

# CSR and Sustainability Report 2024

**Social and Environmental Impacts**

**Sustainable Procedures and Business Ethics**

**Career Management and Training**

**Action Plan for 2025**





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# Our Responsibility

At Speexx, we recognize our responsibility to contribute positively to society, the environment, and the communities we serve. As a global leader in EdTech, we are committed to sustainable and ethical business practices that align with our mission to empower people through learning, innovation, and inclusion.

Over the past year, we have deepened our commitment to diversity, equity, and inclusion (DEI), ensuring that our workplace fosters equal opportunities and supports employees in their professional and personal growth. We have expanded our social impact initiatives, continuing to provide accessible language learning solutions to organizations supporting underserved communities and fostering inclusive debate programs for young people with intellectual disabilities.

Environmental responsibility remains a core priority. In 2024, we took significant steps to enhance our carbon emissions reporting, now including Scope 1, 2, and 3 emissions, aligning with global sustainability standards. Our commitment to reducing our environmental impact is evident through green office initiatives, remote work policies, paperless operations, and sustainable travel programs.

We have also strengthened our corporate governance and business ethics by refining our risk assessment, cybersecurity measures, and supplier evaluation processes. These steps ensure that transparency, integrity, and sustainability remain at the heart of our operations.

This report highlights our progress in sustainability, social impact, and corporate responsibility, showcasing the collective efforts of our global teams. We remain dedicated to driving meaningful change and invite our stakeholders to join us on this journey toward a more sustainable, inclusive, and responsible future.



Andreas Urban, Chief Operating Officer



# About This Report

Speexx is a Time Magazine Top 20 EdTech company and the leading platform for people development in the digital workplace. Built on the latest technology and supported by a global network of top trainers and coaches, it provides corporate language training, business coaching, mentoring, and skills assessment to large organizations. These services are fully integrated with client people tech and delivered within a secure online environment.

Trusted by 1,800+ organizations and used by over 8 million users globally, Speexx delivers 300,000+ one-on-one sessions annually. Available in 14 languages, Speexx is one of the most widely adopted corporate training solutions worldwide.

Speexx complies with GDPR and CCPA regulations and holds certifications, including ISO 9001, ISO/IEC 27001:2022, TISAX, and AZAV. We are committed to sustainability and social responsibility, maintaining essential ESG and CSR certifications. Our innovation and excellence have earned over 200 industry awards. Founded in 2012, Speexx has grown to a team of 2,000 staff and coaches, with offices in Munich, Madrid, Milan, Rome, Paris, and Shanghai, plus representation in over 60 countries.

Social impact is core to Speexx' culture and brand. We believe we have a responsibility to use our platform for good, approach complex social issues with empathy, and put human relationships at the forefront of engagement. We do this so we can maintain perspective, focus on issues bigger than ourselves, and create a work culture that prioritizes purpose over perks.

The annual Speexx Sustainability Report outlines our Sustainability and Corporate Social Responsibility (CSR) data and allows us to compare our progress from year to year. The data shared in this report is limited to the company's operations for our fiscal year 2024 (January 1st 2024 - December 31st 2024) unless otherwise noted. The data in this report may contain figures that are approximated or rounded based on the best measurements we have available to us.

This report has been prepared with reference to the GRI Standards (2021). The content reflects the outcomes of our ESG materiality assessment and includes selected disclosures from the GRI Universal Standards and relevant Topic Standards. We aim to progressively align with the GRI Standards and expand our disclosures over time in line with data availability and stakeholder expectations.

All environmental data around our greenhouse gas (GHG) emissions was prepared by Speexx and reviewed by various internal Speexx stakeholders. As Speexx continues to improve our data collection and analysis processes, we will adjust our GHG accounting to ensure the information provided is as accurate as possible.

This report contains forward-looking statements, including statements regarding Speexx' future performance, operations and long-term targets, its continued investment to grow its business, and progress toward its long-term financial objectives. Words such as "may," "should," "will," "expect," "anticipate," "target," and similar phrases used to describe future expectation or intent regarding Speexx' ambitions are intended to identify forward-looking statements and should not be understood as predictions of future events.

