



nexthink

ESG REPORT 2023

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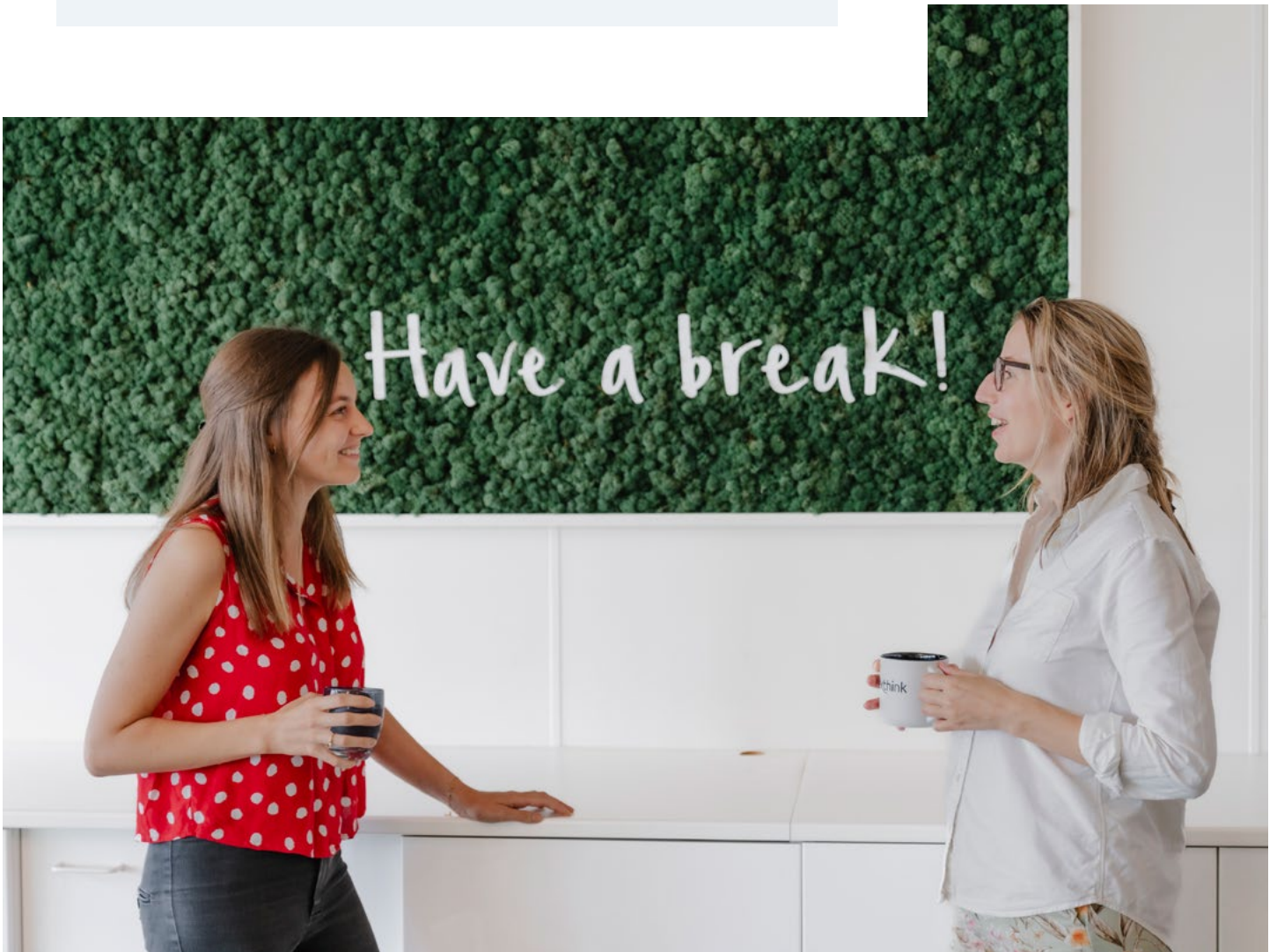
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A Letter From Our CEO

At Nexthink, we believe that strong Environmental, Social, and Governance (ESG) practices are essential for the long-term success of our business and a brighter future for all. It is with great pleasure that I share our 2023 report as a demonstration of our dedication to operating responsibly and ethically, minimizing our environmental impact, and contributing positively to the communities we serve.

Nexthink's mission is to enable people to achieve their full potential with technology. While our focus is on delivering solutions that allow IT to provide the ideal digital workplace, we have always been equally passionate about the entire employee experience and serving our customers' and employees' best interest. Our ESG journey began five years ago, with the ambition to positively impact the communities we serve. Since then, we recognized the pressing challenges of climate change and a growing digital footprint, and we are focused on taking action.

Nexthink's 2023 ESG report reflects our progress and the commitment to transparency laid out in our 2022 inaugural report. We know a sustainable technology industry that respects social values and our planet is achievable. For this reason, we are holding ourselves accountable for tracking and reporting on our ESG performance and improving our practices yearly.

As a software company, we understand our responsibility to focus on minimizing our digital impact, particularly among the growing demands of AI. Security and privacy are key principles of our business growth plans amidst the rapid evolution of AI. As we continue to innovate, we are dedicated to mitigating our environmental footprint and ensuring that our technologies are developed and deployed responsibly and in a way that safeguards user data and protects against potential threats.

Our Net Zero commitment is a testament to our ambition and our belief that we can make a significant contribution to addressing climate change. By aligning our emissions reduction targets with the Science Based Targets Initiative (SBTi), we are taking an intentional approach to achieving our goals.

Beyond our environmental efforts, we continue to foster our culture of diversity, equity, inclusion, and belonging at Nexthink. Diversity of thought and experience is essential for innovation and success at Nexthink, and we adhere to the highest ethical standards across every aspect of our work and workplace.

We are proud of the progress we have made on our ESG journey, and we recognize that there is always more to be done. We will continue to innovate to remain at the forefront of ESG practices and contribute to tomorrow's world.

Thank you for following Nexthink's journey and we invite you to share any feedback or questions with us at esg@nexthink.com.

Sincerely,

Pedro Bados
Co-Founder & CEO, Nexthink



About Us

Our organization

We are a software company focused on helping IT see, diagnose, and fix End-User Computing (EUC) issues across the entire digital workplace. We bring clarity to IT departments through a unique combination of real-time analytics, automation, and employee feedback. We think IT is an ocean of untapped potential, they just need the right solutions. And that's where we come in.

With Nexthink Infinity, we've delivered the world's first Digital Employee Experience (DEX) solution to help IT teams close the gap, measuring and managing the digital employee experience at every moment. As the first solution to allow IT to progress from reactive problem solving to proactive optimization, Nexthink enables its more than 1,200 customers to provide better digital experiences to over 15 million endpoints.

Our mission

To enable people to achieve their full potential with technology

Nexthink at-a-glance

- Nexthink SA
- Founded in 2004
- 1,000+ employees globally in 21 countries
- Dual headquarters in Lausanne, Switzerland and Boston, Massachusetts; Nexthink has 7 offices worldwide
- 1,200 customers
- 60% NPS with a 98.5% client retention rate

Nexthink has been named a leader in

- The 2024 Gartner® Magic Quadrant™ report for Digital Employee Experience
- The Forrester Wave™: End-User Experience Management, Q3 2024 and 2022 reports
- The IDC's EUEM 2022 MarketScape for European End-User Experience
- Leader in vendor effectiveness in all areas of DEJ's Top 20 Vendors for Managing IT Performance in 2022 Report Management

Mission, vision and values

Core values: What we believe

Our core values serve as the guiding principles behind every piece of code we write, digital transformation we plan, Nexthinker we hire, and meal we share.



We are positive

We face challenges with a positive attitude



We get things done

We are always looking for the fastest and smartest way to get the job done



We are one team

We are all in this together



We keep growing

Our desire to learn and improve never stops

2023

Recognitions



Being selected as a 2023 Best Place to Work by BuiltIn means the company is recognized for its exceptional workplace culture, employee benefits, and commitment to its people. This award signifies that Nexthink excels in offering competitive compensation, meaningful rewards, and programs that support diversity, equity, inclusion, and flexible work opportunities. It also highlights Nexthink's dedication to creating a positive, human-centered work environment, making Nexthink an attractive employer for top tech talent.



Nexthink has completed the Carbon Disclosure Project (CDP) that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impact. Reporting on the CDP sends a clear message on how we disclose our dataset and implement corporate action to tackle climate action.



EcoVadis is the world's most trusted provider of business sustainability ratings. EcoVadis allows companies to measure their own environmental and social impact, as well as their suppliers' CSR practices. In 2023, Nexthink earned a score of 61/100 and has therefore been awarded a Silver EcoVadis Medal again in 2023. This places Nexthink among the top 25 percent of companies assessed by EcoVadis and the top 8% of companies in the software industry.



