



kyriba®

2023 ESG REPORT

Environmental, Social and Governance



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MESSAGES FROM OUR LEADERS



A MESSAGE FROM OUR CHAIR AND CEO

Every organization has both a responsibility and opportunity to improve sustainability and inclusion. We can drive change, together.

Kyriba's ESG report exemplifies our core values, organizationally and individually. I am proud of what Kyriba has accomplished including:

- › Creating our initial benchmark to measure Kyriba's greenhouse gas emissions
- › Committing to pay equity and emphasizing diversity organization-wide
- › Integrating ESG into our vendor decisioning, onboarding and measurement
- › Forming a cross-functional ESG Committee

I appreciate our commitment to take action, for Kyriba and for our community. This is a shared journey to positive impact that we can all be proud to make.

Warmly,

MELISSA DI DONATO
Chair & CEO



A MESSAGE FROM OUR ESG PROGRAM LEADER

Society expects more from the business community: Authenticity, Trust, Truth, Transparency.

These expectations lie at the heart of what Kyriba does for customers and ourselves. At Kyriba, we empower our customers' and suppliers' transparent financial and Environmental, Social and Governance (ESG) reporting to help create a better world.

When it comes to our company's ESG responsibilities, Kyriba tracks a course for consistent progress and excellence.

This report - our first ESG report - outlines our ESG strategy and highlights Kyriba's vision as we continue to evolve our mission of sustainability, inclusion and giving.

I am excited for our commitment to change, to improve and to take action for Kyriba and for our community.

The program we are undertaking and committing to for 2023 and beyond is an exciting step that all of us at Kyriba are committed to improving upon continuously with pride.

Sincerely,

ANTHEE MERICHOVITIS
Chief Strategy & Transformation Officer

ABOUT THIS REPORT

OVERVIEW OF ESG AT KYRIBA

Following a course for consistent progress and excellence, Kyriba's comprehensive Environmental, Social, and Governance (ESG) Program was built to enable our customers' and suppliers' success, empower our employees, and reinforce our company values to help create a better world.

That's why we are proud to present our first ever ESG Report, designed to outline Kyriba's ESG objectives, efforts, and performance for the past year and forward to 2025.

This report is the result of cross-company collaboration leveraging the work of our ESG Steering Committee, senior leadership, and Kyriba Board Members, representing our integrated approach to ESG and how we're adding value around the globe. Formed in 2022, Kyriba's ESG Steering Committee includes a cross-functional mix of employees at various levels of the organization responsible for providing expertise, guidance, and vision on our most important ESG matters and initiatives.

Authentic in nature and grounded in data, Kyriba's comprehensive ESG program unifies our practices, partnerships, and products in alignment with our

overall company strategy, designed to generate significant value for investors, customers, employees, and business partners.

Two key pillars form the basis of our sustainability landscape, designed to drive top-line growth, advance employee productivity, and optimize assets:

- › Kyriba for Kyriba
- › Kyriba for Community

2022 ESG HIGHLIGHTS

- › Completed an internal ESG Assessment
- › Formed ESG Committee which includes leaders throughout Kyriba across multiple geographies
- › Measured direct and indirect greenhouse gas (GHG) emissions in Kyriba office locations
- › Drafted first ever Kyriba ESG Annual report
- › Upgraded Corporate Website to be ADA Compliant

Content within this report should not be considered a substitute for material information provided in Kyriba's Annual Report or related filings. For questions about this report, please contact esg@kyriba.com

AUTHENTIC IN NATURE AND GROUNDED IN DATA



KYRIBA FOR KYRIBA OVERVIEW

We believe that how we do business is as important as what we do, and that operating sustainably is not only good for the planet, but good for our business. For this reason, our Kyriba For Kyriba Pillar was designed to curate our internal processes around the best ESG practices, building a solid foundation for the wellbeing of our employees, the planet, our suppliers, and our regulators as a result.