This presentation utilizes certain trademarks and service marks for reference purposes. All such trademarks and service marks are and remain the property of their respective owners.



The annual Sustainability Report outlines our Corporate Social Responsibility (CSR) data and allows us to compare our progress from year to year.

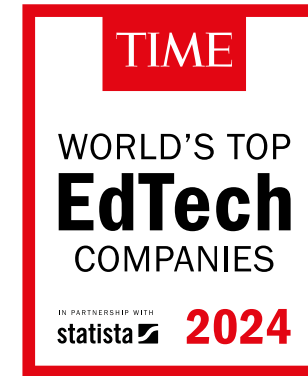
**Contact: [info@speexx.com](mailto:info@speexx.com)**



# Awards and Recognition

Speexx received numerous industry awards and recognition in 2024 that bear testimony to the quality of our services, the growth of our company and our influence within the global online language learning community.

**Time Magazine Top 20 EdTech company**  
Speexx fortified its leading role in the industry by being named as one of the world's top 20 EdTech companies in 2024 by TIME and global data firm, Statista. Statista's rigorous methodology includes data from company applications, analysis of annual reports, media monitoring, and a partnership with the insights platform HolonIQ. The result is a list that recognizes companies that demonstrate tremendous industry impact and strong financial performance.



Watson), as outlined in their award-winning customer story, "Speexx and WTW: On a Path of Transformation." The program exemplifies the commitment of Speexx to driving impactful change through learning and development initiatives that align with business strategy.

**Brandon Hall Group's Excellence Award 2024**  
Speexx was awarded bronze in the Best Learning Program Supporting a Change Transformation Business Strategy category at the prestigious 2024 Brandon Hall Group™ HCM Excellence Awards®. This recognition honors the collaborative efforts of Speexx and WTW (formerly Willis Towers



**HREC Learning & Development Provider Value Award 2024**  
The HREC Awards, hosted by the HR Excellence Center (HREC), are highly regarded in the field of human resources in China. Speexx was honored with the 2024 HREC Learning & Development Provider Value Award at the 2024 Zhixianghui Human Resources Supplier Value Awards. This recognition highlights the achievements of Speexx in both enterprise language training and broader learning and development services, highlighting its role as a key partner for talent development.



**Winner in Madrid Flexible Company Awards**  
Speexx was awarded the top spot in the Madrid Flexible Company Awards in the category medium-sized company in 2024. Now in its 20th edition, the Madrid Flexible Company Awards have recognized companies that have been able to adapt, grow and prosper by ensuring work-life balance, creating innovative policies in terms of work flexibility and promoting flexible, equitable and productive work environments.



**Comenius EduMedia Seal 2024**  
Speexx was awarded a Comenius EduMedia Seal for its Speexx Coaching™ product. The Comenius Seal is awarded by the Gesellschaft für Pädagogik, Information und Medien e.V. (GPI), a Berlin-based institute dedicated to celebrating and supporting excellence in the field of education. This year, a panel of GPI experts selected Speexx Coaching™ for its consistent excellence and innovation.





**World Future Award’s Best Professional Development Platform**

The World Future Awards selection board nominated Speexx after scrutinizing the innovation industry to identify outstanding products and services that have the potential to benefit and positively impact society in the future.



Their research team then meticulously evaluated Speexx in detail, assessing its products, press, social media, market research reports, expert commentary, online databases, and market data, before naming Speexx the world’s Best Professional Development Platform.

**Leading Technology Innovation HR Service Company at DHR EXPO Awards**

Speexx secured the esteemed ‘Technology Innovation HR Service Company’ award in Shanghai, China. This award represents a significant achievement in Speexx’ ongoing global pursuit of excellence and innovation in the people development sector. The International Human Resources Technology Conference was hosted by DHR EXPO, and the accolade follows a rigorous selection process in which members of the awards’ committee assessed leading organizations, industry associations, experts, and scholars.



**G2 Reports**

Speexx ranked consistently strongly on G2 across multiple categories throughout 2024. In the G2 Winter 2025 Reports (published in December 2024), Speexx once again demonstrated its excellence by earning an impressive 51 badges, including recognition as a Leader in 14 reports.