Increase Diversity recognizes the top workplaces who increase diversity through hiring and retention programs, workplace culture, and employee and leader training on the topics. Nexthink is proud to have received this award in 2023.

Nextthink's ESG Journey

Shaping a sustainable future

At Nextthink, we acknowledge our pivotal role in shaping a sustainable future for ourselves and the generations that will follow. In a time marked by profound social and environmental challenges, our commitment is unwavering: to drive impactful, positive change. Through our ESG initiatives, Nextthink is dedicated to spearheading efforts that contribute to a more inclusive, equitable, and regenerative economy.

Our ESG strategy is anchored in addressing material topics that resonate deeply with all stakeholders—our employees, customers, investors, industry leaders, and the broader community. It is through this focused and collaborative approach that we aspire to exceed the expectations of a responsible, forward-thinking global tech company.

Board oversight

To ensure our ESG programs are aligned with company strategy, we have our board, including our Chief Executive Officer, oversee our programs, provide reviews, and recommend strategies to achieve our corporate objectives. At least once a year, our Chief People Officer (CPO) presents updates and strategies at board meetings ensuring our board reviews progress toward our ESG objectives.

ESG team

In 2019, an ESG team was created under the leadership of our CPO. This team is responsible for ensuring compliance across our organization, driving social and environmental programs, and raising internal awareness. Our legal department leads governance for our programs and initiatives. An ESG budget was introduced in 2020 in order to pursue our ESG mission. This budget aims at supporting community engagement projects, implementing environmental reduction measures and organizing awareness initiatives across the company.



Materiality Assessment and Stakeholder Engagement

To build an ESG strategy relevant to all of our stakeholders and our industry, we conducted our first materiality assessment in 2021. This participatory approach was completed with a third party, in line with a framed, approved methodology, and using the underlying principles for the Global Reporting Initiative (GRI) standards.

To identify the material topics that matter most to our business, we interviewed internal and external stakeholders including our leadership team, additional employees, customers, shareholders, investors, and members of industry associations.

Key points from our stakeholder interviews were consolidated and converted into a materiality matrix and a compilation of expectations and insights. The assessment highlighted highly significant materiality topics for our stakeholders, which are now the center of Nexthink's ESG journey (see the matrix in our appendix). Ongoing engagement with our stakeholders is a priority to ensure our ESG roadmap aligns with our business strategy.

Following our initial work in 2021, we refreshed our materiality assessment and roadmap for the current report by incorporating feedback from our 2022 ESG report and by conducting a detailed benchmarking exercise and workshop. We determined that our materiality analysis from 2021 remains relevant and appropriate for Nexthink. Additionally, we added Responsible AI as a material topic with new content in that area.

To prepare for new sustainability regulations, such as the Corporate Sustainability Reporting Directive, Nexthink will integrate aspects of double materiality in future materiality work. Doing so will allow us to integrate sustainability into our ESG strategy, analyzing how our operations can impact people, the environment, and our financial well-being.

Our most relevant material topics

1. Environment

- Climate and greenhouse gas emissions
- Sustainable IT
- Waste management

2. Social

- DEIB
- Talent attraction and employee well being
- Workplace health and safety
- Career management and training
- Community engagement

3. Governance

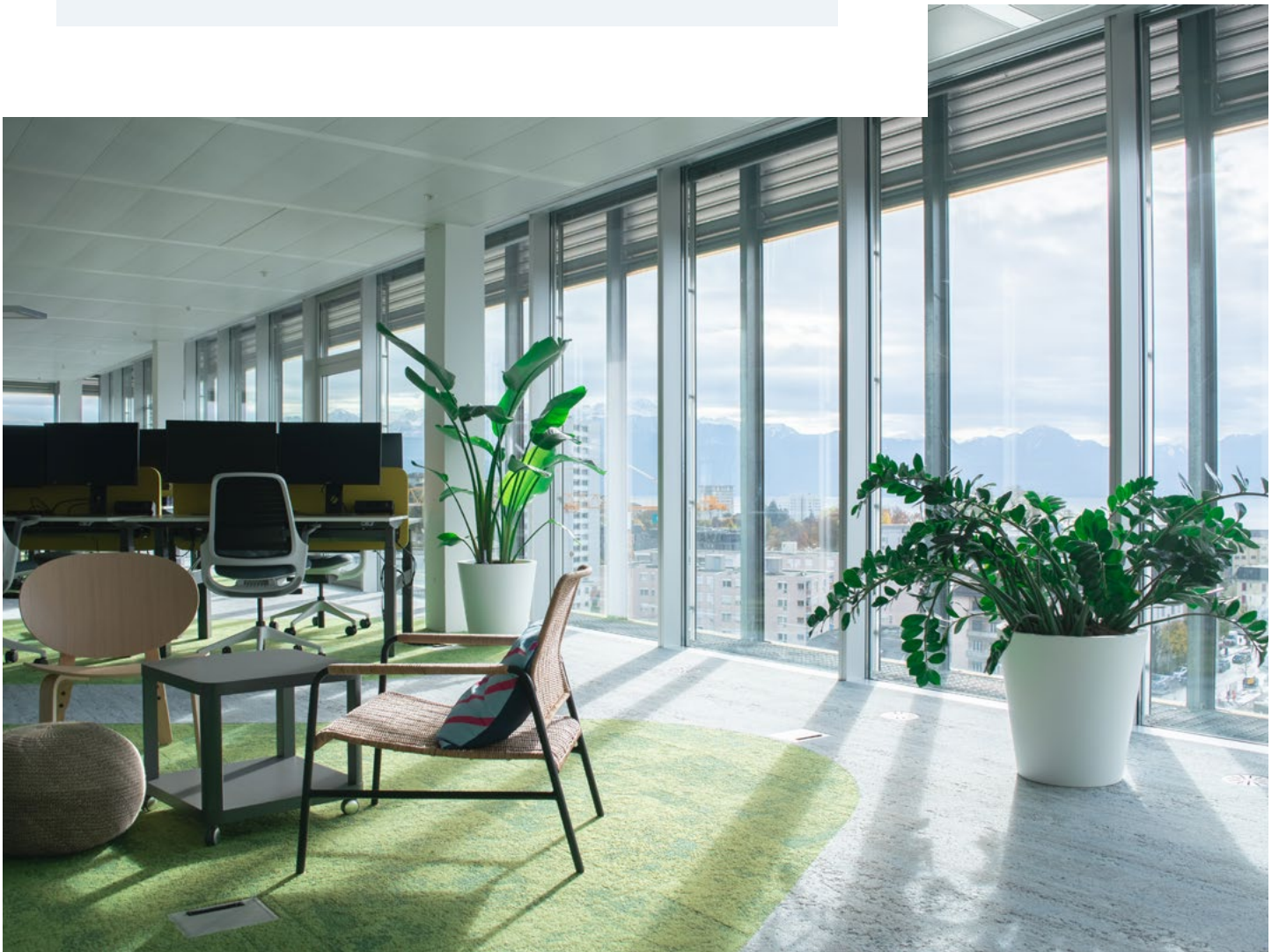
- Corporate governance
- Human rights
- Anti-harassment and anti-discrimination
- Procurement and supply chain
- Data privacy and security
- Artificial intelligence

02

Environmental

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Addressing Climate Change in the Digital Age

Climate change is one of the greatest challenges of our time and demands collective global action. While we are already experiencing its effects, solutions exist to help mitigate this crisis. To effectively slow global warming and preserve the planet for future generations, we must establish clear, scientifically grounded goals and take decisive action to implement them.

The digital sector has driven innovation and improved lives in countless ways, and at the same time, its environmental footprint continues to grow. The increasing demand for technologies like AI raises concerns over the energy and water required for development. As a leading software company, Nexthink is committed to driving innovation responsibly and mitigating these impacts. We believe that through corporate leadership and technological advancements, we can reduce our environmental footprint and inspire positive change throughout the industry.

Climate Action

Nexthink's commitment to Net Zero

Since 2021, Nexthink has tracked its carbon footprint across all operations, taking initial steps to reduce emissions with the support of third-party experts. We recognized the need to move beyond internal strategies and, in September 2023, made a commitment to a Net Zero pathway with Science Based Targets (SBTi). This commitment aligns our efforts with the global goal of limiting warming to 1.5°C, using fiscal year 2022 as our baseline year.

Our emissions reduction target plan was submitted for validation in early 2024, and we anticipate full approval from the SBTi validation team by Q4 2024.

Rethinking business for a sustainable future

Committing to Net Zero requires more than reducing emissions, it demands that we rethink our approach to business. Nexthink is dedicated to pioneering advancements within our industry and empowering our employees, suppliers, and customers to make a broader impact. Together, we can lead by example, demonstrating that technological progress and environmental responsibility go hand in hand, ensuring a sustainable future for both our company and the planet.