Integrating social and environmental considerations into our practices brings our Kyriba values to life with curated actions designed to responsibly serve our employees, vendors, customers, and the world.

Three main initiatives make up the Kyriba for Kyriba Pillar:



Kyriba for Kyriba

- 1 DIVERSITY, EQUITY & INCLUSION
- 2 EMPLOYEE WELLNESS
- 3 GOVERNANCE & COMPLIANCE

DIVERSITY, EQUITY & INCLUSION

Diversity, Equity, and Inclusion (DEI) are at the core of everything we do, and we pledge to continuously build and foster a workplace where differences are valued, diversity is welcomed, and all Kyribians are encouraged to bring their authentic selves to work.

Our commitment to DEI includes hiring and developing a diverse workforce, cultivating an employee-first culture, shaping corporate policies with diversity in mind, and serving the marketplace with a focus on equality. Our goal is to ensure that our workforce reflects the diversity of the communities we serve, and that our processes and programs reinforce our commitment to building a more equitable workplace and world.

Over the past year, we have further refined our strategy to set a strong foundation for DEI at Kyriba with the development of a clear DEI Policy and a roadmap for implementing Employee Resource Groups. We have also taken important actions toward our ongoing commitments, including regular measurement of our gender diversity and developing more than 20 DEI initiatives and programs such as defining our gender pay equity philosophy, and facilitating annual diversity days events for Kyribians around the world.

INITIATIVES/KPIs

Employee Resource Groups

As part of our DEI commitment, we are in the process of implementing Kyriba ERGs: Kyriba Women's Network, Pride Group, and Environment/Sustainability Group. These employee-led ERGs are designed to foster a diverse, inclusive workplace and build community through shared purpose, identity, or experience. Endorsed by Kyriba's senior leaders and overseen by executive sponsors, each ERG was designed to align with our company mission, values, and goals while strengthening our culture of inclusivity helping diverse Kyribians feel supported, respected, and valued.

Recruitment and Retention Initiatives

Another way we have advanced DEI at Kyriba is by making it a focus of our hiring practices, identifying a KPI for gender equality amongst candidate slates, and providing behavioral and personality assessment tools for hiring managers. We have established a partnership with Mozaik Foundation in France to gain access to recruiting platforms that enable the sourcing of diverse candidates and help eliminate workplace discrimination and promote a more inclusive work culture. Internally, we also provide opportunities to support our employees' learning and performance across all levels, developing our accelerated career mobility initiative, incorporating a diversity chapter in our leadership development program, launching an Internship and Apprenticeship Program in Europe focused on entry-level candidate opportunities, and facilitating mandatory harassment and sensitivity training.

DEI By the Numbers

As a growing global organization, we recognize that maintaining a diverse

employee base drives innovation and better serves our customers, and we're proud of our collective diversity. In 2022:

- › 33% of Kyriba's US employee population identified as Underrepresented Minorities (URM), including Hispanic, Asian, Bi-Racial, American Indian or Alaska Native, Black or African American. With 882 active Kyribians in 2022, our US population represents 33.6% of our total workforce, with the remaining 66.4% located abroad.
- › 31% of Kyriba's workforce was female as of December 31, 2022, with 26% women in supervisory or higher positions.

Kyriba's Equal Pay Philosophy

Through various internal projects and campaigns, Kyriba aims to ensure that our people are paid fairly for a similar job, equivalent contribution to the business, and comparable individual performance in any given location, regardless of gender or minority bias factors.





EMPLOYEE WELLNESS

At Kyriba, we know that the health of our business starts with the health of our employees, which is why supporting the mental, emotional, social, and physical health of our people is a key priority. As part of our Kyriba for Kyriba Pillar, we have introduced a comprehensive global health and wellness framework that provides processes, tools, and initiatives designed to prioritize and promote the holistic wellbeing of our employees. This includes a global health and safety policy, targeted mechanisms for employee recognition and feedback, region-specific Employee Assistance Programs, and professional development programs.