G2 is the world’s largest and most trusted software marketplace. Its reports, based on verified customer reviews and data-driven algorithms, provide valuable insights into market leaders and innovators. Achieving top rankings in G2 reports is a testament to a product’s quality, usability, and customer satisfaction.

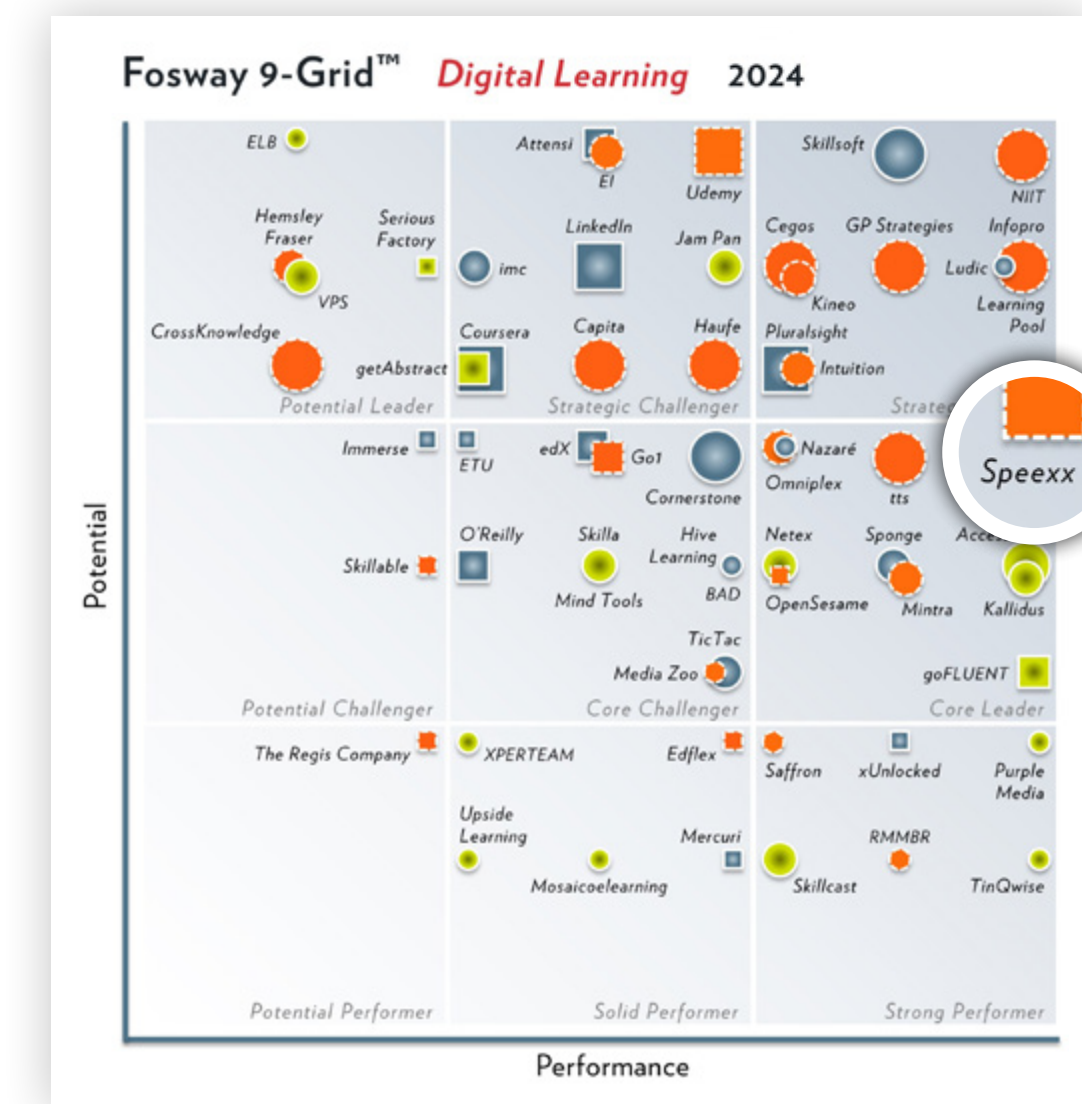
**Core Leader in Fosway Group’s 9-Grid™ for Digital Learning**

For the second year running Speexx was named as Core Leader in the Fosway Group’s 9-Grid™ for Digital Learning 2024.