Our plan to achieve near-term targets

As part of the targets outlined above, we have defined key performance indicators (KPIs) to achieve our short- and long-term objectives. Specific action plans are put in place to meet these commitments. Our main objectives and action plans are:

Annual carbon footprint analysis with public reporting on environmental impact and all our scopes (1-2-3) to reduce our carbon emissions aligned with a Net Zero pathway.

- Improve energy efficiency and shift to renewable energy
- Reduce air travel
- Increase the lifespan of our IT infrastructure to reduce our digital impact
- Collaborate with our procurement to reduce environmental impact
- Reduce miscellaneous purchases
- Buy refurbished office furniture
- Migrate to more efficient servers and select those located in in low-carbon countries
- Optimize product to improve digital workload

Near-term targets

	Implication for Nextthink
Scope 1: Absolute contraction	Reduce Scope 1 emissions by 42% by 2030.
Scope 2: Renewable electricity	Purchase 80% of renewable electricity by 2025 and 100% by 2030.
Scope 3: Supplier engagement	Engage suppliers into SBTi, covering at least 67% of your scope 3 emissions.

Net zero targets

	Implication for Nextthink
Scope 1: Absolute contraction	Reduce Scope 1 emissions by 90% by 2050.
Scope 2: Renewable electricity (included in the near-term targets)	Purchase 100% of renewable electricity.
Scope 3: Supplier engagement	Reduce Scope 3 emissions by 90% by 2050.

Our carbon footprint 2023 vs our baseline year 2022

	2023	2022
Scope 1 (direct)	8.1 tCO ₂ e	3 tCO ₂ e
Scope 2 (indirect) location based	84 tCO ₂ e	78 tCO ₂ e
Scope 3 (indirect)	11,802 tCO ₂ e	8,886 tCO ₂ e
TOTAL SCOPE 1-2-3	12,336 tCO₂e	8,967 tCO₂e

Tracking our carbon impact

Nexthink began measuring its carbon footprint in 2021. While emissions remained relatively stable during the pandemic years of 2021 and 2022, a noticeable increase occurred in 2023 as global operations normalized.

Accelerating progress toward Net Zero

In alignment with our Net Zero strategy, we are intensifying efforts to reduce greenhouse gas emissions across key areas of our business. By defining a clear path to meet our targets, we are implementing comprehensive programs aimed at minimizing our environmental impact and ensuring continuous progress toward a more sustainable future.

Scope 3—Action

As a software company, our main sources of greenhouse gas emissions come from our Scope 3 and represent ultimately 96% of our corporate carbon footprint. The majority of our emissions come from purchased goods and services and business travel. To achieve our science-based targets, focused efforts need to be implemented in our procurement and travel practices. As we have a defined path, we can start the development of those strategies.

Sustainable procurement

With our SBTi target to engage 67% of our suppliers, this has the potential to be the most impactful program for reducing our emissions. We are currently conducting a benchmark analysis to understand which platform will allow us to measure and assess our suppliers' practices to make better environmental choices. We aim to launch this program in early 2025.

Travel and commute

The Nexthink team works in countries across the world, and we have always been committed to fostering human connections, strengthening relationships, and innovating together to reach our ambitious goals. With our SBTi target in mind, we also understand that we need to adapt our travel to meet our objective, reducing flights by 67% compared to 2022. We are currently working on a mobility plan to implement travel and commuting measures while maintaining our culture of collaboration.

Digital impact

As part of the Information and Communication Technology (ICT) sector, we are contribute to the emission of vast quantities of greenhouse gases. Our digital impact represents 30% of our total emissions covering internet use, data storage, and cloud computing. For this reason, we are strongly committed to finding ways to minimize our impact on the environment by adopting energy-efficient products and operational practices.

These measures include:

- Supporting our customers in switching to 100% cloud
- Operating with servers that are localized in low-carbon countries
- Adopting energy efficient systems including moving the majority of our workload on Graviton and AMD processors. The benefits of these processors are:
 - » Best performance/ambient impact ratio
 - » Reduce our and customers carbon footprint
 - » Extensively available on the cloud

Scope 1 & 2—Action

As a software company, our scope 1 includes heating and air conditioning our leased assets. Our scope 2 reflects indirect emissions associated with purchased electricity in our offices.

Energy management and renewable energy

Aligned with our SBTi commitment, Nexthink has set goals to source 80% of our electricity from renewable sources by 2025, and 100% by 2030. In 2023, the acquisition of a new building in Bengaluru (India) that does not yet utilize renewable electricity led to a temporary decline in our overall renewable energy percentage. Nexthink is actively assessing energy providers to ensure near-term attainment of our renewable energy targets.

See more details in the appendix.

Operations and waste management

Office eco-transition

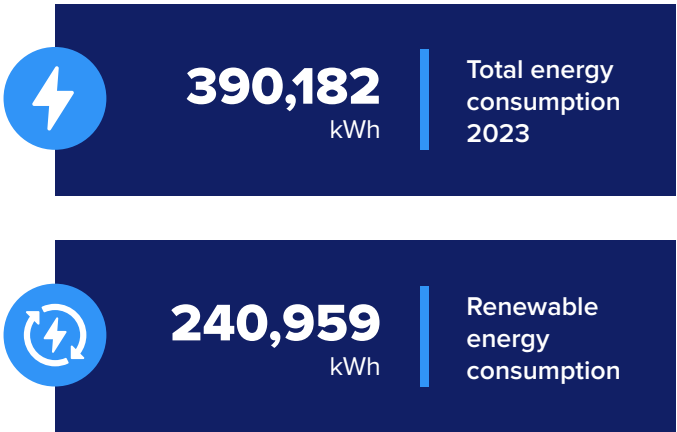
In 2021, Nexthink launched a global eco-transition project across all offices. We continuously monitor office supply purchasing practices, water and energy consumption, and waste management, implementing corrective measures to minimize our environmental impact.

Selecting low-emissions office sites

We are proud to operate in LEED Gold-certified office buildings in Boston and Madrid. Currently, 61.7% of our offices are powered by renewable electricity, and we are actively seeking new providers in regions where renewable energy is not yet available. For newly leased buildings, energy efficiency is a key consideration, and we prioritize locations near public transportation and bike-friendly access.

Office management purchasing practices

Nexthink has developed an internal assessment protocol to evaluate vendors, particularly for food, beverage, and office supplies. This ensures our suppliers meet Nexthink’s sustainability standards and allows us to support ethical, sustainable production while collaborating with local vendors. This approach minimizes waste and reduces the environmental and societal impacts of our acquisitions.



Water consumption 2023

	Liters	Average number of employees	Liters per employee
Madrid	40'600.00	121	335.54
Lausanne	420'782.00	285	1'476.43
TOTAL	461'382.00	406	1'136.41

Waste management

As a software company, our primary waste comes from daily office activities, such as food and beverage consumption, office supplies, and the disposal of essential IT equipment. To address this, we have launched recycling programs in all offices, strictly adhering to local waste management regulations and practices. In some cases, we have even exceeded these standards by partnering with local recycling businesses like Les Joyeux Recycleurs in Paris, which facilitates recycling for companies while employing individuals who are in the final stages of professional reintegration.

By implementing our own recycling programs, we can quantify and monitor the waste we generate. This allows us to develop localized solutions to reduce waste production, such as composting all food waste in our Lausanne and Boston office.

E-waste management

Nextthink conscientiously aims to diminish environmental impact by leveraging the reduce, repair, reuse and recycle methodology.

Our strategic focus is geared towards reducing our reliance on digital and electronic resources. Our objective is to ensure electronic garbage does not end up in a landfill, instead, we dispose of electronics in an environmentally friendly manner to avoid the release of hazardous waste into our natural environment. Our primary goal revolves around mitigating the disposal of electronic waste into landfills, emphasizing instead eco-friendly disposal practices. We implement key principles to rethink our consumption of resources and extend the lifecycle of IT assets to postpone and reduce unnecessary e-waste. We repair and reuse resources as applicable and commit to recycling devices no longer in use, in an environmentally safe approach.

Rethink

Nextthink continuously evaluates and improves Green IT practices to enhance the well-being of employees and our environment while reducing our carbon impact.



Reduce

All Nexthinkers are encouraged to print less, use environmentally friendly web browsers, send fewer e-mails and attachments, utilize OneDrive to reduce digital waste, and shut down devices when they are not in use. Nexthink leases printers in most offices, and meeting room lights are set to automatically switch off when the room is not in use.

Repair

Nexthink adopts a repair-first approach to fix damaged equipment rather than immediately replacing it. After an initial on-site investigation, the equipment is returned to the vendor for repair.

