Sustainability Highlights 2021

GHG Emissions
24 tonnes CO₂e
8% annual reduction

GHG Emissions
Certified Carbon Positive
120% total offset

Good cause projects
4 projects completed (> 40% project hours not charged)

Data privacy & security
0 data breaches

10 Employees
Gender diverse
40% gender diversity

Employee engagement
92% positive responses in staff survey

Knowledge sharing
3 local community events
9 open-source Github repos
8 contributions to book chapters, journals or conferences
This report is our first comprehensive and stand-alone sustainability report.

The report meets the disclosure requirements of the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard (2018) and has been prepared in accordance with the GRI Standards (2021).

The report presents our material environmental, social, and governance (ESG) performance, along with how we manage material sustainability topics, for the financial year ended March 31, 2021.

Determination of sustainability impacts and material ESG topics for reporting was undertaken by an independent expert ESG advisor, in consultation with our staff and stakeholders, and was approved by the Directors. The materiality determination method used was aligned with the GRI Materiality Standard GRI 3 (2021). Critical or material events occurring on or after March 31, 2021, and up until the publication date are also covered in this report.

For report questions or feedback contact uli@epi-interactive.com
Content

• About Epi-interactive
• Why and how we report on sustainability
• Climate impacts
• Healthy workplace
• Knowledge sharing
• Our governance
• SASB disclosures
• GRI Index
About Epi-interactive
We build dashboards

Anchored by our passion to improve human, animal and environmental health, we make data and research more accessible and link complex analytics with practical decisions.

epi-interactive.com
Why and how we report on Sustainability
Our sustainability strategy

The purpose of our business is to improve human, animal and environmental health. We understand that a healthy planet and society are required for us all to thrive.

We report on our environmental, social and governance performance in a transparent way. We want to hold ourselves accountable and demonstrate how sustainability is embedded in our business model and the way we create value.
Climate impacts
We reduced our GHG emissions by 8%

We measure, manage and openly report our Greenhouse Gas (GHG) emissions. In 2020 we established a baseline measurement, implemented reduction projects and reduced our emissions by 8% in 2021.

<table>
<thead>
<tr>
<th>Scope</th>
<th>FY 2020 tonnes of CO₂e</th>
<th>FY 2021 tonnes of CO₂e</th>
<th>% change from base year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>4.62</td>
<td>6.88</td>
<td>+ 49%</td>
</tr>
<tr>
<td>Scope 2</td>
<td>0.33</td>
<td>1.44</td>
<td>+ 335%</td>
</tr>
<tr>
<td>Scope 3</td>
<td>20.94</td>
<td>15.40</td>
<td>- 26%</td>
</tr>
<tr>
<td>Total</td>
<td>25.88</td>
<td>23.71</td>
<td>- 8%</td>
</tr>
</tbody>
</table>
Climate positive business operations

We are proud to be certified Zero Carbon Business Operations with Ekos. We have measured and offset 120% of the carbon footprint of our business operations for 2020 and 2021 with certified carbon credits.

These certified carbon credits are sourced from projects that grow and protect forests in Aotearoa and the Pacific Islands and help to deliver climate resilience, waterways protection, erosion control, biodiversity conservation and community economic development.
GHG reduction initiatives 2021

- **Fly less**
  - 26% annual reduction

- **2 office e-bikes**
  - Remove short car trips

- **Renewable energy**
  - Switch to certified renewable electricity
Low carbon e-bike trips (plus baggage!)
Healthy workplace
A thriving workplace

We aim to create a workspace where our people can thrive. Natural light and natural ventilation are important. So is being located close to public transport and other amenities.
Healthy workplace initiatives 2021

Zero waste
Eliminating waste, promoting circularity

Healthy space
Natural ventilation and light, free fruit for staff in office

Flexible working
Being productive and flexible
Engaged employees
(92% positive responses in staff survey)
Knowledge sharing
Sharing our knowledge

We pro-actively develop, facilitate and participate in a wide range of knowledge-sharing programmes.

