographical risk assessment found Hubexo to be a 'low risk' business in relation to physical climate change adaptation. Geographical risk assessments were conducted by Indefi a third-party assessor on behalf of one of Hubexo's key investors. Hubexo also conducted their own assessment utilising data from the XDI Cross Dependency Initiative, which provides ranking of physical climate risks to the built environment in all states and provinces around the world.

Physical Risks

Physical risks are discussed in the geographical risk section of the environmental report.

Transitional Risks

Transitional risks were assessed against four criteria, Policy and Legal, Technology, Market, and Reputational risks. Headquartered in the United Kingdom, Hubexo is subject to UK policy and legal requirements set out in law, requirements also extend to other geographies where regional thresholds are surpassed in the countries we operate. International regulations include the CSRD and alignment to regional Net Zero targets. This will incur increased costs and efforts to ensure compliance, and to reduce our carbon emissions. Whilst Hubexo fall under UK jurisdiction, our international operational status may also expose the company to additional future climate risk regulations and legislation.

From a technology perspective, data centres are energy intensive and were identified as a transitional risk for Hubexo. We utilise three data centre providers internationally, one of which runs on 100% renewable energy today and the remaining two have pledged to run on 100% renewable energy by 2025. Energy use across our operations was also a consideration in the risk assessment. Hubexo aim to procure only 100% renewable energy where it is readily available, which is outlined in our energy policy.

Hubexo's platforms and services serve the construction sector. As the industry is forced to adapt to new climate related expectations and regulations, Hubexo will need to implement new processes and functions within our platforms and services to remain competitive in the market. Through Hubexo's platforms and services, it is also recognised that we have a role in influencing the decarbonisation of the construction sector. This must be factored into product development as a foresight alongside regulatory requirements.

Hubexo as a B2B software as a service business, is seen to be at very low risk in relation to climate-related reputational risks.

Risks pursuant to direct impacts upon construction project actors

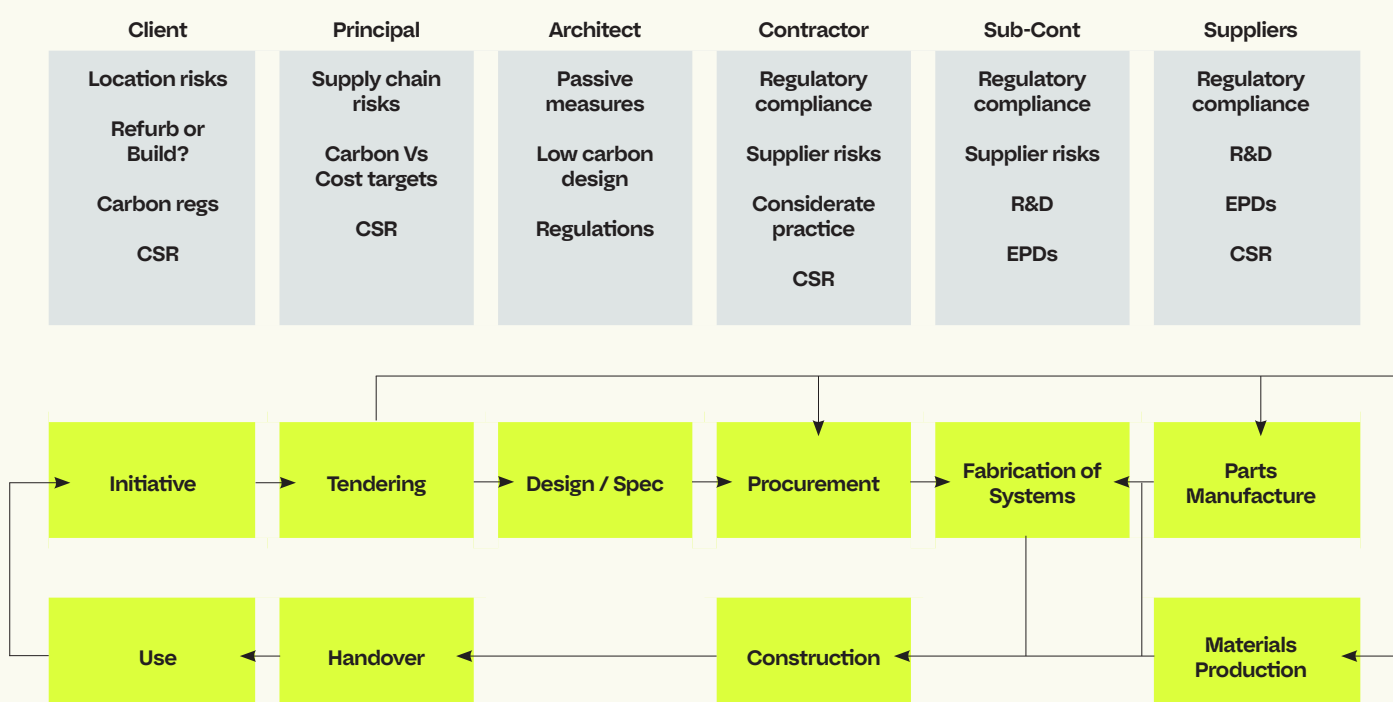
Various interaction and data points exist between each actor within the construction sector. What may impact one actor could impact others in the supply chain. E.g. Increased refurbishments over new build to lower carbon emissions by clients could impact supplier's revenue. The below diagram shows a high-level summary of potential impacts upon each actor within a construction project identified by Hubexo as risk factors that may impact our revenue. Notable risks include an expected trend to switch to refurbishment and the circular economy having a knock-on effect to the demand for full new build projects and products.

Also, increased development and compliance costs for manufacturers could reduce marketing and intelligence budgets, which are key to Hubexo's revenue. Overall, however, the impacts to our supply chain are perceived to present more opportunities than risks to Hubexo, if the business effectively addresses the changing requirements of our clients, by developing solutions that can aid their own sustainable transitions.

Due diligence mapping

Hubexo place matters of environmental, social and governance as a priority within all aspects of our operations. Our principals align to the Organisation for Economic Co-operation and Development (OECD) and the UN Guiding Principles on Business and Human Rights. Within this alignment ESG due diligence is a fundamental process that threads through all business operations and decisions. Through this sustainability report, Hubexo aim to provide transparency upon the status, the risks and opportunities relating to the company and our stakeholders, and the provision of targets and remedies where appropriate to ensure sustainable conduct. Aligning to the OECD guidelines, this due diligence process includes the following information points.

- ~ Alignment and goals related to climate change and biodiversity,
- ~ Expectations relating to the use of technology, including gathering and using data,
- ~ Impacts and business relationships related to the use of our platforms and services,
- ~ Protection for at-risk persons and groups including those who raise concerns regarding the conduct of the business,
- ~ Disclosure of responsible business conduct information, including tackling all forms of corruption, and,
- ~ Procedures to ensure the visibility, effectiveness, and function for responsible business conduct.



Transparency is key within due diligence mapping, both in terms of any impact that the company may have, or how external factors may potentially impact the company. The double materiality assessment and its outcomes, therefore, forms a core part of the due diligence mapping process.

Sustainability within Hubexo business model

Hubexo lies at the core of the construction ecosystem connecting all participants through a range of integrated solutions which connect buyers and sellers of products and services in construction markets. The company's mission sets out that by using our unique data, insights, and software solutions, our customers in the construction industry will sell more, improve efficiency, and build more sustainably. The company predominantly operates across five pillars: Project information, Specification, Product information, construction market intelligence, and e-Tendering. Key customers to the company include most construction professionals and building services, including clients, designers, specifiers, contractors, and construction product manufacturers.

As of 31st December 2024, Hubexo employed 2505 people and had a turnover of €252.59M. As an employer of such a high number of professionals and with revenue being apportioned to the construction sector, our sustainability related goals are key in ensuring that we operate with minimal impact and influence the construction sector to reduce its own impact across all environmental, social and governance aspects.

We have set goals within our core product offerings, to provide our customers with the ability to do better. These include but are not limited to, developing functionality to allow easier identification and targeting of projects seeking sustainable outcomes within our project lead platforms. This will provide improved connectivity between suppliers who prioritise sustainable development and their clients who seek sustainable outcomes. Developing automated sustainability summaries for whole project specifications (inc. embodied carbon data) and guidance on achieving sustainable outcomes aligned and linked to international standards and schemas. Including enhanced and verified EPD data within product listings combined with sustainable performance criteria and easy filtering abilities, which allow users to browse only materials, products or systems that meet their sustainability requirements, whilst being able to compare aspects such as embodied carbon between various supplier equivalents.