Reuse

At Nexthink, new equipment begins with a four-year lifecycle under regular maintenance plans, coupled with actual device performance and employee experience reviews to explore if the device life can be extended. If the device and employee performance fall below acceptable levels, the machine is deemed unsuitable for work purposes and offered to the employee for personal use. Data on the machine is wiped clean before offering it to the employee for personal use.

Recycle

Nexthink follows a responsible disposal process conforming to regulatory requirements and best practices. We cooperate with local recycling companies. Nexthink extends and encourages employees to bring their personal e-waste in for proper recycling.

As of 2024, we are measuring the weight of e-waste disposal.

More information about our Sustainable IT procurement strategy is included in the following sections on internal, sustainable IT practices.

Offsetting

Our primary goal is to halve our greenhouse gas (GHG) emissions by 2030. We are focusing on reducing emissions at the source as our top priority. However, we recognize that some emissions will be unavoidable. For these remaining emissions, we will invest in removal projects to offset them.

As we embark on this journey, Nexthink has already offset 250 tCO₂e of its total greenhouse gas emissions for 2023. We achieved this by supporting a project in France that refurbishes IT equipment, which aligns with our industry as a software company. This initiative is verified by an independent accredited auditor under ISO 14065 standards.



Internal sustainable IT practices

ICT's carbon footprint stems from all lifecycle stages: from extraction of raw materials to end-of-life asset disposal. In this respect, we have adopted the following key principles:

1

Cooperating with local recycling companies for proper recycling and disposal.

In our internal Green IT policy, we present all e-waste practices according to local law and waste support.

2

Promoting the repair and reuse of hardware equipment.

When we purchase new IT equipment, we partner with suppliers that meet the environmental requirements in our evaluation criteria.

Having a used/refurbished alternative as an option to extend device lifecycle and reduce the environmental impact and waste of natural resources.

When devices are unfit for professional use, we resell them to our vendor, Econocom. They, in turn, give devices a second life as refurbished units.

3

Extending IT asset lifecycle to the fullest extent possible.

We have decided to extend our laptop lifecycle to 5 years, an increase from our previous standard of 3 years set back in 2022.

4

Renting printers from an environmentally friendly company.



Internal Awareness

Greenthinkers affinity group

In a world where environmental crises loom large, a team of extraordinary Nexthinkers, known as the Greenthinkers, emerges. Formed in 2021, this global squad of eco-employees is on a mission to make Nexthink greener than ever. Their superpower? The ability to influence business decisions to prioritize the environment, hence, reducing Nexthink's carbon footprint.

With a rallying cry for a healthier tomorrow, in 2023 the Greenthinkers launched a series of bold initiatives. They hosted a movie night to watch "Life on Earth," created Climate Journey videos and training sessions, and designed Infographic Green IT materials. In Paris, they organized climate and digital fresks. While in Lausanne and India, they implemented zero waste and recycling programs. The team also produced a climate journey video and hosted a digital awareness webinar. Additionally, they provided buying process recommendations to ensure sustainable practices at a corporate level.

Together, they drive awareness and action, proving that even in the corporate world, heroes can rise to safeguard the Earth from carbon emissions produced by human activities.

"Being a member of the Greenthinkers not only allows me to contribute to the collective effort against climate change but also to help Nexthink, its partners and customers to become more resilient in a low-carbon world where natural resources are becoming increasingly scarce."



Florian Monier

Senior Solution Consultant

Sustainable IT Solution

Digital workplace technology has a serious and increasing impact on our environment. To reduce and report on their environmental footprint, organizations are turning to those who have the best insight into workplace technology— IT. In most cases, however, IT teams do not have the insight needed to baseline and measure their carbon footprint. This limits the implementation of real, impactful changes at both the infrastructure and employee behavior level.

At Nexthink, we have developed a sustainable IT library pack that enables EUC teams to baseline their organization's level of sustainable IT maturity with insight into the energy consumption and carbon footprint of key elements in their IT infrastructure, such as device usage, networking, and manufacturing footprint. This enables them to take direct action on areas of improvement and reduce unnecessary energy consumption (and their related costs).

In addition, pre-configured Engage campaigns have been specifically designed to survey employee sentiment, drive awareness, and deploy self-help.

With this solution, IT teams can better implement and measure the success of their corporate environmental goals without compromising employees' digital experiences.

Expected value

- Facilitate sustainability reporting for their digital landscape with a single dashboard highlighting both sentiment and technical reporting data
- Bridge the gap between IT and CSR teams with data points both teams can rely on
- Quickly identify areas of improvement and influence end-user behavior with targeted awareness campaigns
- Gain an understanding of the impact of device manufacturing (Scope 3)
- Assess the impact of network traffic and data center destination

We are determined to support sustainability and carbon reduction efforts and to that end, will continue to innovate in this domain. To meet regulatory requirements and stakeholders' expectations, sustainability is becoming the core of IT planning, procurement, service delivery, ongoing asset management, and beyond. That's why we want to support every customer in their sustainability journey.



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Diversity, Equity, Inclusion, and Belonging (DEIB)

At Nexthink, a welcoming and inclusive culture is not just a goal, it's a commitment. We embrace individuals from all backgrounds—regardless of race, ethnicity, age, country of origin, gender identity, sexual orientation, religion, or physical ability. We strive to create a space where every Nexthinker, customer, partner, and stakeholder feels valued, heard, and seen. When people feel like they belong, they're not just content to come to work—they're excited to be part of something bigger.

As we continue learning, growing, and engaging with our employees and communities, we remain focused on evolving our approach to DEIB. We are dedicated to ensuring that every individual is empowered to succeed, and our efforts are deeply embedded into every element of Nexthink. Our commitment to DEIB is anchored in five key pillars:

- Attracting and retaining diverse talent
- Investing in talent development
- Building external partnerships and supporting communities
- Promoting a workplace culture of belonging
- Providing equitable total rewards

Through these pillars, we aim to embed DEIB into every aspect of our business, creating an environment where everyone can thrive.

“At Nexthink, ‘delighting people at work’ begins with our own team. Building an extraordinary culture is our top priority, rooted in the global spirit of our business. Our diverse voices and experiences fuel innovation, driving fresh ideas and solutions that keep us moving forward.”



Meg Donovan
Chief People Officer

Attracting and Retaining Diverse Talent

We are committed to building a diverse and inclusive workforce that reflects the communities we serve. In 2023, we implemented several key initiatives to attract top talent from underrepresented backgrounds and mitigate bias in our hiring process:

Inclusive job descriptions

We analyze our job descriptions for biased language and adjust to make them more inclusive. We remove gender-coded words, avoid jargon that could be exclusionary, and emphasize our commitment to diversity and equal opportunity. As a result, our job postings now use more inclusive language that appeals to a wider range of candidates.

Diverse talent sourcing

By partnering with diversity-focused recruiting agencies and attending events that serve minority communities, we've broadened our talent pool. In addition, we launched internship programs across our development hubs, providing hands-on experience to students from underrepresented backgrounds.

Competency-based hiring

We implemented a structured, competency-based interview process with standardized scorecards to evaluate candidates. This approach focuses on assessing relevant skills and abilities rather than relying on subjective impressions. Candidates' interviews and responses are rated against predetermined criteria. This helps mitigate the influence of unconscious bias in hiring decisions.

Pay transparency

To promote pay equity, we introduced pay transparency across the U.S., posting salary ranges and benefits upfront for all roles and locations. We conduct regular pay equity analyses to ensure fair compensation across all demographics.



Investing in Talent Development

We believe that the growth of our company is intertwined with the development of our people. We are committed to providing resources, opportunities, and personalized plans that allow every employee to flourish. We empower our Nexthinkers to take ownership of their careers and reach their full potential.

Internal mobility

We encourage employees to explore new roles across teams, offices, and countries. Our internal mobility program allows Nexthinkers to apply for open positions that align with their goals. Managers collaborate to ensure smooth transitions when employees move to new roles within the company.

Professional development

Nexthink values continuous growth and development. We offer personalized development plans and career vision workshops to empower employees to take charge of their professional journeys. Each employee receives a generous \$500 (or equivalent) annual training budget, giving them the freedom to select courses, conferences, or books that align with their unique career goals. Additionally, we actively organize targeted skills training programs across the company. Over the past year, we've conducted a series of immersive 'Manager Trainings,' equipping over 75 managers with essential leadership and management skills. This ensures our teams are not only learning but thriving in their roles.

Supporting future leaders

Our people managers drive change, and we invest in their leadership. In 2023, we trained 25 managers in communication, coaching, and strategy. Additionally, 37 managers received executive coaching, backed by 360-degree feedback to enhance their leadership skills. Our coaching program boasts a 9.8 satisfaction rating.

