

Sustainability Report 2024



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A message from our CEO



Welcome to our 2024 Sustainability Report, providing insights into sustainability management at RepRisk, for the interests of our clients. Whereas the following report provides an internal perspective on how we manage our business responsibly, I would like to take the opportunity to speak to our clients with an external perspective, about the uncertainty and risk they may be experiencing, and the need for relevant and accurate information upon which to base business decisions.

2024 presented a challenging environment for sustainability, with global events creating uncertainties for some and new opportunities for others. Many stakeholders may feel the ground is shifting beneath their feet as business and regulatory landscapes change. Instability creates risk, which can translate to real costs. As businesses seek guidance and trusted information, RepRisk is proud to provide consistency, staying true to our methodology and building on our domain expertise for nearly two decades, offering our clients actionable data on reputational risk and business conduct. Our vision remains crystal clear – to be the global standard for business conduct data, empowering decision-makers to navigate a complex world.

For RepRisk, there lies a certain irony in publishing a sustainability report, considering our methodology intentionally excludes self-reported information. We believe meaningful progress starts with transparency grounded in reality – not claims. When companies make bold public commitments while concealing harmful practices, stakeholders lack the full picture they need to make informed decisions about social and environmental impact.

Self-reported information can provide valuable insights for analyzing objective data, such as emissions, energy consumption, waste, and key human capital metrics. However, for a more accurate and reliable assessment of business conduct risks, companies, investors, and regulators benefit from data that extends beyond corporate self-disclosures. By tapping into independent, external sources, and bringing together speed and quality with our unique combination of artificial and human intelligence, we help shine a light on hidden risks – whether in investment portfolios or global supply chains. This level of insight supports smarter decision-making, more effective due diligence, and ultimately, a more sustainable economy built on accountability.

Introduction

RepRisk is the world's most respected Data as a Service (DaaS) company for reputational risks and responsible business conduct. Our mission is to provide transparency on business conduct risks to drive positive change. RepRisk is the trusted choice for over 600 clients, including leading financial institutions and corporations worldwide, who rely on our insights to quickly and effectively manage their business conduct risks. Since 2007, RepRisk's data has been trusted by the world's leading banks, investment managers, Fortune 500 companies, sovereign wealth funds, and organizations such as the Organization for Economic Co-operation and Development (OECD) and the United Nations (UN).

Combining advanced AI with deep human expertise, and with a proven methodology at the core, RepRisk's solutions bring peace of mind, enabling clients to 'know more, be sure, and act faster.' Our pioneering solutions help to strengthen due diligence processes across Environmental, Social and Corporate Governance (ESG) topics, such as biodiversity, deforestation, human rights, and corruption, empowering clients to identify, monitor, and mitigate reputational, compliance, and financial risks. Headquartered in Zurich, and with offices in Toronto, New York, London, Berlin, Manila, and Tokyo, we stay close to clients and bring an independent lens to the industry. United by our shared belief in the power of data, we are proud to be setting the global standard for business conduct data and driving positive change through transparency.

This report provides sustainability information to assist our stakeholders with any disclosure items they require. RepRisk reports with reference to the Global Reporting Initiative (GRI), with additional guidance from the International Financial Reporting Standards (IFRS)/International Sustainability Standards Board (ISSB) and the Corporate Sustainability Reporting Directive (CSRD)/ European Sustainability Reporting Standards (ESRS)/ Voluntary Sustainability Reporting Standard for non-listed micro-, small- and medium-sized undertakings (VSME).

Double materiality risk and opportunity assessment

For this year's report, we updated our materiality assessment to include double materiality risk and opportunity. Double materiality provides a framework to view a company's sustainability impact on the outside world ("impact materiality"), as well as the effect of sustainability topics on the company ("financial materiality"). Impact / financial materiality topics may be risks or opportunities.