Stakeholder engagement

Hubexo stakeholder profiles typically include our colleagues, board members, Investors, suppliers, and customers. Engagement with each varies in approach and frequency, which is also dependent upon the circumstances leading to engagement.

Internally, we approach engagement with our colleagues in a variety of ways, at regular intervals and ad hoc. All colleagues have continual direct engagement with their line managers, and the company holds regular (typically quarterly) 'All hands' meetings to update colleagues on key updates relating to the business. All colleagues have access to the company intranet where two-way communication can be made. Annually Hubexo conduct a colleague engagement survey (with bi-annual pulse surveys), which are distributed to all colleagues internationally. This engagement survey allows anonymous responses to be communicated to the company management team and allows the company to understand the current views of colleagues and to identify any areas for improvement or additional focus. Finally, the company CEO distributes a video link update to all colleagues on a regular basis, sometimes weekly, but no less frequent than monthly. Any ad hoc specific circumstances deemed important to communicate to colleagues are communicated via a mix of the prior mentioned channels.

The board and extended committees, hold regular meetings typically every other month (6 per year), where engagement via various areas of the business is conducted. These meetings provide a means for the company to report current circumstances and plans, feedback from other stakeholder engagement and for the board to help steer any decisions. Our investors are updated regularly via the company CEO and CFO.

Supplier engagement is an area of diverse activity. Depending upon the supply category and supplier type, engagement will differ. Examples of supplier engagement include regular communication both physical and via analytical dashboards for aspects such as data centre services and business travel provision. This is also an area of focus in the medium term for Hubexo, where we will look to conduct more robust supplier assessments.

Customer engagement is critical in ensuring that the business takes the correct path to delivering platforms and services which are competitive and of value to the industry. This engagement also occurs via multiple and regular intervals. Customers have access to a dedicated account manager to raise any concerns and to be provided with updates and changes to platforms and services. Strategically the development of the company's product roadmap and strategy require customer input, which is obtained via channels including workshops, face to face meetings and surveys. The company also conducts industry wide research to assess current and future trends and generates reports on these which are sometimes public facing.

The combined stakeholder engagement assists in shaping our operational strategy in respect to being a responsible employer, the sustainability status of our operations and our ability to drive sustainable outcomes within construction.

Environmental Report

Climate Change Mitigation and Transition

Whilst information technology businesses are typically not deemed carbon intensive, Hubexo recognise that we all, must play our part in limiting climate change. Hubexo measure and report upon a full greenhouse gas inventory of scopes 1, 2 and 3 emissions. From the metrics we have gathered, the clear focal points to address in terms of decarbonizing our emissions categories are as follows:

- ~ Energy use within our offices
- ~ Company fleet
- ~ Business Travel
- ~ Upstream Supply chain

From the figures calculated, Hubexo have developed a Net Zero pathway decarbonization strategy, which was agreed by the board and approved by the CEO. Hubexo's medium term (near term as defined by the SBTi) target is a 50% reduction in absolute emissions from our base year (2024) by 2030 and long term, a 90% overall reduction of absolute emissions by 2045. The key items to address in the short term against the 4no. key emission categories noted prior, are detailed below:

Energy use - Target: 100% renewable energy for operational space by 2030

For our office energy use, we are currently in the process of transitioning energy tariffs, with the aim of being powered by 100% renewable energy where readily available by 2030. This will also see the transition away from onsite fossil fuel heating systems.

Company fleet - Target: 90% emission reduction by 2030

Our company fleet policy makes preference for hybrid and EV vehicles, with ICE powered only vehicles being omitted from permitted selection. We expect our fleet emissions to be reduced by 90% by 2030, with the balance neutralised by 2045. At present it is not feasible to operate solely with a full EV fleet due to varying infrastructure in the regions we operate. Developing EV technology may also negate some

issues where climate currently impedes EV switch.

Business Travel - Target: 40% emissions reduction by 2030

Business travel has a multi-factor approach. We have implemented a digital first policy to all external meetings, meaning that colleagues at Hubexo must always chose to conduct business meetings via web meetings first, with travel only permitted if necessary. As a global business, internal and international travel will always be required in various circumstances, though we do aim to limit potential impact resulting from this where possible. A strict spend approval process has been implemented to ensure that only necessary flights and hotel stays are booked, we have also restricted the classification of flight seats to further lower these associated emissions. Finally, our company travel management tools allow users to select options which are lower impact than alternative routes.

Upstream Supply chain - Target: 50% emissions reduction to 2030

Our largest area of emissions generated sits within our supply chain, notably purchased goods and services. Whilst we do not procure physical materials to produce anything, we do have many requirements for services, such as consultancy, auditing, company vehicles, and much more. In 2025 our supply chain emissions metrics will be a focal project. Currently we are limited to calculation of these emissions using a spend based methodology. Engagement with suppliers and setting up of more granulated reporting, will allow us to maintain alignment to our decarbonisation strategy in this area.

Aligning to Science based targets

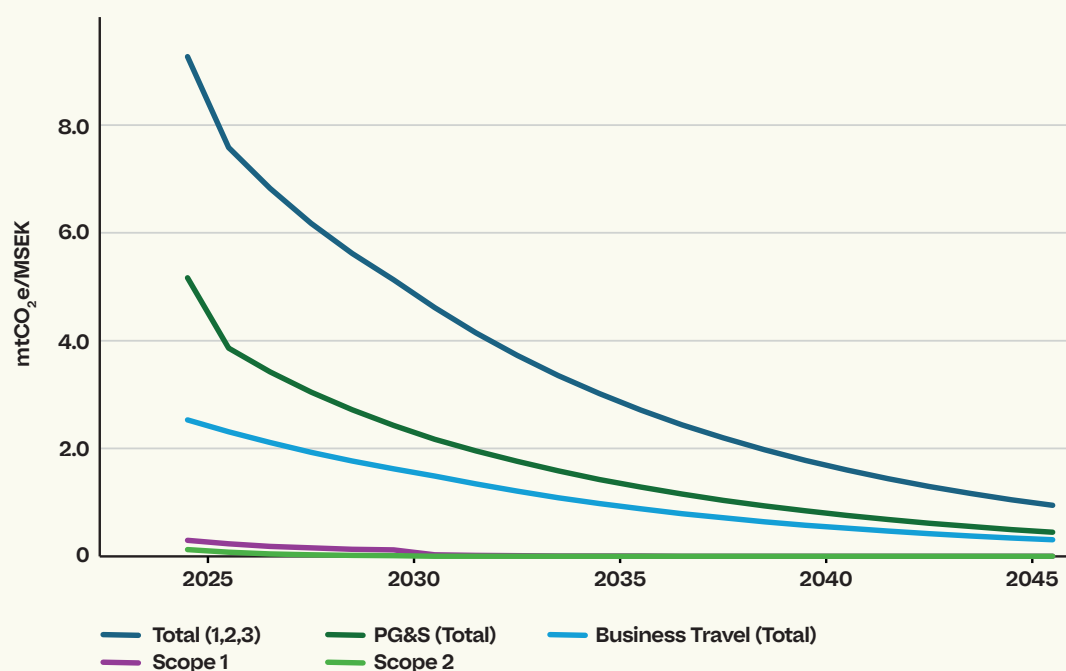
To achieve Net Zero emissions aligned to the Science Based Targets Initiative (SBTi) and retain reduction in line with limiting global warming to 1.5C, Hubexo must reduce our absolute emissions by 90%. As a business which is not carbon intensive to begin, this poses a big challenge, as we will be reliant on the decarbonization of other sectors such as aviation and our supply chain.

Hubexo have pledged to be Net Zero against all scopes from the GHG protocol by 2045, with medium term reduction targets of 50% reduction in absolute emissions by 2030.

Hubexo's strategy includes future M&A. This poses impact upon the decarbonization of the company, in that new acquisitions must align to the company's targets and will vary

in their decarbonization maturity. The graph below therefore shows the decarbonization trajectory towards Net Zero as it stands at present. This will be reviewed at minimum annually or sooner should any anomaly require such attention. Purchased goods and services (PG&S) and business travel are shown as individual categories due to accounting for circa 85% of our absolute emissions.