At Nexthink, we believe that Continuous Feedback fosters a culture of ongoing, transparent communication between managers and employees. This approach provides real-time insights, boosts employee engagement, and strengthens workplace relationships. Twice a year, we conduct an anonymous engagement survey to gauge our employees' job satisfaction, managerial support, and learning and development opportunities. Our latest results showed a participation rate of X and a score of X/100. This feedback helps us understand the steps we need to take to make a meaningful difference as an employer.

Community Engagement

Developing external partnerships and supporting our communities

We recognize that our impact extends far beyond the workplace. By developing meaningful external partnerships and actively supporting our communities, we foster a culture of inclusivity, empowerment, and social responsibility. Through these efforts, we aim to not only elevate our industry but also contribute to positive social change globally and locally. Below are some key initiatives that reflect our commitment to these values.

External partnerships

Nexthink is dedicated to creating collaborative spaces where innovation and inclusivity flourish. This year, we hosted a Talent Acquisition Meetup at our Madrid office, bringing together 30 talent acquisition professionals from various companies to discuss Diversity and Inclusion. The event facilitated meaningful networking opportunities and offered participants the chance to exchange best practices and strategies, ultimately helping to drive more equitable recruitment processes.

We've also continued to strengthen our relationship with the EPFL Women's Club, a partnership designed to empower EPFL alumnae. Together, we are creating a supportive community that highlights the achievements of female graduates while offering platforms for networking, mentorship, and collaboration. Through this initiative, we're helping to increase the visibility of women in the tech industry, fostering their professional growth and advocating for greater gender representation.

There's a lot of work to be done in advancing diversity, equity, and inclusion. Nexthink is focused on driving inclusivity and belonging within its team and beyond. Through our collaboration with local organizations such as TechSpark and Powercoders, we help promote coding skills among young girls, migrant groups, and POC communities by hosting career fairs inside our offices or facilitating workshops at international conferences.



Nexthink is truly committed to disrupting today's bias and building the diverse workforce of tomorrow. In 2023, 32 girls benefited from Nexthink's sponsorship to attend TechSpark classes.

Supporting our communities

At Nexthink, we believe that making a positive impact in the communities we serve is central to our mission. Through our Employee Volunteering Program, team members are granted three paid leave days annually to participate in volunteering activities that resonate with their personal values. Whether engaging in fieldwork or leveraging professional skills, Nexthinkers are making tangible differences in their communities—during their regular working hours.

Our partnerships with local and global charities allow employees to support a variety of causes through volunteering, material contributions, and monetary donations. This year, Nexthinkers have supported many causes, strengthening our ties with local communities and nurturing a culture of giving back. We're also proud to have expanded the program to respond to natural disasters and humanitarian crises, matching our employees' donations to multiply our collective impact.

Main 2023 Initiatives

Volontaires Montagne

Field Volunteering (Lausanne): Nexthinkers contributed to maintaining grazing fields, took part in construction work, and helped rehabilitate infrastructure to support mountain regions.

Supporting India Sudar

Field Volunteering (Bangalore): Nexthinkers got involved in distributing notebooks, renovating school facilities, painting, and donating sports equipment. Additionally, a \$10,000 corporate donation was made to aid India Sudar's mission.

Holiday Wishes Initiative

Global Effort: Through this initiative, 150 gifts were delivered to children in need across Lausanne, Paris, London, and Boston, marking the third consecutive year of holiday giving.

Cradles to Crayon

Tech Industry Day Volunteering (Boston): Team members spent the day sorting clothing donations, assembling outfits, and preparing essential supplies for children in need.

TRAMES

Skills Volunteering (Lausanne): Leveraging their expertise, Nexthinkers assisted young beneficiaries in creating their first newsletter and donated six computers to help with future projects.

Highlights 2023



624 hours

Volunteered during
working hours



\$10,000

Nexthink
donations



\$13,800

Nexthink
sponsorships



\$1000

Nexthink sponsored
race tickets
of employees



\$4000

Nexthink donations
to support natural
disaster

Promoting a workplace culture of belonging

We strive to create a workplace where every employee feels valued and supported. Through recognition, safety measures, well-being initiatives, and comfortable workspaces, we build an inclusive environment where everyone can thrive.

Celebrating each other's success

Recognizing and celebrating success is central to our culture. Our peer-to-peer recognition platform allows Nexthinkers to acknowledge their colleagues' achievements. In December 2023 alone, 91% of employees participated, either giving or receiving recognition for a job well done.

Securing a safe and healthy workplace

The safety and well-being of our employees are a top priority. Our global Office Management team ensures workplace safety through regular inspections and audits of air, water quality, and fire risks. In 2023, we recorded four incidents, three of which were minor. One incident involved a home-based employee who required surgery after a fall. To prepare employees for emergencies, we provided Health and Safety Induction training for 146 employees, Fire Marshal training for 28, and First Aid training for 25. Additionally, 143 employees were trained in emergency procedures.

Providing equitable total rewards

We are committed to ensuring that our total rewards are fair, inclusive, and accessible to all employees. We aim to remove barriers and provide comprehensive benefits that support our team members in both their professional and personal lives.

Commitment to accessibility and inclusion

We strive to create a workplace that is accessible to everyone.

Nexthink provides equal employment opportunities for individuals with disabilities, ensuring that reasonable accommodations are available throughout the application process and employment. This commitment enables all employees to perform at their best without facing unnecessary barriers.

Supporting parental leave

Nexthink is committed to supporting employees as they grow their families. We offer up to 16 weeks of fully paid leave for Primary Caregivers, including both birthing and adoptive parents, or the legal minimum where applicable. Primary Caregivers can also extend their leave by up to eight additional months unpaid, depending on local laws. Secondary Caregivers receive six weeks of fully paid leave, ensuring all parents have the time and support they need.

Hybrid work flexibility

We recognize the importance of work-life balance and offer a hybrid work model that combines in-office collaboration with remote flexibility. Employees are expected to be in the office two days a week, allowing for valuable face-to-face interaction while providing the freedom to work remotely for the remainder of the week. This balance ensures that employees can manage their professional responsibilities alongside their personal needs, creating a more inclusive and adaptable work environment.

Supporting employee well-being

Well-being is a core part of our culture, and we are committed to supporting employees' mental, physical, and emotional health. Our comprehensive rewards package includes wellness initiatives such as fitness memberships, mindfulness sessions, and mental health awareness campaigns. Employees also have access to virtual well-being sessions like yoga, along with confidential counseling through our Employee Assistance Programs (EAPs). Every office features a well-being room for private use, whether for breastfeeding, meditation, prayer, or rest, ensuring a holistic approach to workplace well-being.

Data Privacy and Security, Cyber Security

Data privacy

At Nexthink, we understand that Privacy is a central aspect for all our customers. Nexthink's various certifications are proof of the seniority of our security and our Privacy program. Nexthink's ISO 27701 certified Privacy Information Management System ("PIMS") demonstrates our commitment to maintaining a comprehensive privacy framework that aligns with international best practices and that our solutions are designed to safeguard the sensitive information of every individual.

Regular independent audits of our PIMS ensure that Nexthink:

- Complies with applicable Privacy laws and regulations;
- Has established clear policies and procedures for the collection, use, storage, and disclosure of personal data;
- Protects the Privacy rights and interests of individuals whose data is processed;
- Minimizes the risk of data breaches, unauthorized access, and misuse of personal data;
- Regularly assesses Privacy risks and maintains appropriate controls and safeguards to mitigate such risks;
- Facilitates transparency by providing customers with clear information about how their employees' data is processed;
- Regularly provides Privacy trainings to its own employees;
- Supports a culture of continuous improvement by regularly reviewing and updating privacy policies, conducting audits, and addressing any identified gaps or deficiencies.

Our comprehensive approach includes regular security assessments, robust data encryption, strict access controls, and transparent privacy policies. Moreover, Nexthink's Privacy team works closely with our Product teams early in the development process while Nexthink's culture encourages addressing any areas for improvement. We understand that Privacy is not simply a compliance requirement but a fundamental aspect of trust and customer satisfaction.

To further our commitment to transparency and trust, we invite you to visit our Global Privacy Hub, where you will find detailed information about our privacy practices and how we protect your data: docs.nexthink.com/legal/global-privacy-hub.