Material topic	Context	Impact materiality	Financial materiality	Risk	Opportunity
RepRisk data solutions	RepRisk is a DaaS company for reputational risks and responsible business conduct	RepRisk data solutions create positive impact through client use	Revenue / resources for expansion and improvement of RepRisk data solutions	Competition	Positive sustainable impact Market expansion Company growth
Employee wellbeing	Employee productivity, creativity and wellbeing	Creation and delivery of RepRisk's data solutions	Revenue source Resource costs	Negative employee environment Talent retention and recruitment	Positive employee environment Talent retention and recruitment
Responsible AI	Environmentally sustainable AI Socially ethical AI	AI industry's "license to operate"	Potential client or regulatory requirements Potential changes to cloud data center cost	AI energy demands versus renewable energy supply AI regulation	Client retention / due diligence Company branding and industry leadership
Climate change and emissions	Global climate goals Client net-zero value chains	Alignment to global climate goals	Potential client deal exclusion if not aligned to client climate targets. Business continuity / climate disruption	Net zero value chain screening by clients may exclude RepRisk from tender process Business continuity / climate disruption	Client retention / due diligence Environmental contribution
Ethical value chain	Ethical sourcing E-waste and circular economy	Support responsible business conduct	Potential premium price categories for ethical suppliers	Value chain misconduct violates ethical principles	Awareness and management of business conduct in the value chain
Business conduct	Employee Code of Ethics	Alignment to globally accepted principles of business conduct	Client trust	Reputational risk	Qualify for client deals via due diligence and KYC processes

Sustainability disclosure mappings

RepRisk reports voluntarily as an SME, taking guidance from global disclosure standards, GRI, IFRS/ISSB and CSRD/ESRS/VSME. A mapping of RepRisk sustainability topics to the standards is provided below.

RepRisk material topic	GRI mapping	IFRS/ISSB mapping	CSRD/ESRS/VSME mapping
RepRisk data solutions	201 Economic Performance 203 Indirect Economic Impacts	IFRS S1 Strategy / Business Model / Sustainability-related Risks and Opportunities	ESRS 2 SBM Strategy and Business Model ESRS 2 IRO Impact, Risk and Opportunity VSME C1 Strategy, Business Model and Sustainability
Employee wellbeing	202 Market Presence 401 Employment 402 Labor/Management Relations 403 Occupational Health and Safety 404 Training and Education 405 Diversity and Equal Opportunity 406 Non-Discrimination	TC-SI-330 Recruiting & Managing a Global, Diverse & Skilled Workforce	ESRS S1 Own Workforce VSME Workforce B8, B9, B10, C5, C6, C9 VSME Initiatives B2, C2
Responsible AI		TC-SI-130a.3 Discussion of the integration of environmental considerations into strategic planning for data center needs TC-SI-520 Intellectual Property Protection & Competitive Behavior TC-SI-550 Managing Systemic Risks from Technology Disruptions	VSME Initiatives B2, C2
Ethical value chain	306 Waste 308 Supplier Environmental Assessment 414 Supplier Social Assessment		ESRS E5 Resource Use & Circular Economy ESRS S2 Workers in the Value Chain ESRS S3 Affected Communities VSME Resource use, circular economy and waste management B7 VSME Initiatives B2, C2
Climate change and emissions	302 Energy 305 Emissions	TC-SI-130 Environmental Footprint of Hardware Infrastructure	ESRS E1 Climate Change VSME Environment B3, C2, C3, C4 VSME Initiatives B2, C2
Business conduct	205 Anti-Corruption 206 Anti-Competitive Behavior 407 Freedom of Association and Collective Bargaining 408 Child Labor 409 Forced or Compulsory Labor 415 Public Policy 417 Marketing and Labeling 418 Customer Privacy	TC-SI-230 Data Privacy & Freedom of Expression TC-SI-230 Data Security	ESRS G1 Business Conduct ESRS S4 Consumers and End-Users VSME Governance B11