Hubexo Planned Net Zero Trajectory



Expenditures related to decarbonization

Hubexo did not track expenditure related to decarbonisation specially during 2024. The figures shown below are therefore what are honestly known as expenditure relating to this, though the operational expenditure will likely be higher, and the capital expenditure should have a value. For 2025 onwards we plan on implementing a time allocation tool and improving upon our financial expenditure reporting, so that we can better granulate this data for reporting purposes within the annual sustainability report.

- ~ Financial resources allocated to action plan (OpEx) = €18,004.00
- ~ Financial resources allocated to action plan (CapEx) = Not tracked in 2024
- ~ Future financial resources allocated to action plan (Capex) = To be agreed during 2025
- ~ Future financial resources allocated to action plan (Opex) = To be agreed during 2025

Hubexo Policies related to decarbonization

Hubexo have several policies in place to manage the material impacts, risks and opportunities related to climate change mitigation and adaptation. These are outlined below and link directly to the focal point targets to address in terms of our holistic decarbonisation:

- ~ Hubexo Sustainability Policy
- ~ Hubexo Environmental Policy
- ~ Hubexo Travel Policy
- ~ Hubexo Energy Policy
- ~ Hubexo Fleet Policy
- ~ Hubexo Supplier Policy

These policies address the transition of our offices to renewable energy and of lowering their energy demand, advise colleagues on the considerate approach to travel and set in place requirements for any new company vehicle leased from the end of any current contract expiring. The supplier policy provides guidance on expectations in aligning to Hubexo's decarbonisation strategy as a supplier to the company.

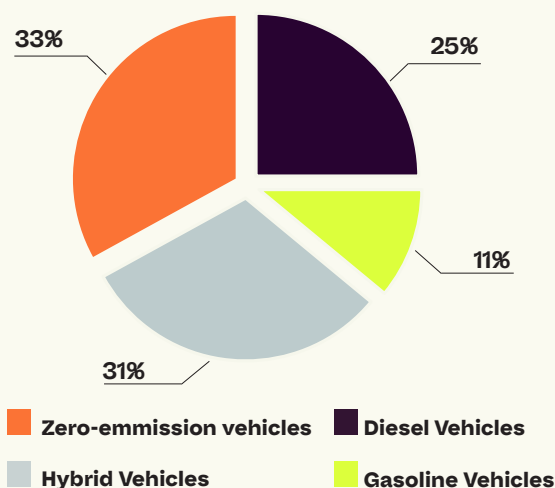
Greenhouse gas emissions 2024

The following table shows our emissions data in relation to all scopes and factors.

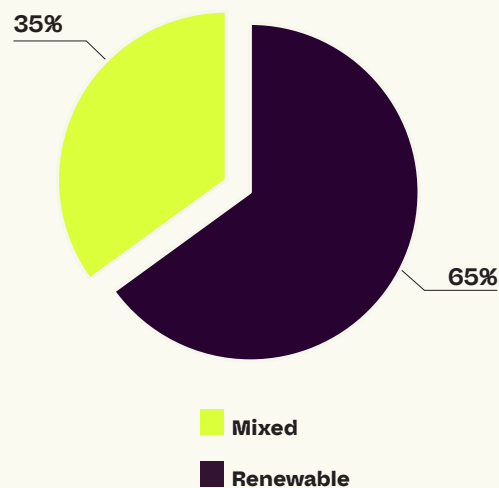
Scope 1	Hubexo requirement	Calculation Methodology	2024 mtCO2e
Natural Gas	Gas (Bill responsible only)	Actual data	81
Fleet	Fleet (Owned/Leased only)	Actual data	214
Scope 2			
Electricity (market based)	Electricity (Bill responsible only)	Actual data	126
Scope 3 Upstream			
1 Purchased goods & services	All purchased goods and services	Spend based	4753
	Data Centres	Spend based	381
	Magazines	Actual data	30
2 Capital goods	IT equipment	Spend based	106
3 Fuel & energy-related activities	Leased offices energy use	Hybrid	220
4 Transportation & distribution	Currently included in PG&S total	n/a	0
5 Waste generated in operations	n/a	n/a	0
6 Business travel	Flights	Hybrid	1994
	Rail	Hybrid	36
	Taxi	Actual data	1
	Hotel	Hybrid	498
	Personal car use	Spend based	0
7 Employee commuting	Employee Commuting	Hybrid	460
	Working from Home	Hybrid	224
8 Leased assets	n/a	n/a	0
Scope 3 Downstream			
9 Transportation & distribution	Printed Magazines / Baby boxes	Actual data	105
10 Processing of sold products	n/a	n/a	0
11 Use of sold products	Use of SaaS products	Spend based	21
12 EOL treatment of products	Printed Magazines & Baby boxes	Actual data	16
13 Leased assets	n/a	n/a	0
14 Franchises	n/a	n/a	0
15 Investments	n/a	n/a	0
			Total 9266

Within our scope 1 emissions, today 33% of our fleet are EVs, 31% are hybrid, with the balance of 36% being ICE. We have one office which utilises a natural gas boiler for heating. Scope 2 emissions relate purely to electricity use and are seeing an ongoing switch to renewable energy tariffs, where our status is 65% renewable tariffs across the company.

2024 fleet mix



2024 energy mix



For scope 3 emissions, we have utilised a mix of actual data and spend based methodology for our calculations. Our supply chain spend (purchased goods and services) accounts for 58% of our scope 3 emissions, with business travel and colleague commuting accounting for a further 36%. From these metrics we have a clear view of where we have the greatest impact and are implementing reduction measures in these areas moving forward. For business travel, we have implemented a group wide travel management solution to provide more accurate carbon reporting and to aid travel decisions when considering carbon impact, we have also revised our internal travel policy to make preference for lower carbon options. Throughout 2025 we intend to also focus on our supply chain spend and associated data, to better granulate reporting metrics.

Energy Consumption

The following data highlights our total energy consumption, and the impact resulting from our chosen energy tariffs (market based) Vs Grid use emissions (location based).

Total use 2024 (kWh)	1,064,605
Total from renewable sources 2024 (kWh)	627,169
Market based emissions 2024 (mtCO ₂ e)	126
Location based emissions 2024 (mtCO ₂ e)	282

Greenhouse Gas Removals

To date, Hubexo does not actively mandate participation in voluntary carbon markets across our group. However, some of our subsidiaries have individually chosen to procure and retire carbon credits to report carbon offsets. Notably, our UKI group has sought to become third party verified

to PAS 2060 - the demonstration of carbon neutrality. PAS2060 requires businesses to demonstrate a minimum of 5% year on year reduction in total emissions and to offset their residual emissions using recognised quality standard carbon credits. 1,116 Verra VCS carbon credits were retired by our UK subsidiaries in 2024. 100% of GHG removals were from carbon reduction projects, of which 0% were within the EU. No carbon offsetting impedes Hubexo's carbon reduction targets, and all carbon emissions associated with those offsets are fully included within the company's GHG accounting.