We believe in what we do and are confident in collaborating and sharing our knowledge with others.
Knowledge sharing initiatives 2021

Open-source
9 open-source Github repos

Community events
3 local community events

Publications
8 contributions to book chapters, journals or conferences
Open-source

9 open-source Github repos

We develop innovative data-driven dashboards for better decision making, data sharing and teaching – open-source technology is at the heart of what we do.

Our Github repos are a way for us to give back to the community by providing free coding samples, with in-depth descriptions.

Available here
Community events
Facilitating industry knowledge-sharing

Can your dashboarding tool keep up with your data?
Event by Epi-interactive

Event ended
Sept 25, 2021, 10:00 AM - Sep 30, 2021, 8:00 AM (your local time)
Event link: https://www.epi-interactive.com/events/can-your-dashboarding-tool-keep-up-with-your-data

Maarten Weber and 153 other attendees

Free LinkedIn event Sept 2021
Presented by Dr Uli Muellner, Director Epi-interactive
Community events
Bringing people together

R Exchange
Organised by Epi-interactive
March 2021, Wellington
5 speakers, 50+ attendees
Read more

R User Group Auckland
Keynote by Dr Uli Muellner, Epi-interactive
May 2021
Read more

R User Group Wellington
Organised by Epi-interactive
August 2021
3 speakers, 50 attendees
Read more
Scientific publications

We actively contribute to the scientific community through publications and regularly present at and attend conferences and meetings.

Contribution to book chapter:

Governance
Our sustainability governance

Our directors set the tone for our approach to sustainability. As part of their commitment, they are developing their own knowledge and capabilities to effectively govern sustainability issues.

We have developed and implemented the following sustainability-linked policies:

• Sustainability policy
• Code of conduct, ethics and transparency
• Data privacy and security policy
• Sustainable procurement
• Health, safety and wellbeing policy.
SASB and GRI Disclosures
## SASB Disclosures

### SASB SOFTWARE AND IT SERVICES STANDARD (2018)

#### SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

#### Table 1. Sustainability Disclosure Topics & Accounting Metrics

<table>
<thead>
<tr>
<th>Topic</th>
<th>Accounting Metric</th>
<th>Unit of Measure</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Readiness of existing infrastructure</td>
<td>E1: total energy consumed, O1: percentage of all electricity, percentage renewable</td>
<td>kW, %, kwh, %, kwatt hour</td>
<td>TO-E1-100k, 2</td>
</tr>
<tr>
<td></td>
<td>E2: water withdrawn, O2: water consumption, percentage renewable</td>
<td>kwh, %, kwatt hour</td>
<td>TO-E2-200k, 2</td>
</tr>
<tr>
<td></td>
<td>E3: carbon footprint report with CO2 emissions</td>
<td>report</td>
<td>TO-E3-300k, 2</td>
</tr>
<tr>
<td></td>
<td>E4: emissions reduction</td>
<td>n/a</td>
<td>TO-E4-400k, 2</td>
</tr>
<tr>
<td>Data Privacy &amp; protection of personal information</td>
<td>Data security</td>
<td>n/a</td>
<td>TO-DP-500k, 2</td>
</tr>
<tr>
<td></td>
<td>O5: number of failures per year</td>
<td>number</td>
<td>TO-DP-O5</td>
</tr>
<tr>
<td></td>
<td>O6: number of incidents per year</td>
<td>number</td>
<td>TO-DP-O6</td>
</tr>
</tbody>
</table>

#### Table 2. Analytic Metrics

<table>
<thead>
<tr>
<th>Category</th>
<th>Code</th>
<th>Unit of Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>O1: number of service subscriptions</td>
<td>TO-O1-100k</td>
<td></td>
</tr>
<tr>
<td>O2: percentage of products sold</td>
<td>TO-O2-200k</td>
<td></td>
</tr>
<tr>
<td>O3: percentage of total sales</td>
<td>TO-O3-300k</td>
<td></td>
</tr>
<tr>
<td>O4: number of employees</td>
<td>TO-O4-400k</td>
<td></td>
</tr>
<tr>
<td>O5: percentage of data breaches</td>
<td>TO-O5-500k</td>
<td></td>
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</tbody>
</table>