The company moved from Solid Performer in 2021 to Strong Performer in 2022, and to the center of the Core Leader zone in 2023. In 2024, Speexx featured in the Core Leader zone, representing continued progress in the trajectory of the Speexx learning solutions within the 9-Grid™. Fosway 9-Grid™ is an esteemed, unique market analysis model that

demystifies supplier decisions for European corporate buyers in the fields of HR, talent and learning. The analysis is based on extensive independent research and insights from Fosway’s Corporate Research Network of over 150 customers organizations, including BP, HSBC, PwC, RBS, Sanofi, Shell, and Vodafone.





# Certifications, Accreditations and Standards

## Worlddidac Quality Charter

Speexx is certified according to the renowned Worlddidac Quality Charter (WQC).



Worlddidac is the global trade association for companies providing products for education and training at all levels. The Worlddidac Quality Charter is a quality certification for companies that participate in educational projects worldwide. The certification goes beyond existing ISO standards by providing the assurance that a company has the capacity to deliver products and services that contribute to quality education and sustainable results.

## Eaquals Accreditation

Recognized as the leading professional association for language education throughout the world, Eaquals accreditation is the gold standard for language centers, representing a highly respected badge of excellence. In order to be awarded accreditation, Speexx conducted 12 months of preparation and underwent a 5-day inspection by Eaquals in February 2023.



## ISO 9001:2015

Speexx has been an ISO 9001 certified organization since 2012. ISO9001:2015 is the internationally recognized standard for the quality management of businesses. By holding this accreditation customers can be confident that we adhere to and are committed to the policies and controls defined as good practice (by the ISO 9001 standards) for the provisioning and management of Speexx services.



## EcoVadis

Speexx is proud to have retained the Silver Medal in the annual EcoVadis assessment of corporate social responsibility (CSR) in 2024, marking the fourth consecutive year in which Speexx has been awarded a silver medal. The assessment covers 4 main topics: environmental impact, labor and human rights, ethics and sustainable procurement.



The rating placed the company in the 90th percentile of CSR performers amongst the participating companies worldwide. Speexx is in the top 7% of companies rated by EcoVadis in the computer programming,

consultancy, and related activities industry. EcoVadis is a provider of universal sustainability ratings, with more than 150,000 companies from over 250 industries taking part and committing to ensuring responsible sourcing throughout the supply chain.

## TISAX Security Accreditation for the Automotive Industry



The TISAX certification is based on the international ISO/IEC 27001 and 27002 standards adapted to the automotive industry. In 2017, it was updated to include controls for the use of cloud services like Speexx. All across Europe, automotive industry companies rely on TISAX to assess suppliers, service providers like Speexx, and other partners that process data on their behalf.

Having successfully passed the initial TISAX certification process in 2021 and re-certified in 2024, we affirm our competence not only in Information Security and Data Protection, but also in our organizational measures, such as guidelines, process descriptions, risk assessments, compliance, and structural measures.



**CyberVadis**

CyberVadis (subsidiary of EcoVadis) is a collaborative cybersecurity assessment platform that evaluates an organization’s cybersecurity state based on a comprehensive set of criteria. By having successfully passed the assessment, we demonstrate to potential and existing clients that we have the necessary measures in place to effectively protect against potential cyber threats. In our re-assessment in 2024, Speexx achieved platinum accreditation with an impressive overall score of 952 out of 1,000—far surpassing the CyberVadis benchmark average of 654 – and showed exceptional maturity in critical areas, including data privacy, business continuity, and third-party security management.



**ISO 27001:2022**

In 2024, Speexx achieved ISO/IEC 27001:2022 certification, the globally recognized standard for information security. This milestone highlights our commitment to protecting sensitive data through robust processes, advanced technology, and comprehensive training.