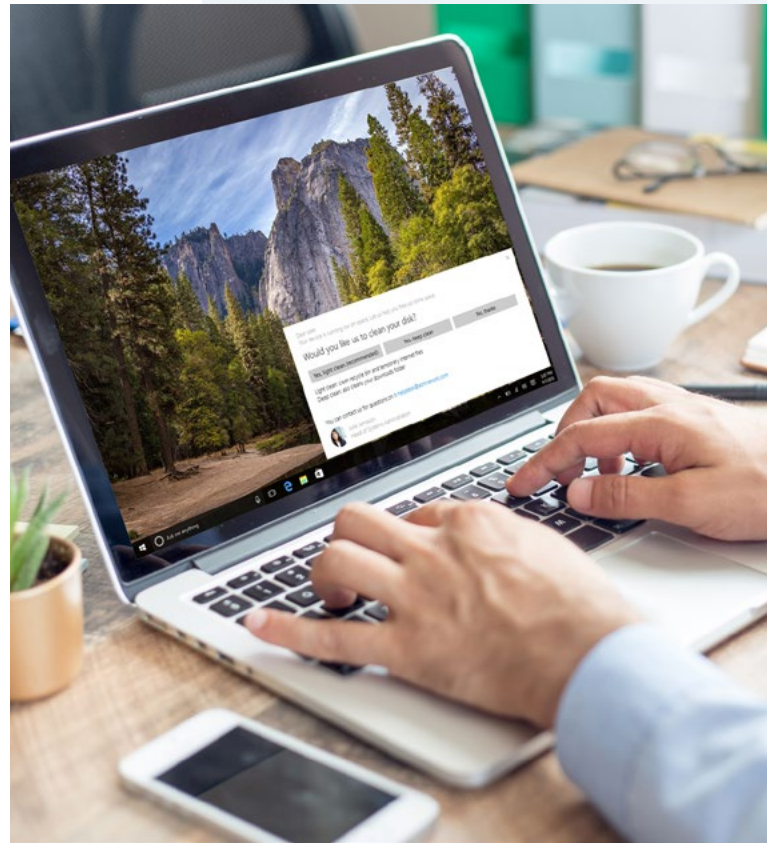
Information security

Nexthink is the leader in digital employee experience management software that requires security by design and privacy by default. The company gives IT leaders unprecedented insight into employees' daily experiences of technology at the device level—freeing IT to progress from reactive problem-solving to proactive optimization. Nexthink enables its more than 1,100 customers to provide better digital experiences to more than 15 million employees. As Nexthink delivers software that can be integrated with our customers' information systems or delivered as a SaaS solution, we must ensure the security and privacy of its development, delivery production, administration, operations, and product support. The company is dedicated to protecting its customer information and will ensure its confidentiality from external or internal threats.

To follow this ambition, Nexthink has set the following global objectives:

- The protection of customers' data, including any personal data processed by Nexthink on such customers' behalf.
- No customer data leaks.
- No customer data loss or corruption.
- The protection of Nexthinkers' personal data.
- No personal data leaks.
- Ensure availability of Nexthink SaaS production remains within SLA.
- Ensure availability of Nexthink internal services remains within SLA.
- Protect Nexthink's intellectual property.
- No major breach (ransomware, source code leak, etc).

Ensure compliance with identified regulatory, legal, statutory, and contractual requirements.



This strategy relies on following six pillars:

- **Confidentiality**—Information is only made available or disclosed to authorized individuals, entities, or processes.
- **Integrity**—Information can only be modified by an authorized individual or entity.
- **Availability**—Services are accessible and usable on demand only by an authorized individual or entity.
- **Compliance** with the Nexthink Privacy standard and Security standards ISO 27001, 27017, 27018, 27701, UK Cyber Essentials and laws such as ENS (Spain), GDPR and AICPA SOC2 Trusted Service Criteria for Security and Availability.
- **Continuous improvement**—General security and privacy posture should always be improved based on risk assessment and control effectiveness.

Cyber security

Nexthink's Information Security and Management System (ISMS), based on ISO 27001 ensures implementation of security controls to protect confidentiality, integrity, and availability of information such as digital data, and intellectual property (IP) information on computers/networks from cyber-attacks.

Nexthink's risk management process is based on ISO 27005 which provides guidance to perform information security risk assessment and treatment. The risk treatment controls are based on ISO 27001:2022 based organizational, people, physical, and technological controls. These controls encompass security domains of identity and access management, data protection, incident response, secure software development, logging and monitoring, configuration management, governance, human resource security, physical security, network security, etc.

Nexthink has implemented ISO 27017 information security controls for cloud services and follows ISO 27018 requirements for protection of personal data in the cloud.

Our Chief Security Officer (CSO) leads Nexthink's Security function with oversight of the company's information and data security, and reporting to the Chief Technology Officer (CTO). The CTO and the Chief Financial Officer (CFO), along with the CSO chair the semi-annual ISMS Review meeting. The General Counsel and the CSO lead the quarterly Security and Privacy Committee meeting.

Within Security, we have sub-teams such as Product Security to manage security in product design and development including application security. The Cloud Security sub-team manages security of the cloud environment in which our product is deployed. The Corporate Security sub-team manages the security of the corporate infrastructure required by Nexthink employees to develop the product.



The Compliance Lead manages the governance, risk and compliance activities while the Field Security director is responsible for managing customer relationships on security topics including assessment requests. Our Security team is cross-functional and works with Sales, Legal, HR, Finance, and IT to boost cyber security.

Nexthink revises the information security awareness and privacy training for its employees every year so that they are updated with the latest information security threats and are aware of how to manage the associated risks. We also conduct periodic phishing simulations to raise awareness on social engineering-based attacks.

Nexthink has a Responsible Disclosure Policy which encourages researchers, customers, and vendors to report vulnerability in one of our products or systems, so that security issues can be acted upon, thus improving the security of our product.

04

Governance

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Code of Conduct and Ethics

Nexthink strives to maintain the highest ethical standard throughout all our dealings, whether with customers, suppliers, partners, or employees. We aim to be universally recognized by individuals and institutions as a company operating with the utmost integrity.

We express these values in (i) our Code of Conduct, which applies to all employees and contractors and (ii) our Business Partner Code of Conduct, which applies to our partners and suppliers.

Corruption and bribery

It is of paramount importance to Nexthink to be honest in all our business dealings. We take pride in acting professionally, fairly, and with integrity in all our business dealings and relationships; and take a zero-tolerance approach to all forms of corruption and bribery.

We are committed to complying with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and any local anti-corruption laws, for example, anti-bribery provisions of the Swiss Criminal Code (SCC).

We have a Global Anti-Bribery Policy, but if any applicable laws in a particular jurisdiction are stricter than this policy, we will comply with those laws.

Anti-harassment and anti-discrimination

Nexthink is committed to providing an environment free of harassment and discrimination, where all individuals are treated with respect and dignity. We aim to provide an environment that is based on mutual respect.

We have a Respectful Workplace Program which includes an Anti-Bullying, Anti-Discrimination, and Anti-Harassment Policy, which also sets out the practical process for any complaints, but if any applicable laws in a particular jurisdiction are stricter than this policy, we will comply with those laws.

All employees and contractors are expected to complete training on this issue. Through such education, Nexthinkers are equipped with the knowledge, skills, and confidence to identify and challenge toxic workplace behaviors.

Child labor, forced labor, and human trafficking

As Nexthink is primarily a provider of a cloud service and due to the office-based nature of our operations, the risks of child labor, forced labor, or human trafficking being used in Nexthink's business activities or supply chains is low.

Nonetheless, we are committed to improving our practices to combat modern slavery by taking steps, as far as we are able, to ensure that our supply chains are free from child labor, forced labor, and human trafficking.

We publish an annual Modern Slavery and Human Trafficking Statement in compliance with the requirements of the U.K. Modern Slavery Act, which is available on our website.



Board Independence

Nexthink's board of directors is free from undue influence, and Nexthink ensures that there are independent members sitting on the board. This minimizes potential conflicts of interest and allows for the implementation of an objective strategic vision while still protecting the interests of minority shareholders.

The board's independence is assessed yearly with questionnaires containing seven questions that meet the requirements of NASDAQ Rule 5605(a)(2). The last assessment was done in September 2023, and the questionnaires were filled out and signed by all the board members.

Additionally, Nexthink's governance structure includes two committees: the Audit Committee and the Compensation Committee.

Responsible AI

Context

At Nexthink, we are committed to the ethical development and deployment of artificial intelligence (AI) technologies. We understand the significant impact of AI and are committed to promoting a responsible, transparent, and accountable usage of our AI technologies.

We follow international and European ethical guidelines and principles ("Responsible AI Standards") in developing our AI-driven solutions and regular audits and assessments are conducted to identify and address potential risks.

Transparency and accountability

We prioritize transparency by providing information about how our AI systems operate. Our governance frameworks focus on accountability and addressing bias risks, with an emphasis on the need to implement oversight mechanisms to maintain ethical and transparency standards throughout the development and deployment of our AI solutions.

Privacy and security

Protecting our customers' data is paramount. We implement security measures to safeguard information processed by our AI systems. Our solutions are designed to comply with relevant data protection laws and industry standards regarding privacy and security.

Human-centric AI

Our AI solutions are designed to enhance employee experience by supporting better decision-making and improving workplace efficiency. We focus on creating AI solutions that align with our values of respect and integrity, ensuring it benefits our customers and supports a positive work environment.