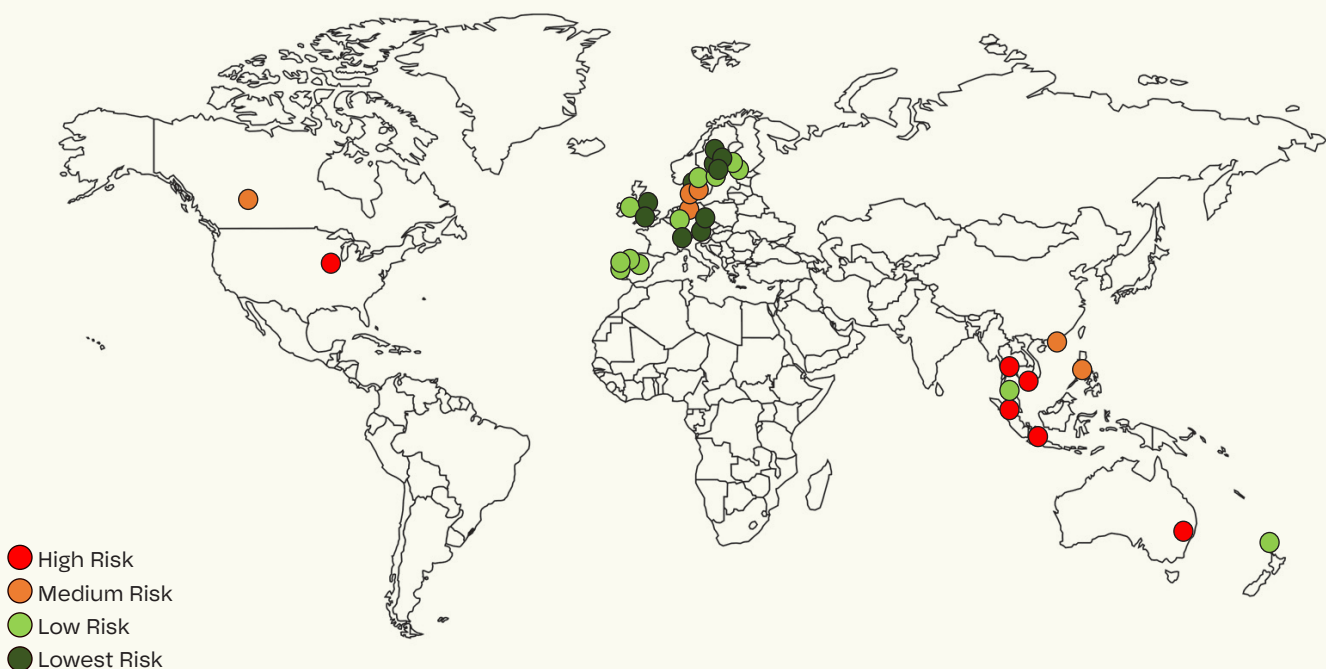
Internal Carbon Pricing

Hubexo does not currently implement an internal carbon pricing scheme. Internal target setting in relation to decarbonization is new to the company, and the feasibility of carbon pricing will be assessed annually.

Climate related risks

Hubexo conducted a geographical climate risk assessment using two third party consultants, Baringa and Endefi and carried out an in house review using data from the XDI Cross Dependency Initiative, which provides ranking of physical climate risks to the built environment in all states and provinces around the world. The results of the geographical risk assessment found Hubexo to have low direct exposure to climate risk. This review did not explore exposure to climate risk within the business' value chain. The results of this assessment contribute to the risk management of the business.

The following image details our geographical locations. Each location marker is then colour coded from green to red (green being least susceptible) to show the potential impact of climate change.



Notably our European entities, particularly in the UK and Nordic regions, are at very low risk to effects of climate change. Only 3 business units had offices which were located near to rivers or the coast, which may be susceptible to flooding should heavy rain occur or any rise in sea levels cause impact. As a technology business, our operations are limited to clerical work and are subsequently able to relocate with immediate effect. An example of this was seen during the pandemic, when due to travel restrictions, social distancing and general lockdowns, our business continued to operate, and our workforce adapted to become remote overnight.

Higher risk areas were found in the South-East Asian territories, where extreme weather events such as Tsunami may impact regions in which we operate. Australia was also found to be at higher risk. APAC represents 21% of total group revenue. 5 Key regions within APAC are most susceptible. These were Bangkok (Thailand), Ho-Chi Mhin City (Vietnam), Jakarta (Indonesia), Sydney (Australia), and Selangor (Malaysia). Hubexo have offices based within each of those cities.

The medium-term financial effects and any potential erosion to margins are deemed low, when considering geographical risk mapping and Hubexo's business continuity model. Long term impacts will require further research and analysis specific to the five highest risk office locations.

In respect to ongoing business within those high-risk regions. Impacts to our customers will likely be more severe. East Asia and South-East Asia have seen the greatest increase in Average Damage since 1990, with this expected to increase to 2050. Risk to the built environment by 2050 is driven by sea level rise and flooding. Hò Chi Minh City sits adjacent to the Mekong Delta and is less than two metres above sea level on average, making it very susceptible. In New South Wales, Australia (and most of western Australia), droughts are projected to become longer and more widespread, which will increase water shortages. More frequent and intense storms and rainfall events are predicted to increase storm and flood damage to housing and infrastructure. These risks also bring opportunities in that as damage ratio increases, new construction and renovation work will also be required to move locations and to remedy damaged building stock.

Own Workforce Report

Policies to manage material impacts, risks and opportunities related to its own workforce

Hubexo's policies include a comprehensive suite that relate to the management, risks, and opportunities of our colleagues. These policies include.

- ~ Anti-bribery and Corruption policy
- ~ Code of Conduct
- ~ Equality policy
- ~ Health and Safety Policy
- ~ Human rights Policy
- ~ Information security policy
- ~ Modern Slavery Policy
- ~ Social Policy
- ~ Speak Up (Whistleblower) Policy

All Hubexo colleagues both direct and indirect must familiarize themselves with our group policies including our human rights policy and all associated policies. The company also makes available on the company website, all relevant policies that are deemed appropriate for public facing domain.

In respect to our human rights policy specifically, Hubexo are committed to respecting human rights as set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs). This commitment encompasses internationally recognized human rights as defined by the International Bill of Human Rights — which consists of the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights — as well as the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

Hubexo colleagues are provided with access to the relevant information as set out within their onboarding program when joining the company. Furthermore, all colleagues are provided with compulsory online training modules in relation to compliance with human rights and other associated topics. This functionality is owned by the company people and culture team and rolled out via controllers at subsidiary level. The training modules are set out as such, so that colleagues must answer questions at the end of each learning module. Users must achieve a minimum score before the training is completed. Should the scoring be unsatisfactory at the end of a training session, the users must review the relevant sections again where knowledge may be missing. The test questions must then be re-done until a pass score is achieved. Should any policy be updated, a revision will be uploaded to the company website and notification of such change will be communicated to all colleagues via the company intranet platform and/or communicated to individuals directly via management.

General queries from colleagues in respect to any human rights issues, should in the first instance be communicated to the line manager of the individual making the query. Should additional input be required, these queries can then

be escalated to the regional level executive team, and then to the company Chief People Officer. Where any notable breach of human rights is identified, any individual, internal or external to the company should follow the company whistleblower function (referred to internally as 'Speak Up').

The company modern slavery policy is a direct extension of the company's human rights policy. Hubexo conduct appropriate checks on all colleagues, recruitment agencies and suppliers, so that we understand who is working for us or on our behalf. Colleagues are provided with a written contract of employment, and they are paid in accordance with the law. Hubexo adhere to our legal obligations to ensure the health and safety of all our colleagues and workers, including in relation to working hours, rest breaks and holidays.

In addition to the prior mentioned policies, the company equality policy is also a connected document surrounding human rights. Grounds for discrimination both direct and indirect are specifically covered in the equality policy. The equality policy also includes specific commitments by the company related to our view upon inclusion for people from groups at particular risk of vulnerability in our own workforce.

How the perspectives of our colleagues inform decisions or activities aimed at managing actual and potential impacts related to the workforce

Engagement with all colleagues occurs at regular intervals and in diverse ways. Regular engagement is designed to manage actual or potential impacts upon our workforce and to allow each to voice their thoughts on shaping the business, including the company policies and procedures. All colleagues have regular 1:1 sessions with their line manager, have access to the company intranet where regular updates are posted, and users can share their own thoughts. Furthermore, the company operates an annual colleague engagement survey, conducted at the beginning of each year, which also includes bi-annual pulse surveys for enhanced monitoring and feedback. All colleagues' responses are anonymous, to ensure that openness is encouraged. The anonymity does however provide difficulty in ensuring that all colleagues complete these surveys. The January 2025 survey saw a participation rate of 72% (1,555 / 2,151), which provides a robust data set. The Chief People Officer has overall responsibility for colleague engagement. The results and feedback from the annual engagement surveys are assessed and scoring is calculated to provide details to align to continual improvement plans. Hubexo is committed to being a great place to work.

Approach to and processes for providing or contributing to remedy where undertaking has caused or contributed to a material negative impact on people in its own workforce

Queries relating to Hubexo's negative impacts can be communicated in numerous ways to the company from

both internal and external parties. General queries from colleagues should in the first instance be communicated to the line manager of the colleague making the query. Should additional input be required, these queries can then be escalated to the department senior leader, and then to the company Chief People Officer. Where any notable negative impact is identified, any individual, internal or external to the company should follow the company whistleblower function. Contacting the whistleblower function can be made in numerous ways and is documented throughout the company policies and on the company website. All new colleagues are made aware of this functionality during their onboarding process and details of this functionality are also made available to all existing colleagues via the company intranet.