#### Table 3. Sustainability Disclosure Metrics

<table>
<thead>
<tr>
<th>Metric</th>
<th>Description</th>
<th>Unit of Measure</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>E1: total energy consumed</td>
<td>E1: total energy consumed</td>
<td>kW, %, kwh, %, kwatt hour</td>
<td>TO-E1-100k, 2</td>
</tr>
<tr>
<td>O1: percentage of all electricity</td>
<td>O1: percentage of all electricity</td>
<td>kW, %, kwh, %, kwatt hour</td>
<td>TO-O1-200k, 2</td>
</tr>
<tr>
<td>O2: percentage renewable</td>
<td>O2: percentage renewable</td>
<td>kW, %, kwh, %, kwatt hour</td>
<td>TO-O2-300k, 2</td>
</tr>
<tr>
<td>E2: water withdrawn</td>
<td>E2: water withdrawn</td>
<td>kwh, %, kwatt hour</td>
<td>TO-E2-400k, 2</td>
</tr>
<tr>
<td>O2: water consumption</td>
<td>O2: water consumption</td>
<td>kwh, %, kwatt hour</td>
<td>TO-O2-500k, 2</td>
</tr>
<tr>
<td>E3: carbon footprint report</td>
<td>E3: carbon footprint report</td>
<td>report</td>
<td>TO-E3-600k, 2</td>
</tr>
<tr>
<td>E4: emissions reduction</td>
<td>E4: emissions reduction</td>
<td>n/a</td>
<td>TO-E4-700k, 2</td>
</tr>
<tr>
<td>E5: emissions reduction</td>
<td>E5: emissions reduction</td>
<td>n/a</td>
<td>TO-E5-800k, 2</td>
</tr>
<tr>
<td>E6: carbon footprint report</td>
<td>E6: carbon footprint report</td>
<td>report</td>
<td>TO-E6-900k, 2</td>
</tr>
<tr>
<td>O7: percentage of all electricity</td>
<td>O7: percentage of all electricity</td>
<td>kW, %, kwh, %, kwatt hour</td>
<td>TO-O7-100k, 2</td>
</tr>
<tr>
<td>O8: percentage renewable</td>
<td>O8: percentage renewable</td>
<td>kW, %, kwh, %, kwatt hour</td>
<td>TO-O8-200k, 2</td>
</tr>
<tr>
<td>O9: water withdrawn</td>
<td>O9: water withdrawn</td>
<td>kwh, %, kwatt hour</td>
<td>TO-O9-300k, 2</td>
</tr>
<tr>
<td>O10: water consumption</td>
<td>O10: water consumption</td>
<td>kwh, %, kwatt hour</td>
<td>TO-O10-400k, 2</td>
</tr>
<tr>
<td>O11: carbon footprint report</td>
<td>O11: carbon footprint report</td>
<td>report</td>
<td>TO-O11-500k, 2</td>
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<tr>
<td>O12: emissions reduction</td>
<td>O12: emissions reduction</td>
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<td>TO-O12-600k, 2</td>
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<tr>
<td>O13: emissions reduction</td>
<td>O13: emissions reduction</td>
<td>n/a</td>
<td>TO-O13-700k, 2</td>
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<tr>
<td>O14: carbon footprint report</td>
<td>O14: carbon footprint report</td>
<td>report</td>
<td>TO-O14-800k, 2</td>
</tr>
<tr>
<td>O15: emissions reduction</td>
<td>O15: emissions reduction</td>
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<td>TO-O15-900k, 2</td>
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<tr>
<td>TOPIC</td>
<td>GENERAL DISCLOSURES</td>
<td>RESPONSE</td>
<td>GRI LINK</td>
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<tr>
<td>Organizational profile</td>
<td>Name of the organization: EPI Interactive</td>
<td>E2-1</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Address: 200 East 42nd Street, New York, NY 10017</td>
<td>E2-2</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Website: <a href="http://www.epiinteractive.com">www.epiinteractive.com</a></td>
<td>E2-3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Location of headquarters: New York, NY</td>
<td>E2-4</td>
<td></td>
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<tr>
<td></td>
<td>Location of operations: New York, NY</td>
<td>E2-5</td>
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<tr>
<td></td>
<td>Ownership and top officers: Limited liability in New York City</td>
<td>E2-6</td>
<td></td>
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<tr>
<td></td>
<td>Markets served: North America, Europe, Asia, Oceania</td>
<td>E2-7</td>
<td></td>
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<tr>
<td></td>
<td>Scope of the organization: Global</td>
<td>E2-8</td>
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<tr>
<td></td>
<td>Employees and other workers: N/A</td>
<td>E2-9</td>
<td></td>
</tr>
<tr>
<td></td>
<td>A description of the organization’s supply chain</td>
<td>E2-10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Signatory to any global sustainability standards or frameworks: None</td>
<td>E2-11</td>
<td></td>
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<tr>
<td></td>
<td>Significant changes</td>
<td>E2-12</td>
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<tr>
<td></td>
<td>Procurement: We have a procurement policy</td>
<td>E2-13</td>
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<tr>
<td></td>
<td>Reporting relationships: None</td>
<td>E2-14</td>
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<tr>
<td></td>
<td>Membership of associations: None</td>
<td>E2-15</td>
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<tr>
<td>Strategy</td>
<td>Statement from senior decision maker: See Sustainability Report</td>
<td>E2-16</td>
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<tr>
<td>EHS and integrity</td>
<td>Value</td>
<td>E2-17</td>
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<tr>
<td></td>
<td>Ethics code</td>
<td>E2-18</td>
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<tr>
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<td>EHS commitment</td>
<td>E2-19</td>
<td></td>
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<tr>
<td></td>
<td>Governance structure</td>
<td>E2-20</td>
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<td></td>
<td>EHS performance data</td>
<td>E2-21</td>
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<td>Environmental policy</td>
<td>E2-22</td>
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<td></td>
<td>Human rights policies</td>
<td>E2-23</td>
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<tr>
<td></td>
<td>Conflict of interest policies</td>
<td>E2-24</td>
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<tr>
<td></td>
<td>Conflict of interest policies</td>
<td>E2-25</td>
<td></td>
</tr>
</tbody>
</table>