The certification further validates our efforts to enhance security across all operations, from safeguarding customer information to managing infrastructure and integrating with client systems. It underscores our dedication to delivering secure, reliable solutions for digital workplace learning and development.

**United Nations Global Compact Principles Alignment**

Speexx is a proud participant in the United Nations Global Compact, a strategic initiative that encourages businesses to align their operations and strategies with ten universally accepted principles covering human rights, labour, environmental protection, and anti-corruption. At Speexx, we are dedicated to integrating these principles into our daily operations and promoting them among our partners and clients to foster shared commitment and positive impact.



**HUMAN RIGHTS**

HUMAN RIGHTS

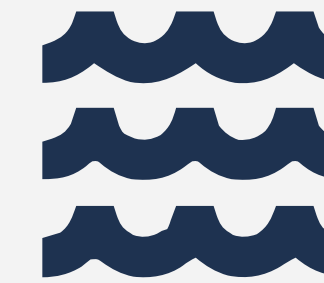
**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and  
**Principle 2:** make sure that they are not complicit in human rights abuses.



**LABOUR**

LABOUR

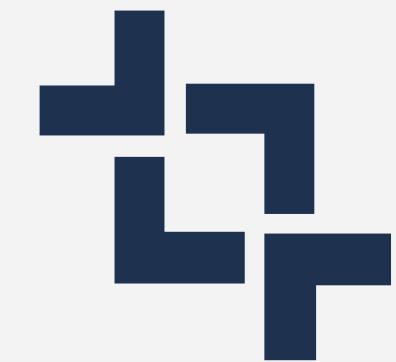
**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;  
**Principle 4:** the elimination of all forms of forced and compulsory labour;  
**Principle 5:** the effective abolition of child labour; and  
**Principle 6:** the elimination of discrimination in respect of employment and occupation.



**ENVIRONMENT**

ENVIRONMENT

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;  
**Principle 8:** undertake initiatives to promote greater environmental responsibility; and  
**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.



**ANTI-CORRUPTION**

ANTI-CORRUPTION

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.



# Sustainable Development Goals Alignment



We firmly believe in contributing to the global effort to address some of the world’s most pressing challenges by aligning our work with the United Nations Sustainable Development Goals (SDGs).

In total, our products, services, and social impact strategies are aligned with fourteen of the Sustainable Development Goals, at the target level.

The various sections of this report provide detailed insights into how Speexx actively supports these goals.