Any submitted negative impact reports will be considered by the whistleblower function, who will appoint an investigator to investigate the report. All reports will be taken seriously and will all be assessed carefully to determine whether an investigation is required. The outcomes of the investigation are reported to the Head of the whistleblower function. The head of the whistleblower function will review the outcome and determine appropriate actions to respond to the matter.

Action plans and resources to manage material impacts, risks, and opportunities related to our workforce

Hubexo remain committed to ensuring that all current international laws and regulations are adhered to. Our executive team, the board, and senior leadership closely follow international regulation and any associated changes. Additional inputs from other sources including

the company's double materiality survey, also inform on potential impacts. Any potential impact or new regulatory requirement will be reviewed, initially by the relevant specialist lead and then reviewed during our quarterly board meetings. Any required updates will be made to the company policies and procedures and communicated effectively to our colleagues. Where financial implications upon the company are expected, these will also be discussed with the board and relevant CAPex and OPex attributed to remedy where necessary.

Targets set to manage material impacts, risks and opportunities related to own workforce

Our targets surrounding the management of risks and opportunities relating to our own workforce, currently are focussed heavily upon engagement and communication. These include:

- ~ 75%+ response rate on all colleague engagement surveys – driving effective and reliable sample size for colleague voice
- ~ 65%+ EEI (Employment Engagement Index) for annual engagement survey
- ~ 70%+ colleague activation on Hubexo Academy (internal training platform)
- ~ 85%+ NPS (Net promoter score) on internal event recommendation

We believe that our colleagues voices and opinions are pivotal in ensuring that we have a balanced and healthy working environment.

Characteristics of Hubexo colleagues by gender

Total colleague numbers displayed as total head count by colleagues full time and part time, and then as FTE (full time equivalent) are displayed below. All data is held within the company HR systems and provided directly for reporting purposes for both the annual financial report and sustainability report:

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT	TOTAL
No.Full Time Employees	267	84	77	69	298	119	86	18	11	164	60	286	19	23	29	171	125	37	88	12	2043
No.Part Time Employees	25	14	1	5	31	8	3	2	0	0	0	1	0	0	0	0	3	17	1	6	117
Total FTE	252	96	78	70	329	127	89	20	11	164	60	287	19	23	29	171	128	54	89	18	2114
Female Identified	152	26	28	39	154	66	45	10	8	55	50	177	17	18	24	88	67	21	40	11	1095
Male Identified	140	70	50	35	175	61	46	12	3	109	10	110	2	5	5	83	61	29	49	5	1060
Total M/F	292	96	78	74	329	127	91	22	11	164	60	287	19	23	29	171	128	50	89	16	2156

Due to restructuring of the company and acquisitions, it is not possible to report our employee churn for 2024. Throughout 2025 Hubexo will be implementing a new human resources information system (HRIS) which will be centralised under the new company structure and will provide these metrics moving forward.

Number of temporary/sub-contracted colleagues in Hubexo workforce

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT	TOTAL
Number of temporary/sub-contracted employees	7	3	2	2	3	269	1	0	0	0	0	3	0	0	10	31	26	1	33	0	391

Percentage of Hubexo colleagues covered by collective bargaining agreements

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT	TOTAL
% Employees covered by collective bargaining	87%	N/A	N/A	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	39%	0%	0%	100%	18%
% Employees covered by collective bargaining within country	87%	N/A	N/A	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	39%	0%	0%	100%	18%
% Employees covered by collective bargaining outside country	0%	N/A	N/A	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
% Employees covered by worker's representatives	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	39%	0%	0%	0%	22%
% represented by union (i.e.EWC, SE, SCE)	64%	0%	0%	48%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	39%	0%	0%	0%	8%

Colleagues in top management

Top management is defined as CEO level -2.

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT	TOTAL
No. Employees in top management (CEO -2 levels)	21	4	1	2	24	7	12	2	1	1	1	0	2	0	0	6	0	3	0	1	88
% Employees in top management (CEO -2 levels)	7.32%	4%	1%	2.70%	7%	5%	13%	9%	9%	1%	2%	0%	11%	0%	0%	4%	0%	6%	0%	6%	4%

Colleague break down by age

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT	TOTAL
No. Employees under 30 yrs age	54	16	6	14	43	19	28	7	1	59	7	215	1	2	13	54	23	12	19	4	597
% Employees under 30 yrs age	18%	17%	7.7%	19%	13%	15%	31%	32%	9%	36%	12%	75%	5%	9%	45%	32%	15%	22%	21%	22%	23%
No. Employees between 30-50 yrs age	147	52	47	43	226	70	53	6	10	102	51	68	15	19	16	105	70	23	65	6	1194
% Employees between 30-50 yrs age	50%	54%	60.2%	58%	69%	55%	58%	27%	91%	62%	85%	24%	79%	83%	55%	61%	54%	43%	73%	33%	59%
No. Employees over 50 yrs age	92	28	25	17	64	38	10	9	0	3	2	4	3	1	0	12	35	12	5	8	368
% Employees over 50 yrs age	32%	29%	32.1%	23%	19%	30%	11%	41%	0%	2%	3%	1%	16%	4%	0%	7%	31%	22%	6%	44%	18%

Adequate wage metrics by country

All Hubexo colleagues are paid fair wages per country. Figures are assessed considering the average income for specific professions and minimum wages by country and are compared to the salaries paid by Hubexo to our colleagues to determine the report.

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT	TOTAL
% employees paid adequate wage by country	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
% employees paid lower than adequate wage by country	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Gender pay gap and overall remuneration ratio

Gender pay gap is measured using the following equation:

(Avg.gross hourly earnings of male colleagues - Avg.gross hourly earnings of female colleagues) / Avg.gross hourly earnings of male colleagues x 100

Annual total remuneration ratio (M+F combined) is calculated using the following equation:

Annual total compensation for the highest paid individual / Median colleague annual total compensation (excluding the highest paid individual)

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT
Gender pay gap	16.6%	24.4%	6.5%	19.5%	8%	15%	3%	27%	-73%	9%	3%	9%	-39%	-139%	50%	33%	17%	18%	N/T	37%
Annual total remuneration ratio	4	3.38	2.8	2.6	2.07	4.10	4.20	3.18	3.00	1.67	4.27	7.97	2.48	8.41	8.54	14.88	2.79	2.78	N/T	2.9

Social Protection metrics by country

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT
Sickness full pay duration (days)	14	621	14	16	90	10	362	80	46	377	313.5	889	69.5	163.5	0	0	365	365	Varies	Varies
Sickness part pay duration (%/days)	10% /90	0%	10% /90	10% /90	50% /90	0%	51% /112	0%	0%	0%	0%	0%	0%	0%	0%	55%/30 60%/90 70%/365	100% /365	100%	80% /180	100%/42 50%/20
Social protection from unemployment	Yes	Yes	Yes	Yes	n/a	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Partial	Yes
Social protection from injury/disability	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Parental leave pay %	10%	90%	10%	10%	0%	100%	1%	0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	1%	0%
Pension	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes
All employees have same protection rights?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes

Percentage of known persons with disabilities amongst colleagues subject to legal restrictions on collection of data

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT
% employees with disabilities subject to legal data restrictions	2%	1%	1%	1%	N/T	N/T	N/T	N/T	N/T	N/T	N/T	0%	N/T	N/T	N/T	1%	2%	N/T	1%	N/T

Training and skills development by Gender

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT
% employees partaking in regular performance and development reviews	100%	100%	100%	100%	100%	85%	71%	62%	100%	13%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Avg.training hours Male employee	10	90	10	10	34	16	N/T	N/T	0	0	16	0	0	0	0	18	8	10	N/T	9
Avg.training hours Male senior leader	32	90	32	32	0	16	N/T	N/T	0	0	0	0	0	0	0	29	0	32	N/T	7
Avg.training hours Female	10	90	10	10	114	16	N/T	N/T	0	0	16	0	0	0	0	24	10	10	N/T	9
Avg.training hours Female senior leader	32	90	32	32	0	16	N/T	N/T	0	0	0	0	0	0	0	28	0	32	N/T	7
Avg.training hours per employee	10	90	10	10	71	16	N/T	N/T	0	0	16	0	0	0	0	21	9	10	N/T	9
Avg.training hours per senior leader	32	90	32	32	0	16	N/T	N/T	0	0	0	0	0	0	0	28	0	32	N/T	7
Total training hours	3382	8640	802	784	1708	2032			0	0	944	0	0	0	0	3633	1152	567		139.3