Sustainability disclosures – RepRisk data solutions

RepRisk data solutions - Sustainability disclosures (GRI, IFRS/ISSB, CSRD/ESRS/VSME)					
Topic	Theme	Description	GRI	IFRS/ISSB	CSRD/ESRS /VSME
RepRisk data solutions	RepRisk is a DaaS company for reputational risks and responsible business conduct	Clients choose RepRisk for peace of mind and performance. We empower clients with actionable insights on reputational risk and responsible business conduct that impact the value of their business relationships, investments, and operations. By combining advanced AI with expert human analysis and deep domain expertise, RepRisk offers unparalleled transparency into risk exposure. Through relevant and accurate data, we enable organizations to make informed decisions – and fast. With RepRisk as their trusted and independent partner, clients are better equipped to conduct due diligence, address regulatory demands, and build resilient strategies in a rapidly evolving world. In the end, it's about enabling the ABC: better capital Allocation, enhanced Business efficiency, and rigorous Compliance. (GRI 201 and GRI 203)	201 Economic Performance 203 Indirect Economic Impacts	IFRS S1 Strategy / Business Model / Sustainability-related Risks and Opportunities	ESRS 2 SBM Strategy and Business Model ESRS 2 IRO Impact, Risk and Opportunity VSME C1 Strategy, Business Model and Sustainability

Sustainability disclosures – Employees

Employees - Sustainability disclosures (GRI, IFRS/ISSB, CSRD/ESRS/VSME)					
Topic	Theme	Description	GRI	IFRS/ISSB	CSRD/ESRS /VSME
Employees	Wellbeing	RepRisk has 361 employees, across seven global offices. (GRI 401) RepRisk complies with all relevant labor laws, e.g., parental leave, minimum notice periods, pensions. Additional benefits are available per location, such as fitness subsidy, public transport subsidy, volunteering days, donation matching programs. (GRI 401 and GRI 402) RepRisk complies with all relevant health and safety laws, in each of our office locations. There were no incidents of work-related injury or ill health in the reporting period. RepRisk takes additional steps to promote employee wellbeing such as flexible office-remote work, health incentives, non-work activities such as sports and culture. Additionally, RepRisk provides voluntary, free and anonymous mental health services. (GRI 403) Salary information is not disclosed; however, efforts are made to ensure fair and equal pay (including the use of external advisors). (GRI 202)	401 Employment 402 Labor / Management Relations 403 Occupational Health and Safety 202 Market Presence	TC-SI-330 Recruiting & Managing a Global, Diverse & Skilled Workforce	ESRS S1 Own Workforce VSME Workforce B8, B9, B10, C5, C6, C9 VSME Initiatives B2, C2
	DEIB	Gender balance of senior leadership is 50% Female and 50% Male. Gender balance of all employees is 48.8% Female, 45.7% Male, 5.5% Not specified. (GRI 405.1) RepRisk DEIB Committee creates awareness of DEIB topics among our workforce. (GRI 405) RepRisk code of ethics prohibits all forms of discrimination, as well as retaliation against employees raising concerns. (GRI 406)	405 Diversity and Equal Opportunity 406 Non-discrimination		
	Upskilling	Employees are entitled to take two training days per year, paid as regular working days. (GRI 404.1) All employees coordinate with their line managers on yearly objectives, receive two annual performance reviews, and guidance on professional development. (GRI 404.3)	404 Training and Education		

Sustainability disclosures – Responsible AI

Responsible AI - Sustainability disclosures (GRI, IFRS/ISSB, CSRD/ESRS/VSME)					
Topic	Theme	Description	GRI	IFRS/ISSB	CSRD/ESRS /VSME
Responsible AI	Environmentally sustainable AI	RepRisk implements a “shared responsibility model” for sustainability in the cloud, with our data center provider, to reduce the environmental footprint of our cloud resource use. RepRisk emissions for cloud data center use were below 0.1 tCO₂e in each year 2024, 2023 and 2022.		TC-SI-130a.3 Discussion of the integration of environmental considerations into strategic planning for data center needs	VSME Initiatives B2, C2
	Socially ethical AI	No legal proceedings, financial penalties, or regulatory actions in the reporting period. We take both copyright laws and contractual compliance very seriously and review every step of our data creation process through a compliance lens. RepRisk data is transformative under copyright law, rather than derivative. We create our proprietary data in-house in a transformative process that makes use of artificial intelligence and human analysis applied to content from publicly available sources. We have implemented guidelines and procedural steps to ensure we do not scrape information that is protected by paywalls, captchas, or sources’ terms and conditions (i.e. “clickwrap agreements”) that would prohibit us from legally accessing and data-mining the content.		TC-SI-520 Intellectual Property Protection & Competitive Behavior	
	AI operations	No significant service disruptions. Our Business Continuity plan mitigates risks to client service delivery. We follow industry standards in data security. We work constructively with any client requirements for broader systemic resilience.		TC-SI-550 Managing Systemic Risks from Technology Disruptions	