INITIATIVES/KPIs

Health and Wellbeing

Our global and **region-specific Employee Assistance** provides employees with free and confidential resources for stress management, substance abuse, mental health, and more, available online and via phone.

Kyriba also maintains an active partnership with **Vitality Wellness** to provide US employees with interactive wellness tools and resources that can result in credits toward reduced medical insurance premiums.

Professional Development

In addition to department and role specific training, Kyriba has engaged two global resources in support of global employee learning and development, introducing our Kyriba Leads development program in partnership with The Oxford Group in 2020, and our individual coaching program in partnership with CoachHub in 2022.



Since its launch, the Kyriba Leads program has successfully trained 250 leaders and high potential/future leaders in leadership best practices aligned with Kyriba culture, with another 31 employees completing the CoachHub individual coaching program.

Active Listening

Kyriba has targeted mechanisms in place to help ensure that employees are able to share their voices with leadership, including our annual global Employee Engagement Survey and frequent Pulse Surveys, with a related action planning process.

Recognition

Our annual President's Club and Excellence Club and Leadership Awards provide incentives and recognition for an employee's outstanding support of Kyriba's growth and leadership, and Kyriba's bi-annual, peer-nominated iCare Awards recognizes employees demonstrating our company values through their passion for innovation, accountability, respect, excellence, and client success. In June of 2022, Kyriba also implemented the Recognize App to facilitate peer-to-peer, social recognition in real-time.

GOVERNANCE & COMPLIANCE

Solid governance is the foundation upon which our corporate success is built, and we work hard to integrate social and environmental considerations into our corporate policies and procedures as a force for driving systematic change.

Rooted in integrity, Kyriba's best-in-class compliance programs and solid corporate oversight systems ensure our operations reflect our dedication to ethical business practices for both people and the planet.

Harnessing the inherent innovation and technology that powers Kyriba, we pledge to maintain and continue building upon our unparalleled compliance programs, including comprehensive policies, procedures, education, and practices that eliminate and mitigate regulatory risk while ensuring strong global ethics and integrity.

INITIATIVES/KPIs

Policies, Procedures, and Training

We hold ourselves to the highest standards in how we conduct our business — from our executive leadership to our partners and suppliers. As part of this, all Kyribians are required to adhere to our internal policies, procedures, and trainings designed to ensure compliance across the globe. This includes such [policies](#) as Kyriba's Code of Conduct and Employee Handbooks, which were both updated in 2022, along with mandatory annual compliance training addressing topics including anti-bribery and anti-corruption, anti-money laundering, privacy, information security, and workplace harassment. In 2022, this comprehensive compliance

program successfully trained over 900 Kyribians to ensure our business is consistently conducted with the highest levels of ethics and integrity.

Internal Resources and Governance

Along with maintaining robust policies, procedures, and training, we also ensure employees have access to a variety of resources for reporting suspected ethical violations both internally and externally. This includes Kyriba's confidential Ethics Hotline, available 24/7 in partnership with an independent third party; along with our established Whistleblower Program designed to reinforce Kyriba's commitment to compliance and encourage employees to report suspected violations without concern of recourse.

Each complaint made is investigated using comprehensive investigation standard operating procedures to ensure just outcomes in all cases.

Additionally, Kyriba has partnered with LegalShield to provide employees with access to a network of qualified attorneys when seeking guidance on both professional and personal legal matters.

Certifications and Screening Tools

Kyriba's pursuit of high ethical and moral standards does not stop within our internal operations. We also require our vendors to abide by our strict standards for compliance and strive to partner with businesses who demonstrate our same commitment to regulatory compliance and ESG-related operations. In 2022, as part of our ESG initiatives, Kyriba partnered with third-party services to enhance the tools we use to screen new vendors and customers. Since 2014, Kyriba has successfully completed annual SOC1 and SOC2 audits to disclose information security compliance, and has been ISO27001 certified since 2020. Kyriba also maintains an Ecovadis Sustainability rating for its Kyriba SEMEA and Kyriba Corp entities, with 2022 ratings of Gold and Bronze, respectively.