Health and Safety metrics

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT
% of employees covered by H&S management system	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
No. employee fatalities relating to work injury/illness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No. Non-employee fatalities relating to work injury/illness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No. work related accidents (employees)	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Rate of work related accidents (employees)	0.68	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0
No. work related ill health cases	8	0	0	0	7	0	0	0	0	0	0	0	0	0	0	2	7	0	0	0
No. days lost due to work related accidents / ill health / fatalities	5	0	0	0	94.5	0	0	0	0	0	0	0	0	0	0	2	122	0	N/T	0

Family related leave metrics

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT
% employees entitled to family related leave	100%	100%	100%	100%	100%	95%	100%	91%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
% employees which took family related leave	22.6%	5%	12.6%	12.2%	2%	2%	15%	38%	0%	1%	12%	12%	43%	0%	7%	11%	2%	3%	2%	6%
% Female employees which took family related leave	62.1%	2%	49%	55%	1%	1%	8%	19%	0%	3%	5%	11%	53%	0%	8%	6%	0%	2%	1%	6%
% Male employees which took family related leave	37.9%	3%	51%	45%	1%	1%	8%	19%	0%	22%	2%	1%	50%	0%	0%	4%	2%	1%	1%	0%

Incidents of reported discrimination

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT
No. recorded incidents of discrimination	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No. of complaints/concerns filed by employees	0	0	0	0	14	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Total fines/penalties/compensation related to damages of social or human rights	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total fines/penalties/compensation related to damages of social or human rights included in financial statements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No. severe human rights issues or incidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total fines/penalties/compensation related to damages of social or human rights (own workforce)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total fines/penalties/compensation related to damages of social or human rights included in financial statements (own workforce)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Additional material impacts pursuant to own workforce

As a technology company Hubexo is a low-risk work environment. However, we recognise that without correct intervention, risks can occur in the workplace. Hubexo has a dedicated health and safety policy in place for all colleagues, and we monitor any work-related accidents or illnesses.

In our recent Colleague Engagement survey, wellbeing is a factor in which we score highly, benchmarking favourably internally and externally. 81% of colleagues indicated that their manager genuinely cares about colleague wellbeing, with 70% stating that colleague wellbeing is a priority by the senior leadership team at Hubexo.

Our people management team are continually monitoring and exploring how to best support colleague's health and wellbeing internationally. Examples of health and wellbeing programmes deployed by the company to support this, include as examples such as a scheme in the UK where over 300 colleagues have access to an Assistance Program offering remote GP and physiotherapy appointments, 24/7 mental health support, and financial and wellbeing resources. In Portugal and Spain, around 200 colleagues benefit from a confidential assistance program covering psychological, nutritional, legal, and time management support—extensible to household members and available 24/7.

As a business committed to the decarbonisation of our operations, adjustments to the way in which we conduct day to day business and our budget planning, will evolve over time in line with a Net Zero vision. For our colleagues, this will by default see some changes, though likely minor. Changes to aspects such as travel, for example switching from flights to rail journeys where feasible, which may incur additional travel time.

Data point	SWE	DNK	FIN	NOR	GBR	USA	AUS	NZL	HKG	IDN	MYS	PHL	SGP	THA	VNM	PRT	ESP	CHE	POL	AUT
Country at risk of forced/compulsory labour?	No	No	No	No	No	No	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	No
Operations at risk of forced/compulsory labour?	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

Additional potential impacts and related opportunities within our own workforce are also noted within our South-east Asia operations. Primarily relating to extreme heat and weather events, the company's geographical risk assessment identified areas prone to flooding or tsunami in those regions. Hubexo have adopted due diligence measures where office-based work can be switched to remote working overnight, as demonstrated

The impact upon individuals in respect to mental wellbeing, or their views on inclusion or peer camaraderie when considering various work personas such as remote and office-based positions is currently a focal point. Finally, as the majority of Hubexo's emissions sit within scope 3, and notably our supply chain expenditure, how any planned spend decrease may impact overall colleague satisfaction will be monitored in line with future emission related reductions.

As a technology (software as a service) company, Hubexo is deemed low risk when reviewing operations and any potential risk of forced labour. Our colleagues are predominantly qualified professionals in clerical-based roles. Whilst our operations are deemed low risk, we do recognise that the geographies in which we operate do vary. When viewing the global slavery index, most of our territories are well below 20/100 on the vulnerability scale, with most of southeast Asia ranked between 30-40/100, which is slightly higher. Hubexo's supply chain is limited to professional services, office equipment and other general clerical operational aspects. Therefore, any direct impact from forced or child labour is very low risk. However, we do recognise that our downstream supply chain includes the construction sector, which is more at risk than clerical professions. Hubexo aim to raise awareness of the issues of forced or child labour in those regions at higher risk and promote alignment to the UN SDGs. In respect to the data represented in the table below, where a country is noted as at risk of compulsory or forced labour, this data has been taken from various sources including the Global Slavery Index (GSI) and reports from the U.S. Department of Labor, ILO, and the Walk Free Foundation. The risk of compulsory or forced labour in each country relates predominantly to lower skilled 'hands on' type roles, of which Hubexo do not typically employ.

during the COVID-19 pandemic, where our workforce became temporarily remote. The specific land-based location of our offices does further reduce potential impact, as these are not located on low lying land and are considerably higher than sea level. Fiscal impact may occur should the construction sectors be significantly impacted within those territories, and market reviews, forecasts and continual risk assessments are planned.

Consumers and End-users Report

Hubexo customer profile

Hubexo customers represent numerous construction professionals, including but not limited to, clients, local governments, designers, engineers, building contractors and subcontractors and construction product manufacturers. Additionally, other clientele extends to providers of services, who may rely upon our project insights to develop their own growth strategies.

With a construction biased customer profile, material impacts may be found in varying topics, including building regulatory compliance (notably including matters of safety and sustainability), costs, time constraints, and general construction supply chain matters. Additionally, as Hubexo forms part of our customers upstream value chain, our own ESG approach may influence their own ESG metrics. Across the board, all Hubexo customers irrespective of their background, will engage with us for digital solutions. This makes data security a commonality between all Hubexo stakeholders, and a priority for Hubexo.

Hubexo conduct industry research and customer engagement that informs the development of our business strategy. Risk management and the identification of risks and opportunities are part of this process. Where an outside industry wide factor (for example limiting climate change) is noted by the company, we listen to the needs of the industry to develop solutions that strengthen our core offerings or build innovative solutions to market, that address those potential impacts.

Risks to individuals within our supply chains, including our customers, are limited, due to the clerical and digital nature of our business model. Our group policies outline any perceived area where impact may occur and describe how Hubexo approaches any potential risk.

Policies to Manage impacts related to consumers and end-users

Hubexo has implemented various policies that apply to both internal and external stakeholders when conducting business relationships with the company. In relation to the protection of consumers and end-users, specifically, the following policies apply and are publicly available on the Hubexo website:

~ Sustainability policy – This policy provides assurance to our customers that we conduct business in the most responsible manner.

~ Anti-bribery and Corruption policy - This policy outlines Hubexo's position on preventing and prohibiting bribery and indirectly provides re-assurance to our customers.

~ Code of Conduct – This policy outlines how representatives of Hubexo are expected to conduct business, indirectly this policy demonstrates that we will treat all customers fairly and with respect, transparency, and accountability.

~ Equality policy – The policy describes Hubexo's expectations for colleagues in relation to equality and how all interactions with any company stakeholder must be conducted. Additionally, this policy describes the complaints procedure for any potential case of harassment including from customers and directed towards colleagues.

~ Information security policy – Hubexo's business model is reliant upon and processes vast amounts of customer data. This policy sets out how Hubexo prioritises and conducts information security.

~ Whistleblower Policy - This policy describes which matter are reportable, how individuals can report concerns and how the company will protect anyone as a whistleblower.

~ Modern Slavery Policy - Hubexo do not tolerate any conduct of modern slavery. This policy describes our commitment to the prevention of all forms of Modern Slavery, including our downstream supply chain.