# Material Topics and Alignment

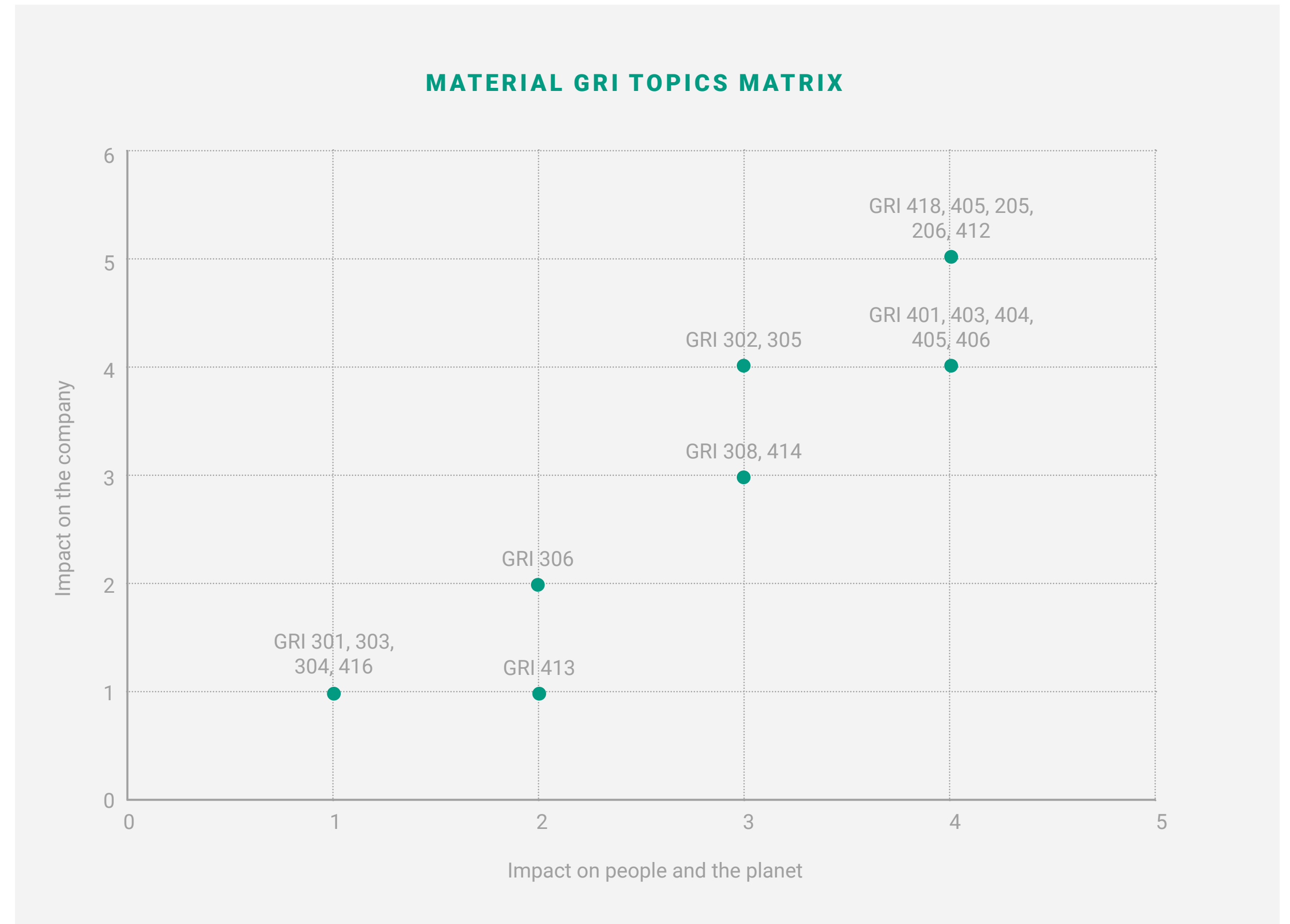
(GRI 103, GRI 2-29, GRI 3-1, GRI 3-2)

As part of our sustainability strategy and reporting, we conducted a materiality assessment for 2024 based on both the Global Reporting Initiative (GRI) Standards and the European Sustainability Reporting Standards (ESRS) under the CSRD framework. This assessment helped us identify the ESG topics most relevant to our business, stakeholders, and the environment. Each topic was evaluated using a dual materiality approach, considering both its impact on people and the planet, as well as its significance to our company’s operations and long-term success. To quantify this evaluation, each topic was rated on a scale of 1 to 5—where 1 indicates the least impactful and 5 indicates the most impactful—based on its relevance and potential influence.

The graphic on the right presents our ESG materiality matrix, which illustrates how we have evaluated the sustainability topics based on the two dimensions: Impact on people and the planet (horizontal axis) and impact on the company (vertical axis). The matrix helps guide where we should focus our sustainability strategy and reporting efforts. Topics in the upper-right quadrant are considered most material, meaning they have both a significant societal or environmental impact and high relevance to our company’s operations, stakeholders, or long-term performance.

The table below outlines our key topics, the relevant GRI and ESRS standards, and our assessment of their relative importance. Each topic is managed by the relevant department, such as Quality & Compliance, People & Culture, or Sales Support, with oversight from our management team. We address them through a combination of internal policies, stakeholder engagement, and performance tracking, including KPIs, audits, and improvement plans. Our approach is reviewed annually to ensure alignment with evolving priorities and regulatory expectations.

At Speexx, we prioritize transparent and inclusive stakeholder engagement as a cornerstone of our sustainability strategy. We identify and engage with key stakeholders—including employees, customers, partners, and suppliers —through regular dialogue, surveys, meetings, and collaborative initiatives.