Compliance and regulatory adherence

We are dedicated to implementing AI solutions that align with Responsible AI Standards and ethical industry practices, including AI laws and regulations, such as the AI Act, where applicable. This commitment reinforces our purpose to maintain trust and integrity as we continue to advance our technology.



Responsible Procurement and Supply Chain

Due diligence and risk assessment

We vet partners, suppliers and sub-contractors to ensure that they are committed to ethical labor practices. Through our Business Partner Code of Conduct, we require that they are compliant with applicable laws and standards, which include internationally recognized human rights and labor standards and anti-slavery laws. The following policies are implemented to help with the identification of modern slavery and human trafficking risks:

- **Whistleblowing Policy**—We encourage all our workers, employees, partners, and sub-contractors to report any concerns related to modern slavery and human trafficking in our business operations or supply chains.
- **Employee Code of Conduct**—This sets out the behavior expected from our employees and always encourages them to act with integrity.

Local purchasing policy

Our company recognizes the need to protect and promote the local community as much as possible and maintain awareness to ensure that our activities do not directly or indirectly damage or harm the localities we work from in any way. Our local purchasing policy establishes priorities of purchasing and trading with local vendors and suppliers to promote and support the economies of the respective office locations. We want to be a responsible business that meets the highest standards of ethics and professionalism.



05

About This Report

This second report demonstrates Nexthink's Environmental, Social, and Governance (ESG) strategies, practices, and performance for the financial period of January 1 through December 31, 2023 unless otherwise specified. This ESG Report covers Nexthink Group and all its legal entities.

This report was compiled by the global ESG team, incorporating contributions from various team across our global organization. Written with reference to the GRI standards and the SASB, this report covers global operations using internal data and information as well as addresses all our material aspects of sustainability.

We follow an annual reporting cycle. Please access our previous year [here](#).

For any queries in relation to this report, please contact ESG@nexthink.com.

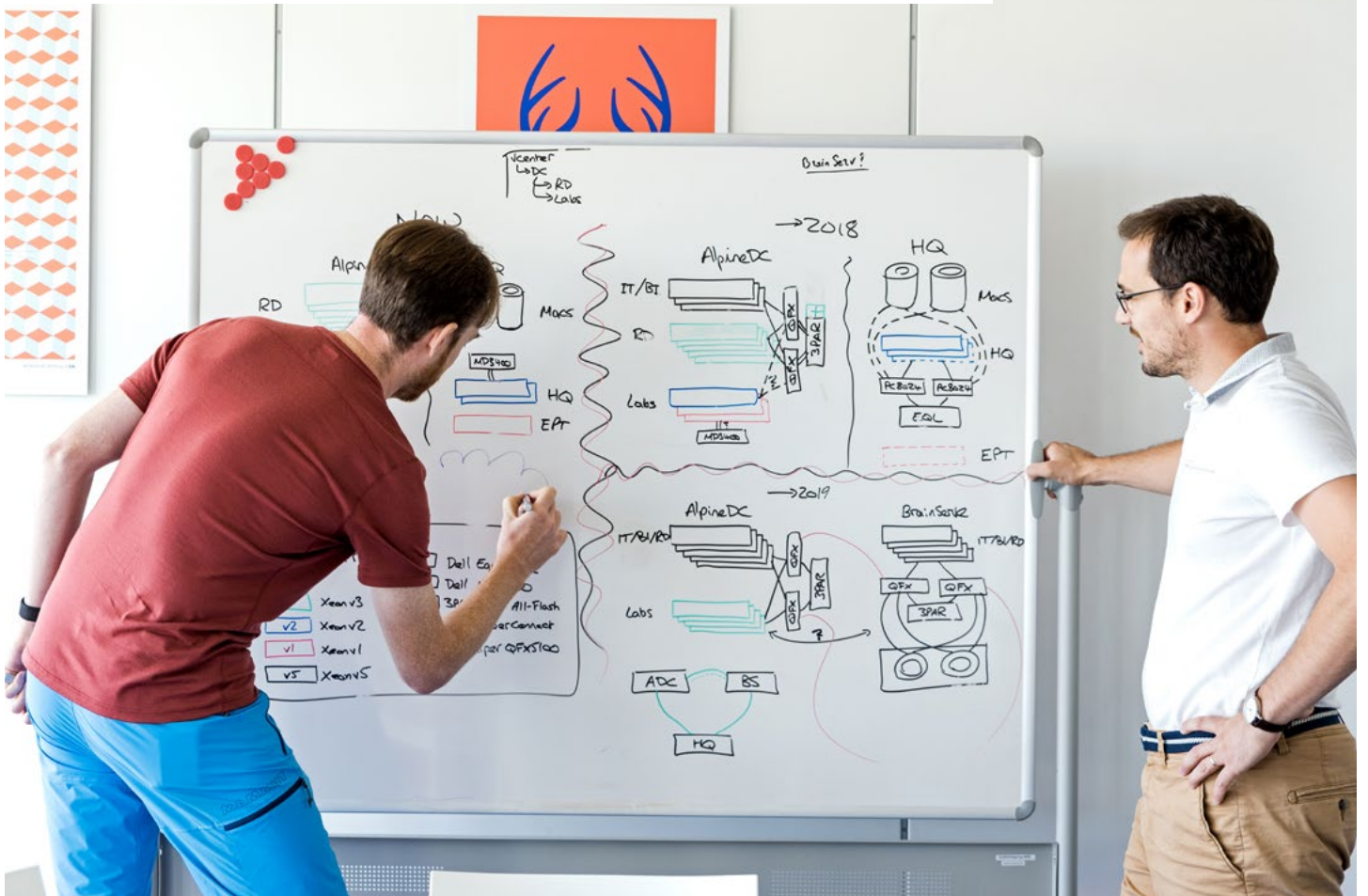


06

Appendix

36 Detailed Data Tables

41 Global Reporting Initiative Index

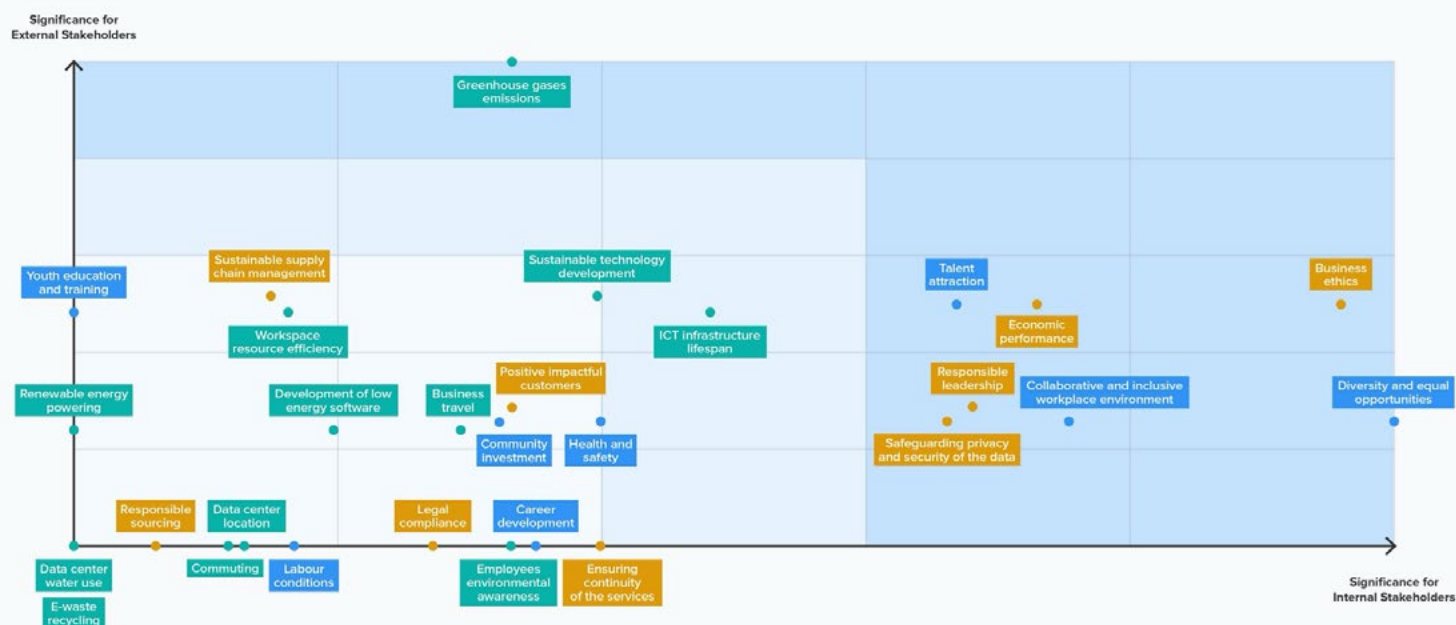


Detailed Data Tables

Materiality assessment—stakeholders’ participations

All our C-Levels including our CEO participated in the assessment along with the Chairman of the board.

