

IFS 2022 ESG



Summary of our Environmental, Social and Governance (ESG) performance in 2022. To learn more, see our full Sustainability Report

About IFS

IFS develops and delivers enterprise software for companies around the world who manufacture and distribute goods, build and maintain assets, and manage service-focused operations.



IFS employees
5,500+
(year-end 2022)



Countries
80+
where IFS supports customers



IFS customers
6,500+
(year-end 2022)



Female employees
35%
of IFS employees are women, 17% above the industry average in tech*

Our vision

To create long-term sustainable value and through technology, transform and improve industries and lives.

Excellence in our business

Leading by example as a global employer, and adhering to frameworks, regulations and best practices.

Priority topics

- Environment
- Diversity and inclusion
- Data and cyber security
- Ethical supply chain
- Risk management

Supporting our customers

Innovation for good, enabling customers to transform their operations and act sustainably.

Priority topics

- Business innovation
- Customer emissions
- Market opportunity

Making a broader impact

Amplifying our platform to influence the communities in which we operate and wider tech sector.

Priority topics

- Digital exclusion and STEM talent
- Volunteering
- Ambassadorship

2022 Highlights

100% renewable electricity in our operations

Used 100% renewable electricity** and developed a decarbonization strategy.

UN Global Compact

Published first UN Global Compact Communication on Progress (COP).

6 events

Hosted 6 events with Lewis Pugh, UN Patron of the Oceans and IFS Sustainability Ambassador in 2022

2000+

2000+ customers and partners attended ESG & Sustainability sessions at Unleashed, IFS's largest corporate event so far.

EcoVadis

Achieved Bronze EcoVadis Certification for IFS Group.

*G7 average performance: female share of employment in the technology industry is 30%. (Women in Work. PwC, 2020).

**We used 100% renewable electricity across our operations, successfully covering all of our non-renewable electricity volumes via green tariffs or Energy Attributes Certificates (EACs), except for our Sri Lanka volumes, as no EACs were available in the 2022 period in this market.

Our commitments

We made good progress in 2022 and we are committed to achieving even more in the years ahead. Setting ambitious sustainability goals is a critical part of delivering on our strategy and embedding it within the business. Our key targets are:

1

Carbon neutrality

All operational IFS carbon emissions balanced with carbon reduction and removal initiatives

2022 Progress 100% renewable electricity across operations

TARGET DATE 2025

2

Female managers

IFS female executives, directors, officers and managers at 30.5%

2022 Progress 28.26% (2021: 28.10%)

TARGET DATE 2027

3

Major reportable data breaches and cyber incidents

<2 major reportable data breaches

2022 Progress 0 data breaches in last 4 years

TARGET DATE Yearly

4

Science-based emissions reduction target (SBT)

Reduce IFS emissions in line with latest climate science

2022 Progress Committed to set science-based target for SBT Initiative's validation

TARGET DATE 2030

5

Sustainability Hub v2.0

IFS Sustainability Hub V2.0 launched to our customers

2022 Progress IFS carbon footprint tool was launched in 2022 for Scopes 1 and 2

TARGET DATE 2023

6

IFS Education Program

IFS Education Program to reach 150 institutions

2022 Progress 99

TARGET DATE 2025

7

Corporate Social Responsibility (CSR) Day

At least 15% of employees using their CSR Days

2022 Progress We had 12.39% of employees using 570 CSR Days (2022 target: 10%)

TARGET DATE 2023

Environment

We measure and report on our GHG (Greenhouse Gas) emissions through our global energy management system Resource Advisor, supported by Schneider Electric.

Emissions measure	Unit	2021	2022
Scope 1	tCO ₂ e	302	248
Scope 2 (market based)	tCO ₂ e	1,082	1,494
Scope 2 (location based)	tCO ₂ e	2,454	2,093
Scope 3	tCO ₂ e	17,819	20,312

Decarbonization strategy

Our decarbonization strategy focuses on the following three areas:

Reduce Conduct operations more efficiently: energy efficiency assessment of Facilities, moving to more efficient sites, reducing business travel, using a network of sustainability business partners to drive reduction through the business.

Replace Switch from carbon-intensive energy to low-carbon sources: including Energy Attribute Certificate (EAC) purchase for renewable electricity and consideration of greener alternatives such as biogas for heating and cooling.

Engage Engage with customers and suppliers to drive transition to a low-carbon economy: including product carbon footprint and engagement with customers and suppliers.

Governance

The IFS Code of Conduct

The IFS Code of Conduct is based on the Universal Declaration of Human Rights adopted by the United Nations, the UN Global Compact, the OECD (Organisation for Economic Cooperation and Development) Guidelines for Multinational Enterprises, the International Labor Organization's Conventions and Recommendations, and the Swedish Corporate Governance Code.

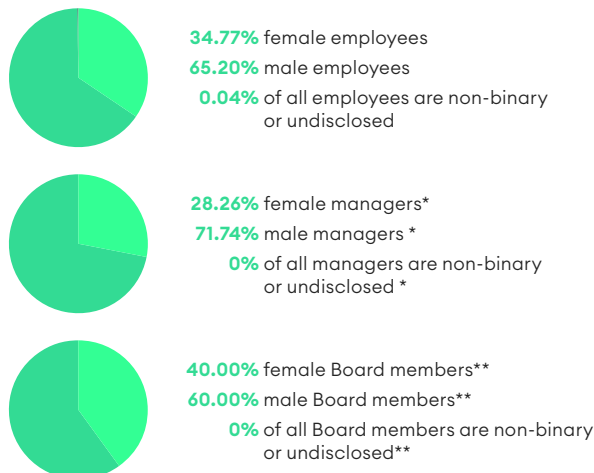
Sustainable Procurement

We are committed to facilitating an ethical supply chain where modern slavery, human rights, and environmental considerations are integrated into our supplier due diligence and management. We also hold suppliers to our Code of Conduct as well as IFS Supplier Sustainability Policy, which applies to all suppliers globally.

Social

Our diversity and inclusion strategy has 5 core themes of Employee Representation, Employee Experience, Talent Lifecycle, Leadership Involvement and External Influence.

2022 Diversity Statistics



* Data is calculated as a point in time average of the actual number of female managers at each quarter end in the year 2022.

** Board members that are Non-Executive Directors.

Find out more

Further information, contact your local IFS office or visit our web site, ifs.com