~ Human Rights Policy - Hubexo are committed to respecting human rights as set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs). This commitment encompasses internationally recognized human rights as defined by the International Bill of Human Rights – which consists of the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights – as well as the International Labour Organization Declaration on Fundamental Principles and Rights at Work. We recognize the diversity of laws in the locations where we operate, and where people use our platforms. We strive to respect domestic laws, however, when faced with conflicts between such laws and our human rights commitments, we seek to honour the principles of internationally recognized human rights. In these circumstances we seek to promote international human rights standards by engaging with our stakeholders and companies. Any possible considered breach of human rights can be reported via the company whistleblower function.

All policies and procedures are owned by individuals within the organization senior management team, pursuant to their individual areas of responsibility. Full details of responsibilities are outlined within each individual policy.

Engagement with consumers and end-users

The perspectives and views of consumers and end-users are key to continuous improvement and continuity of the company. Engagement with our customers occurs on a regular basis to aid this. Methods of engagement vary, from regular contact with account managers, to workshops, in person events, webinars with Q&A functionality, and surveys. The views of this stakeholder group are treated as a priority and inform the business on both the necessary developments of our platforms and services, but also our own operations. Engagement with customers may on occasion be made at group level, however typically and with various brand identification and across multiple geographies, contact is usually made and managed at subsidiary level. The Chief Product Officer and regional Presidents have overall responsibility for ensuring that engagement is managed appropriately with customers, and that feedback helps to inform development of both our platforms and services, and our business. Locally, engagement is managed by the regional sales, marketing, and product development teams.

Should a customer wish to raise any concern, the ability to do so via regular contact methods is typically the approach, though in any situation where any breach of policy or concerns of a legal or sensitive nature may be required, all customers have the option to escalate contact to senior management and/or the whistleblower function.

All feedback received both positive and negative are documented and managed internally. Via the sales function, this is typically logged within the company's CRM systems and managed by the dedicated customer account manager. For any complaints of a serious nature, such as any potential breach of law, these are escalated to the CEO, and suitable investigations and actions are determined case by case in confidence.

Managing consumer related impacts

As a technology company serving the construction sector, Hubexo's customers are construction professionals, such as designers, contractors, and product manufacturers. The construction industry, as a sector responsible for circa 40% of all global carbon emissions, is currently under pressure to decarbonize. Furthermore, construction supply chains must adhere to best practice in respect to supply chain due diligence. Hubexo conduct research and engage with our customers on those matters which impact them, and have put in place and planned development, various functionalities that will allow our customers to build more sustainably whilst improving their overall ESG performance. The company has a dedicated sustainability function within the product development team, who are responsible for ensuring that sustainability is a priority in all development work and future product functionality. Developments throughout the prior year include:

Specification platforms:

- ~ Early-Stage Specification Functionality to advocate improved sustainability and safety decisions within project specifications.

- ~ Providing guidance on sustainable practices when designing and selecting materials, inclusion of sustainability data within specification clauses and reporting ability to demonstrate improved targets.
- ~ Provision of this functionality will increase knowledge of the users, increase sustainable outcome potential on projects and allow users to evidence their decisions aligned to decarbonisation targets.
- ~ 14 functions were implemented or in development through this period, including updates or introduction of: Cost/Carbon data, ESG Guidance, Specification clauses, and reporting.
- ~ Capital Expenditure (CapEx) apportioned to these developments was £100,657 for the 2024 FY.

Product libraries:

- ~ Increasing and enhancing the provision of EPD and other Sustainability data within our platforms.
- ~ Provision of 'industry average' emission factors for product types. Which is based upon products hosted within the Hubexo libraries and where data quantity and quality is robust enough to provide averages.
- ~ Surfacing high-quality machine-readable life cycle information relating to displayed construction products and materials, allowing easy comparison between products and their performance.
- ~ Company sustainability profile area, to allow companies hosting products within our libraries to display and demonstrate their operational ESG information.
- ~ Reporting functionality to allow detailed reports of materials and products selected, including carbon metrics, recycled content, hazardous substances and more.
- ~ EPD certificate validation, which includes notifications of certificate expiry and publication.
- ~ Provision of this functionality will allow users to select lower impact materials and evidence their decisions aligned to decarbonisation targets.
- ~ 26 functions were implemented or in development through this period, including updates or introduction of: Asset management, Brand positioning, Data hierarchy (making EGS data more prominent), EPD Specific Data, Filters, Material Performance data, Reporting, and Improved User profiles.
- ~ Capital Expenditure (CapEx) apportioned to these developments was £52,007 for the 2024 FY.

Planned developments:

Hubexo has a clear focus throughout 2025 in respect to improving the ESG functionalities across our portfolio. Led by the dedicated sustainability function within our product management group, several significant new developments will take place, notably across our specification and product pillars, as part of our ongoing improvements, plus additional development within our E-Tender pillar.

Hubexo do not publish information relating to future financial resources (planned spend) allocated to new developments, however, our development expenditure relating to ESG will increase for 2025 when compared to 2024.

Setting targets to manage impacts, risks and opportunities relating to consumers and end-users

Hubexo sets a variety of targets related to consumers and end-users. For those pertinent to ESG impacts, risks, and opportunities, we have compiled the below table to indicate:

	Reduce customer emissions	Improved ESG functionality within platforms	Equal project opportunities	Data privacy	SLA
Relationship with policy objectives	Hubexo sustainability policy. Limit consumers scope 3 emissions via use of Hubexo solutions.	Hubexo sustainability policy. Aid the decarbonisation of the construction sector.	Hubexo social policy. Provide equal opportunities to clients of all sizes.	Hubexo ethical business policy. Protect client personal data inline with contractual terms and conditions of use.	Hubexo ethical business policy. Prompt redress if something goes wrong.
Measurable target	Hubexo emission reductions	Sector analysis. Dev roadmap plans. Dev roadmap achievements.	No. SMEs served. No. SMEs specified (Spec/Product). No. SMEs awarded contracts (E-Tender).	No. data breaches	Avg. time to respond. No. submitted by scale. Avg. down time of services.
Nature of target	Reduce operational emissions inline with 1.5 threshold.	Increase functionality related to promotion of decarbonisation and ethical supply chains.	Promote equal opportunities within the sector.	Zero breaches of data security.	Minimise disruption to clients projects.
Description of scope of target	Hubexo carbon reduction targets.	No. of solutions delivered.	Increased year on year SME stats.	Zero breaches of data security	Response inline with SLA. Minimize severity of issues.

For each of the associated targets the baseline year is set as 2024, and for this report the reporting period is 2024. Data relating to each target is ascertained on a live basis in most cases, except for the environmental targets which are monitored quarterly. Hubexo and our subsidiaries conduct regular engagement with our clients to understand their needs, including surveys, round tables, and face to face learning sessions. Alongside this individual engagement, we also conduct industry wide research with the aim of providing a strategy that will focus on emerging trends. Our targets related to environmental matters and in particular decarbonisation is a prime example of this due diligence. Limiting our own emissions will by default lower our customers own supply chain spend emissions, then with the addition of increased functionality and promotion

of sustainable outcomes within our platforms and services, we can aid those same customers in delivering lower carbon projects. Any targets related to decarbonisation are based on science-based targets and aiming for the limitations of global temperatures to within those set out within the Paris Agreement. These targets also allow the company to track the effectiveness of our related group policies and provide a means to advise on any adjustments or new additional clauses.

Hubexo's carbon emission base year is 2024 (the reporting year), therefore we cannot report against our decarbonization performance at this time. Performance against targets will be published in all following annual sustainability reports.

Governance Report

Mechanisms for identifying, reporting, and investigating concerns about unlawful/policy non-compliant behaviour

Reportable conduct is anything that has reasonable grounds to suspect unlawful behaviour or behaviour in contradiction of its code of conduct or similar internal rules in relation to Hubexo. These can include things such as but not limited to:

- ~ misconduct, or an improper state of affairs or circumstances.
- ~ conduct that represents a danger to the public or the financial system.
- ~ illegal conduct, such as theft, violence or threatened violence, and criminal damage against property.
- ~ fraud, money laundering or misappropriation of funds
- ~ offering or accepting a bribe
- ~ financial irregularities
- ~ failure to comply with, or breach of legal or regulatory requirements.
- ~ engaging in or threatening to engage in detrimental conduct against a person who has made a disclosure or is believed or suspected to have made or be planning to make a disclosure.