	Number	Location of participation	Profiles	Comments
Internal stakeholders	24	USA, Spain, Switzerland, United Kingdom, India, Germany and United Arab Emirates	Employees of all departments were represented.	We organized 4 groups of 6 participants for one hour and half.
External stakeholders	4	N/A	3 customers, 1 Association active in Green IT, 1 board member, 1 shareholder.	Each of them participated in one session of one hour.



Employees breakdown

Table 1. Employees by gender

Reporting Period 2023			
Female	Male	Non-Binary	Total
Number of employees (head count /FTE)			
279	849	2	1130
Number of full-time employees (head count /FTE)			
265	825	2	1092
Number of temporary employees (head count /FTE)			
6	8		14
Number of non-guarantee employees (head count /FTE)			
1			1
Number of part-time employees (head count /FTE)			
4	9		13

Table 2. Employees by region

Reporting Period 2023				
Europe	META	Asia Pacific	America	Total
Number of employees (head count /FTE)				
681	26	176	247	1130
Number of full-time employees (head count /FTE)				
655	25	171	241	1092
Number of temporary employees (head count /FTE)				
7	1	1	5	14
Number of non-guarantee employees (head count /FTE)				
1	0	0	0	1
Number of part-time employees (head count /FTE)				
13	0	0	0	13

Insightful Diversity Metrics

Table 3. % Of gender representation

	2023	2022	2021
Female	24.69%	24.7%	23.9%
Male	75.13%	75.20%	76%
Non-Binary	0.18%	0.10%	0.13%

Table 4. % Of female management

	2023	2022	2021
Female	23.23%	25.15%	23.95%
Male	76.77%	74.85%	76.05%
Non-Binary	0%	0%	0%

Table 5. Age diversity in the workplace

	2023	2022	2021
<24, 50	83.19%	85.3%	83.0%
Greater than 50	15.93%	13.35%	15.09%
Less than 24	0.88%	13%	19%

Energy consumption within the organization

Table 1. Energy consumption by office

	Per Year in kWh	Renewable Energy	Renewable energy in kWh
Bangalore	71'196.00	0%	0.00
Boston	36'757.50	0%	0.00
Dubai	3'519.00	14%	492.66
Lausanne	139'685.00	100%	139'685.00
London	47'289.30	100%	47'289.30
Madrid	77'570.89	50.70%	39'328.44
Paris	14'164.00	100%	14'164.00
	390'181.69	Percentage of renewable energy 61.76%	240'959.40

Table 2. Carbon footprint (Scope 1, 2 and 3)

	Units	Y23
Total Scope 1 GHG emissions	tCO2e	8.1
Total Scope 2 GHG emissions (location-based)	tCO2e	84
Total Scope 2 GHG emissions (market-based)	tCO2e	63.2
Total Scope 3 GHG emissions	tCO2e	11,812
Purchased goods and services	tCO2e	5,111.3
Capital goods	tCO2e	222.9
Fuel- and energy-related activities	tCO2e	31.3
Upstream transportation and distribution	tCO2e	8.8
Waste generated in operations	tCO2e	24
Business travel	tCO2e	5,710.6
Employee commuting	tCO2e	173.5
Upstream leased assets	tCO2e	0
Downstream transportation and distribution	tCO2e	0
Processing of sold products	tCO2e	0
Use of sold products	tCO2e	530
End-of-life treatment of sold products	tCO2e	0
Downstream leased assets	tCO2e	0
Franchises	tCO2e	0
Investments	tCO2e	0

Certificate of carbon avoidance



Global Reporting Initiative Index

This report contains Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines. This report has been prepared in reference to the GRI Universal Standards.

Statement of use	Nextthink SA uses the GRI Standards as a guide for its ESG Report for the period from 1 January 2023 to 31 December 2023. Nextthink is a privately held company and is currently not publicly traded.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Disclosure Number	Disclosure Title	Response
General Disclosures		
GRI 2: General Disclosures 2021		
The organization and its reporting		
2-1	Organization name	Nextthink SA
2-1	Nature of ownership and legal form	Private Limited Company
2-1	Location of headquarters	Lausanne and Boston
2-1	Countries of operations	USA, Spain, Switzerland, United Kingdom, India, Germany and United Arab Emirates
2-1	Nextthink entities	Nextthink SA, Nextthink Inc., Nextthink France S.A.S.U., Nextthink Spain S.L.U., Nextthink Ltd., Nextthink GmbH, Nextthink India Digital Experience Private Limited
2-1	Reporting period and contact point	See About this report section
2-4	Restatements of information	None
2-5	External assurance	See about this report section
Activities and workers		
2-6	Activities, value chain, and other business relationships	See About Nextthink section
2-7	Employees	Appendix - Workforce breakdown
2-8	Workers who are not employees	Appendix - Workforce breakdown
Governance		
2-9	Governance structure and composition	Board independence
2-11	Chair of the highest governance body	The chair of the Board is not an executive officer in the organization

2-12	Role of the highest governance body in	See Nexthink ESG Journey of this report > Board oversight The board has oversight of ESG topics, though the executive management team is responsible for identifying, managing, and implementing ESG topics. Various stakeholders such as employees, customers, and the Board - are consulted
2-14	Role of the highest governance body in sustainability reporting	Executive management is consulted on the ESG report annually
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	CEO Letter
2-23	Policy commitments	See Governance section of this report
2-24	Embedding policy commitments	See Governance section of this report
2-25	Processes to remediate negative impacts	See Stakeholders section of this report
2-26	Mechanisms for seeking advice and raising concerns	See Stakeholders section and Governance section of this report
2-27	Compliance with laws and regulations	Nexthink is committed to a high level of compliance and will continue to act with high compliance and ethical standards. For confidentiality reasons, we cannot report on instances of compliance or non-compliance with laws and regulations.
2-28	Membership associations	TechSpark, Power.coders
Stakeholder engagement		
2-29	Approach to stakeholder engagement	See Stakeholders section of this report
Material topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	See Materiality assessment and stakeholder engagement of this report
3-2	List of material topics	See Materiality assessment and stakeholder engagement of this report and appendix
3-3	Management of material topic	See Materiality assessment and stakeholder engagement of this report

GRI 200 Economic		
GRI 204: Procurement Practices		
204-1	Management of material topics	See Environmental and Governance section of this report
GRI 205: Anti-Corruption		
205-1	Operations assessed for risks related to corruption	See Governance section of this report
205-2	Communication and training about anti-corruption policies and procedures	In fiscal year 2023, we had a 86% completion rate for our annual Code of Conduct training. Our Code of Conduct includes information on our Anti-Corruption Policy
205-3	Confirmed incidents of corruption and actions taken	Within this reporting period, Nexthink is not aware of any material allegations of violations or violations of anti-corruption laws by Nexthink
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Within this reporting period, Nexthink is not aware of any allegations of anti-competitive behavior or violations of anti-trust or monopoly legislation by Nexthink
GRI 300: Environmental		
GRI 302: Emissions		
305-1	Direct (Scope 1) GHG emissions	See Environmental section of this report
305-2	Energy indirect (Scope 2) GHG emissions	See Environmental section of this report
305-3	Other indirect (Scope 3) GHG emissions	See Environmental section of this report
305-4	GHG emissions intensity	See Environmental section of this report
305-5	Reduction of GHG emissions	See Environmental section of this report
GRI 306: Waste		
306-1		See Environmental Action of this report
306-2	Management of significant waste-related impacts	See Governance section of this report
Other Environmental Topic	Sustainable IT	See Environmental section of this report under Sustainable IT

GRI 400: Social		
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	See Social section of this report
403-2	Hazard identification, risk assessment, and incident investigation	See Social section of this report
403-3	Occupational health services	See Social section of this report
403-4	Worker participation, consultation, and communication on occupational health and safety	See Social section of this report
403-5	Worker training on occupational health and safety	See Social section of this report
403-6	Promotion of worker health	See Social section of this report
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Social section of this report
403-8	Workers covered by an occupational health and safety management system	See Social section of this report
403-9	Work-related injuries	See Social section of this report
403-10	Work-related ill health	See Social section of this report
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	See Social section of this report
404-2	Programs for upgrading employee skills and transition assistance programs	See Social section of this report
404-3	"Percentage of employees receiving regular performance and career development reviews"	See Social section of this report
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	DEIB Metrics from this report
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement section of this report
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Cybersecurity section of this report
Other Social Topics	DEIB, Talent attraction and employee well-being, career management and training	See Social section of this report