Sustainability disclosures – Climate change and emissions

Climate change and emissions - Sustainability disclosures (GRI, IFRS/ISSB, CSRD/ESRS/VSME)					
Topic	Theme	Description	GRI	IFRS/ISSB	CSRD/ESRS /VSME
Climate change and emissions	Renewable energy initiative	RepRisk has an initiative to use renewable energy, when available, in our office locations. The initiative aligns RepRisk to the pace of the energy transition in the locations where we operate. RepRisk is exposed to a transition risk / transition opportunity that our energy providers may under-perform or over-perform on aligning to and achieving global climate goals. This risk / opportunity is outside of our control, due to our dependency on our energy providers.	302 Energy 305 Emissions	TC-SI-130 Environmental Footprint of Hardware Infrastructure	ESRS E1 Climate Change VSME Environment B3, C2, C3, C4 VSME Initiatives B2, C2
	Scope 1	RepRisk does not have Scope 1 energy or emissions, due to our business type.			
	Scope 2	113 tCO ₂ e Energy 992,837 kWh			
	Scope 3	0.067 tCO ₂ e for our cloud data center use. A portion of our Scope 3 emissions were offset through our company credit card program, with a total 221 tCO ₂ e offset in 2024. No other Scope 3 data available.			
	Energy intensity	Including Scope 2 energy only: 19 kWh per Risk Incident (52,081 Risk Incidents in 2024) 2,750 kWh per Employee (361 Employees in 2024)			
	Emissions intensity	Including Scope 2 and data center emissions only: 0.002 tCO ₂ e per Risk Incident (52,081 Risk Incidents in 2024) 0.31 tCO ₂ e per Employee (361 Employees in 2024)			
	Year-on-year change	38 tCO ₂ e emissions reduction year on year (25% reduction). A decrease was seen in our Manila office, with 2024 being the first full year using 100% renewable energy (versus 2023 using 100% renewable from Q2 onwards). Other year-on-year changes came from general fluctuations in consumption patterns and office activity.			
	Methodology	RepRisk takes guidance from the GHG Protocol. Emissions Factors are taken from the relevant local sources (e.g., energy provider, government statistics). Some assumptions and estimations are made in the calculation of RepRisk emissions.			

Sustainability disclosures – Ethical value chain

Ethical value chain - Sustainability disclosures (GRI, IFRS/ISSB, CSRD/ESRS/VSME)					
Topic	Theme	Description	GRI	IFRS/ISSB	CSRD/ESRS /VSME
Ethical value chain	Supply chain screening	New suppliers screened and existing suppliers monitored per internal guidelines, using RepRisk metrics covering 108 risk factors. (GRI 308.1 and GRI 414.1) The company has diligently addressed all instances of identified non-compliance with the existing thresholds. Each identified case has been thoroughly reviewed, and appropriate actions have been documented to ensure adherence to the established guidelines. (GRI 308.2 and GRI 414.2)	308 Supplier Environmental Assessment 414 Supplier Social Assessment		ESRS S2 Workers in the Value Chain ESRS S3 Affected Communities VSME Initiatives B2, C2
	E-waste and circular economy	RepRisk takes a circular approach in our e-waste policy, donating functional but outdated electronic equipment, and recycling non-functional devices. A circular approach is intended to keep the metals and minerals contained in the devices in productive use for as long as possible, reducing the environmental and social costs associated with the extractive industries. We use circularity as a framework to manage our e-waste responsibly. (GRI 306.1, 306.2, 306.3, 306.4, 306.5)	306 Waste		ESRS E5 Resource Use & Circular Economy VSME Resource use, circular economy and waste management B7 VSME Initiatives B2, C2