Before conducting a Whistleblower Report, those considering doing so should make sure that they have reasonable grounds to suspect reportable conduct. 'Reasonable grounds to suspect' is based on objective reasonableness of the reasons for the suspicion. In practice, a mere allegation with no supporting information is unlikely to reach that standard. However, a Whistleblower does not need to prove their allegations, and the disclosure will qualify for protection even if the disclosure turns out to be incorrect. Hubexo encourage any reportable concerns to be submitted via our whistleblower function. Reports can be submitted by phone, email or by sending an anonymous letter. The internal whistleblower function is supervised by the company Chief People Officer, and contact details are made available on the company website and internally on the company intranet.

Different circumstances require different kinds of steps and investigation methods, but Hubexo are entitled to make sure that all matters, investigations, and processes need to be, fair, conducted as quickly and efficiently as possible, determined whether there is enough evidence to substantiate the matters reported, and independent of the person(s) concerned with the allegations During the process.

As a software company, corruption risks are limited. With the largest potential risk of corruption sitting within any financial

or personal data transactional department, however all Hubexo colleagues receive training on business conduct and must follow all relevant laws and company policies.

To date Hubexo have not tracked training completed by colleagues related to aspects such as anti-corruption and bribery. For 2025 we have a new learning management system being implemented, so will be able to report on such metrics from 2025 onwards.

In 2024 Hubexo colleague saw no convictions for violation of anti-corruption and anti- bribery laws. The number of fines for violation of anti-corruption and anti- bribery laws were also zero.

Political involvement

Hubexo are not involved in any matters of political influence and/or lobbying activities, and do not make any financial or in-kind political contributions.

Approaches in regard to relationships with suppliers

Hubexo's supplier policy sets out our approach to ethical and considerate practice within our supply chain. Whilst our supply chain is minimal risk through being limited to typical office goods supply, electronic and clerical services, this policy provides an itinerary of minimum standards and requirements that both Hubexo and any supplier to the company must uphold in relation to environmental, social, governance, and payment practices. Whilst the company must deliver value for money within any procurement, we also recognise that value goes beyond monetary principles, and we aim to seek suppliers that align to both our decarbonisation strategy, ethical human rights, and equality principles, and provide quality of service.

Where a supplier may be a strategic partner, Hubexo will work with these companies on a 1:1 basis and conduct due diligence assessments to achieve a positive impact upon our sustainability strategy and will make preference to suppliers who are able and/or willing to meet our expectations.

The Hubexo supplier policy also sets out that Hubexo will endeavour to make any payments to suppliers as set out within contract terms. The company does not apply a standard payment term protocol, as payment terms will vary by each supplier, region, and goods/service. Hubexo is currently implementing a new finance system. In relation to CSRD reporting, this new system will allow the reporting of our average number of days to pay invoice from date when contractual or statutory term of payment starts to be calculated, the percentage of payments aligned with standard payment terms, and any outstanding legal proceedings for late payments should they exist.

Annex A - CSRD alignment table

The below table sets out the relevant ESRS clauses applicable to Hubexo, both mandatory and as a result of our double materiality assessment, listed in parallel to the corresponding page number to which the disclosure is covered within this report.

Corporate Sustainability Reporting Directive (CSRD) alignment index									
ESRS 2	Page	ESRS E1	Page	ESRS S1	Page	ESRS S4	Page	ESRS G1	Page
ESRS 2_BP-1	3	ESRS E1-1	10	ESRS S1-1	15	ESRS S4-1	20	ESRS G1-1	23
ESRS 2_BP-2	3	ESRS E1-2	11	ESRS S1-2	15	ESRS S4-2	21	ESRS G1-2	23
ESRS 2_GOV-1	3	ESRS E1-3	10	ESRS S1-3	15	ESRS S4-3	21	ESRS G1-3	23
ESRS 2_GOV-2	6	ESRS E1-4	12	ESRS S1-4	16	ESRS S4-4	21	ESRS G1-4	23
ESRS 2_GOV-3	6	ESRS E1-5	13	ESRS S1-5	16	ESRS S4-5	22	ESRS G1-5	23
ESRS 2_GOV-4	7	ESRS E1-6	12	ESRS S1-6	16	ESRS S4-SBM-3	20	ESRS G1-6	23
ESRS 2_GOV-5	6	ESRS E1-7	13	ESRS S1-7	16				
ESRS 2_IRO-1	6	ESRS E1-8	13	ESRS S1-8	17				
ESRS 2_IRO-2	4	ESRS E1-9	13	ESRS S1-9	17				
ESRS 2_SBM-1	9	ESRS E1_IRO-1	13	ESRS S1-10	17				
ESRS 2_SBM-2	9	ESRS E1_IRO-1	13	ESRS S1-11	18				
ESRS 2_SBM-3	6	ESRS E1_IRO-1	9	ESRS S1-12	18				
		ESRS E1_SBM-3	6	ESRS S1-13	18				
				ESRS S1-14	18				
				ESRS S1-15	18				
				ESRS S1-16	17				
				ESRS S1-17	19				
				ESRS S1_SBM-3	19				

Annex B - UK CSR alignment table

United Kingdom CSR alignment index	Page(s)
Companies Act 2006 (ESG related risks)	6, 13, 16
Streamlined energy & carbon reporting (SECR)	12, 13
Modern Slavery Act 2015 (Compliance statement)	15, 23
Equalities Act 2010 (Gender pay gap)	17

Annex C - EU taxonomy alignment

Methodology

Hubexo assessed our business activities against the EU Taxonomy Regulation, using the delegated acts applicable to non-financial undertakings. Activities were classified by NACE codes and assessed for eligibility and alignment with the technical screening criteria (TSC), Do No Significant Harm (DNSH) requirements, and minimum social safeguards. Where applicable, values were derived from internal financial reporting systems using manual allocation of relevant expenditure and revenues.

Description of Eligible and Aligned Activities - Primary Activity: Climate Change Mitigation (8.1)

One of Hubexo's core solutions is a cloud-based SaaS platform that provides detailed listings of construction products, including environmental and emissions data such as EPDs (Environmental Product Declarations) and embodied carbon values. The platforms include a comparison engine that enables selection of low-carbon alternatives and benchmarking tools to help project teams measure emissions against industry norms. This activity falls under Activity 8.1 – Data-driven solutions for GHG emissions reductions. It qualifies as both taxonomy-eligible and

aligned, as it demonstrably enables downstream emissions reductions in the built environment, and meets the technical screening criteria, including clearly stated and measurable emissions reduction objectives, supporting lifecycle analysis and product environmental data integration, and causes no significant harm to other environmental objectives.

CapEx and OpEx Attribution

As our operations are hosted on third-party cloud providers (e.g., AWS), we do not own or control the underlying data centre infrastructure and thus cannot report cloud infrastructure-related CapEx or OpEx as taxonomy-aligned under activities 3.6 or 8.2. Furthermore, as the aligned activities form a singular part of our products functionality, we cannot derive an EU taxonomy aligned turnover figure for aligned activities. Our eligible CapEx includes internal development to improve emissions benchmarking algorithms and material classification systems. Our CapEx on aligned activities was €183,997 in 2024. We have no taxonomy-aligned OpEx in the current reporting year, although we are exploring product expansion which may introduce new alignment opportunities in the future.

Activity Description	NACE Code	Environmental Objective	KPI Contribution	Eligibility	Alignment
SaaS platform providing construction product listings with embedded environmental data and emissions benchmarking	J62.01	Climate Change Mitigation	Turnover, CapEx	Yes	Yes(8.1)
Development of digital comparison tools to support low-carbon material selection	J62.09	Climate Change Mitigation	CapEx	Yes	Yes
Subscription to third-party cloud infrastructure (AWS)	J63.11	Not applicable (third-party CapEx)	OpEx (excluded from alignment)	No	Not applicable

Minimum Safeguards

We confirm that our company complies with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. This includes Robust policies on human rights, labour standards, anti-corruption, supplier code of conduct, and internal governance through our ESG steering committee.

Environmental Objectives

We currently report under the Climate Change Mitigation objective only. Other objectives, such as adaptation and biodiversity, are not directly relevant to our core digital services currently.

Objective	Reported?	Notes
Climate Change Mitigation	Yes	Platform contributes to material decarbonisation in the built environment
Climate Change Adaptation	No	Not within scope of current SaaS functionality
Sustainable Use and Protection of Water and Marine Resources	No	Not applicable
Transition to a Circular Economy	No	Not applicable
Pollution Prevention and Control	No	Not applicable
Protection and Restoration of Biodiversity and Ecosystems	No	Not applicable