KYRIBA FOR COMMUNITY OVERVIEW

Kyriba continuously looks for ways to give back to the communities in which we operate, identifying opportunities for direct involvement through volunteer hours, financial support, and other resources. These efforts, along with our focus on taking positive action for the environment and empowering a diverse, inclusive, and sustainable supplier network are encompassed within our Kyriba for Community Pillar.

Through the Kyriba for Community Pillar, we recognize our responsibility to help uphold sustainable business interactions and protect the planet, and have enacted targeted actions designed to add societal and environmental value. By integrating philanthropy into our internal initiatives, focusing on enhancing our supplier diversity, and evaluating our carbon footprint and impact, we are committed to building a more sustainable and inclusive future.

Three main initiatives make up the Kyriba for Community Pillar:



Kyriba for Community

- 1 **SUPPLIER SUSTAINABILITY**
- 2 **CLIMATE ACTION**
- 3 **PHILANTHROPY**

SUPPLIER SUSTAINABILITY

Our suppliers are pivotal, not only in our success, but in the success of our community, customers, employees, and partners. Through Kyriba's Supplier Diversity & Sustainability Program, we seek to empower small, diverse, minority-owned and disadvantaged suppliers. Diversifying our supplier base through an open framework will contribute to our society and provide resources to our customers' ecosystems.

Founded on Kyriba's strong core values, our Supplier Diversity & Sustainability Program is designed to create an inclusive industry that benefits all parties. This program encompasses our commitment to diversifying our supplier base and empowers small businesses for the betterment of our community.

Kyriba's 3 year plan commits to investing \$4 million into small, minority-owned, and disadvantaged businesses by the year 2025, incrementally increasing this investment to \$10 million by the year 2027. As part of this plan, we will evaluate Kyriba suppliers and look to implement diversity certifications into our bidding process. With this, a greater share of our annual expenditure will be directed to certified diverse businesses. Additionally, our plan calls for an annual contribution of at least \$20,000 to non-profit organizations that support these vital communities.



INITIATIVES/KPIs

Supplier ESG Questionnaire

To help promote and facilitate the use of diverse and inclusive suppliers, in 2022, Kyriba's purchasing department began constructing ESG-specific questions to use in our onboarding process. All current and prospective Kyriba suppliers will be required to complete a targeted ESG questionnaire designed to assess ESG baselines, identify opportunities, and establish commitments.

Beginning implementation in 2023, Kyriba's 150 largest suppliers by spend will be initially targeted when recording ESG standards of suppliers. After fully launching Kyriba's supplier portal, we will analyze responses to further refine and optimize our ESG targets and data.

Procurement Policies

As part of our ESG initiatives, we recently revised our procurement policy to include a specific Supplier Code of Conduct (CoC) outlining expectations, defining standards, and establishing action plans for all of our suppliers. In 2022, Kyriba implemented this Code of Conduct during the purchasing process to ensure our procurement program aligned with our sustainability principles.

Supplier Portal

To further extend our internal value to clients, we've incorporated our commercial platform, Kyriba's Supply Chain Finance Tool, into a Supplier Portal (Supplier Onboarding Tool) to facilitate and house ESG information for each supplier. The module will be natively plugged into Netsuite to store Kyriba key supplier ESG information. We have commenced onboarding suppliers in 2022 and 2023 with the goal of populating data and determining Kyriba's progress to full supplier sustainability.

Memberships, Tools, and Data

As a company, Kyriba maintains strategic memberships and sponsorships that help grow our network, source diverse suppliers, and gather sustainability data in support of our commitments. Through our ESG Program, this includes committing to invest in memberships and sponsorships with non-profit organizations supporting our ESG initiatives.