**GRI Index**

**Conflicts of Interest**

*We have a conflict of interest policy in place.*

**Governance body and purpose, policy, and strategy**

*Our governance structure is designed to ensure effective control over our organization.*

**Governance body’s collective knowledge**

*Our board of directors is composed of independent and experienced individuals.*

**Governance body’s performance**

*Our board of directors is composed of independent and experienced individuals.*

**Identifying and managing impacts**

*We have identified and managed risk and opportunities related to our operations.*

**Evaluating governance body’s performance**

*We have evaluated our governance body’s performance.*

**Enhancing governance body performance**

*We have enhanced the performance of our governance body.*

**Effective risk management processes**

*We have implemented effective risk management processes.*

**Assessment of sustainability impacts**

*We have assessed the sustainability impacts of our operations.*

**Governing board’s role in reporting**

*Our board of directors is responsible for the overall governance of our organization.*

**Communicating critical issues**

*We communicate critical issues to our stakeholders.*

**Conflict of interest**

*We have a conflict of interest policy in place.*

**Remuneration policies**

*Our remuneration policies are designed to ensure effective control over our organization.*

**Process for determining remuneration**

*Our remuneration policies are designed to ensure effective control over our organization.*

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**Stakeholder engagement**

**Stakeholder engagement**

*Stakeholders are involved in our decision-making processes.*

**Annual total remuneration costs**

*Annual total remuneration costs are disclosed.*

**Percentage increase in compensation ratio**

*We have not disclosed the percentage increase in compensation ratio.*

---

**Reporting practice**

**Entities included**

*EPI Interactive Limited* is the reporting entity.*

**Boards**

*The company has a board of directors.*

**Meetings**

*The company’s board of directors meets regularly.*

**Schedule of reporting**

*Annual report published every year.*

**Stakeholder engagement**

*Stakeholders are engaged through stakeholder meetings.*

**Stakeholder engagement**

*Stakeholders are engaged through stakeholder meetings.*

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**GRI Index**

*This document has been prepared in accordance with the GRI Standards (Circular Economy).*

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**External assurance**

*This report has been externally assured.*

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Feedback

Feedback or questions?

Get in touch:
uli@epi-interactive.com