Sustainability disclosures – Business conduct

Business conduct - Sustainability disclosures (GRI, IFRS/ISSB, CSRD/ESRS/VSME)					
Topic	Theme	Description	GRI	IFRS/ISSB	CSRD/ESRS /VSME
Business conduct	Data privacy and data security	No reported incidents or legal actions regarding data privacy or data security. (GRI 418.1)	418 Customer Privacy	TC-SI-230 Data Privacy & Freedom of Expression TC-SI-230 Data Security	ESRS G1 Business Conduct ESRS S4 Consumers and End-Users
	Business ethics	No reported incidents or legal actions regarding anti-corruption, anti-competitive behavior, or marketing communications. (GRI 205.3, GRI 206.1, GRI 417.3) All RepRisk employees receive and must abide by our code of ethics and employee handbook, outlining RepRisk’s principles for business conduct, and expressly prohibiting any form of bribery, corruption, fraud, conflict of interest, or anti-competitive action. (GRI 205, GRI 206) RepRisk expressly prohibits all forms of child labor, forced labor, or compulsory labor. RepRisk upholds the freedom of association and the effective recognition of the right to collective bargaining. (GRI 407, GRI 408, GRI 409) RepRisk operates with political neutrality and does not make any financial or in-kind political contributions. (GRI 415) RepRisk is a participant of the UN Global Compact and committed to the UN Ten Principles.	205 Anti-Corruption 206 Anti-Competitive Behavior 407 Freedom of Association and Collective Bargaining 408 Child Labor 409 Forced or Compulsory Labor 415 Public Policy 417 Marketing and Labeling		VSME Governance B11

Out of scope disclosures

With regards to RepRisk's direct business operations, the below topics are out of scope for this report. For good order, we provide a brief assessment outlining why the topic is not material.

However, we note that in a double materiality framework, RepRisk's data solutions can be expected to have a positive impact on many of these topics by highlighting incidents of business misconduct across RepRisk's 108 risk factors covering 290,000+ companies and 92,000+ projects worldwide. Our clients use our data for business conduct due diligence and risk management, which can lead to positive actions and stakeholder engagement.

GRI topic	Out of scope disclosure
101 Biodiversity	Not applicable. RepRisk does not operate in any biodiversity sensitive areas. For indirect impacts related to emissions, please see our emissions disclosures.
204 Procurement Practices	Not applicable. RepRisk does not source significant volumes of goods and services that could lead to negative impacts on local suppliers.
207 Tax	As a privately held company RepRisk does not disclose financial information.
301 Materials	Not applicable for RepRisk's business sector.
303 Water and Effluents	Not applicable. RepRisk has low water consumption. Effluents are not applicable for RepRisk's business sector.
410 Security Practices	Not applicable. RepRisk does not operate in industries, locations, or with assets that require private security to be trained in human rights policies.
411 Rights of Indigenous Peoples	Not applicable. RepRisk does not operate in locations or industries where there is a risk of negative impacts on indigenous communities.
413 Local Communities	Not applicable, RepRisk does not operate in a sector or on a scale that causes significant impacts on the local community.
416 Customer Health and Safety	Not applicable for RepRisk's business product.

IFRS/ISSB	General notes
SASB Standards	SASB Standards are sector specific. This report references the SASB Sustainable Industry Classification System (SICS) TC-SI (Technology & Communications Sector, Software & IT Services)

CSRD/ESRS/VSME topic	Out of scope disclosure
ESRS E2 Pollution (VSME B4)	Not applicable for RepRisk's business sector. Emissions from energy use are disclosed in the main report.
ESRS E3 Water and Marine Resources (VSME B6)	Not applicable. RepRisk has low water consumption. No use of marine resources
ESRS E4 Biodiversity and Ecosystems (VSME B5)	Not applicable. RepRisk does not operate in any biodiversity sensitive areas.
VSME C8 Revenue from certain sectors and exclusion from EU reference benchmarks	Not applicable. RepRisk is not active in the relevant exclusion categories.