CLIMATE ACTION

Climate change is the greatest threat facing society today, and we believe we have an opportunity - and a responsibility - to make a real difference. While the nature of Kyriba's business may have an inherently low environmental impact, that does not stop us from seeking out ways to be more sustainable in our business practices. As part of this, we commit to proactively advancing our sustainability efforts by annually measuring, reporting, and refining our strategies around energy utilization, carbon neutrality, electrical consumption, and business travel emissions, with a pledge to achieve carbon neutrality by 2025.

INITIATIVES/KPIs

Energy Utilization

In 2022, Kyriba began tracking and translating its energy consumption into carbon emissions, using the data to evaluate our consumption to develop reduction opportunities.

Real Estate Footprint

Kyriba's global workforce has operated in remote and hybrid environments following the Covid pandemic, allowing us to provide flexibility to employees and reduce our physical footprint and related work-related commuting.

› Equipment and E-Waste

In 2019, Kyriba began donating e-waste and equipment to organizations that repurpose the equipment for schools and nonprofits, helping to divert waste away from landfills.

› Car Fleet

Kyriba's leased car fleet comprises 27 Hybrid vehicles with minimal CO2 emissions. In 2022, we successfully reduced our car emissions to under 120gCO2e. Our projections for 2023 are to have emissions under 118gCO2e.

› Sustainability Practices and Programs

Across all Kyriba offices, we have instituted Green Policies that promote recycling and minimize waste. Additionally, through our "Kyriba Cares" CSR program, we actively engage in eco-conscious activities including volunteer clean ups of local beaches and cities and positive habit-formation sustainability challenges.



PHILANTHROPY

Rooted in the belief that investing in our communities is vital to the success and well-being of both our company and our employees, we launched our “Kyriba Cares” program in 2021 for corporate giving and volunteerism, with a pledge to create a philanthropic environment that promotes engagement, instills company pride, and enables employee activism. Through this program, we provide opportunities for all Kyribians to contribute their time, talent, and resources in support of issues they care about, including charitable giving campaigns, volunteer initiatives, and humanitarian appeals - both locally and around the world. This also includes company employee matching for employee donations.

INITIATIVES/KPIs

Giving and Doing Platform

To support the launch of “Kyriba Cares”, we partnered with a leading CSR management platform, Alaya for Good (now Benevity), to implement an interactive platform where employees participate in company-sponsored activities, volunteer with hundreds of virtual and local organizations, and contribute to giving campaigns. As of December 22, 2022, more than 600 Kyribians were active on the platform, with over 125 volunteer hours, 435 goods contributed, more than 5,000 trees planted, and the completion of 563 virtual “Positive Action Challenges” related to CSR and DEI initiatives

Summer Volunteering Days

In 2022 we were pleased to hold our first in-person group volunteering activities throughout the local communities surrounding our offices including beach clean ups, tree planting, and litter collection in the US, Poland, France, and beyond.

Giving Campaigns

As part of the “Kyriba Cares” program, in 2022 we successfully raised \$15,290.37 in total charitable donations (including company matches) through our Year-End giving campaign as well as an ad hoc campaign in support of Ukrainian refugee aid, and made a commitment to annually increase this amount by at least 25% each year through 2025.





ABOUT kyriba[®]

Kyriba empowers CFOs, Treasurers and IT leaders to transform liquidity performance and drive value creation through data-driven financial decisions. Kyriba is a secure, scalable SaaS platform that delivers intelligence and financial automation enabling thousands of multinational corporations and banks to maximize growth, improve financial resilience and increase operational efficiency.

For more than 2,500 clients worldwide, including 25% of Fortune 500 and Euro Stoxx 50 companies, Kyriba manages more than 1.3 billion bank transactions and \$15 Trillion in payments annually.

Kyriba is headquartered in San Diego, with offices globally.