Our engagement processes are designed to capture diverse perspectives, assess material issues, and align our actions with stakeholder expectations. This ongoing interaction informs our decision-making, enhances our social and environmental responsibility, and strengthens long-term relationships based on trust and mutual value creation. All material topics listed are addressed in this report, with relevant disclosures in the respective sections.

Report Section	ESRS and GRI Topics & Standards	Impact on People/Planet (1-5)	Impact on Company (1-5)	Material? (Y/N)	Assessment of Relative Importance
<b>Environmental Impact</b>	E1: Climate Change GRI 305: Emissions GRI 302 Energy	3	4	Yes	Energy use has a modest environmental impact due to the company's low physical footprint. <b>Scopes 1 &amp; 2:</b> Limited emissions from heating, lighting, and company vehicles. <b>Scope 3:</b> More significant impact from remote work practices and cloud-based services.
	E2: Pollution GRI 306: Effluents and Waste	1	1	No	No manufacturing, toxic materials, or physical emissions.
	E3: Water and Marine Resources GRI 303: Water and Effluents	1	1	No	Minimal water use in digital business.
	E4: Biodiversity and Ecosystems GRI 304: Biodiversity	1	1	No	No biodiversity impact from operations.
<b>Environmental Impact</b>	E5: Resource Use and Circular Economy GRI 301: Materials GRI 306: Waste	2	2	Yes	Materials not relevant as organization's primary products and services are online. Waste of moderate relevance through digital tools, IT hardware procurement, and office equipment.
<b>Nurturing a Flourishing Workforce Diversity, Equity &amp; Inclusion Career Management &amp; Training</b>	S1: Own Workforce GRI 401: Employment GRI 403: Occupational Health and Safety GRI 404: Training and Education GRI 405: Diversity and Equal Opportunity GRI 406: Non-Discrimination	4	4	Yes	A positive workplace culture, including DEI initiatives, is essential for employee retention, engagement, and service quality. <b>Diversity, Equity &amp; Inclusion (DEI):</b> Increasingly important to clients and employees, with strong reputational impact. <b>Training &amp; Development:</b> Critical for talent growth and maintaining high-quality service in a knowledge-based business.
<b>Sustainable Procurement</b>	S2: Workers in the Value Chain GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment GRI 412: Human Rights	3	3	Yes	The value chain includes numerous suppliers, especially digital vendors, and freelancers (e.g., language and business coaches), requiring careful management of standards and expectations.
	S3: Affected Communities GRI 413: Local Communities	2	1	No	While the digital business model has minimal direct local community impact, engagement remains important for CSR positioning and brand reputation.
<b>Business Ethics Diversity, Equity &amp; Inclusion</b>	S4: Consumers and End-Users GRI 416: Customer Health & Safety GRI 418: Privacy GRI 405: Diversity & Equal Opportunity (partly)	4	5	Yes	<b>Customer Health and Safety:</b> Not relevant as our services do not involve physical products or activities posing direct risks to customer health and safety. <b>Privacy &amp; AI:</b> Central to client trust, compliance (e.g., GDPR), and managing risk. <b>Accessibility:</b> Important for inclusion and user experience.
<b>Business Ethics</b>	G1: Business Conduct GRI 205: Anti-corruption GRI 206: Anti-competitive Behavior GRI 412: Human Rights GRI 418: Privacy	4	5	Yes	Ethics, compliance, privacy, and transparency are core expectations of B2B clients. They are crucial for maintaining client trust and fulfilling compliance requirements.



# Social Impact

**Social Engagement & Global Partnerships**

**United Nations Global Compact**





# Social Impact

The Social Impact section outlines our endeavour to facilitate learning environments that are accessible to everyone, as well as our partnerships with organizations that are striving to create a better world, underlining our ongoing commitment to the highest standards of education.

Our work with various international development organizations to fight poverty and unique hardships through education aims to reduce inequality and contribute to building sustainable infrastructure and economic prospects for our learners in areas of the world where our partners need our support.

This supports the following SDGs:



At Speexx we are aware of our social responsibility, and we are giving back in many ways – by supporting the causes the Speexx family cares about, by donating digital language training to non-profit projects, and by donating money to charities.

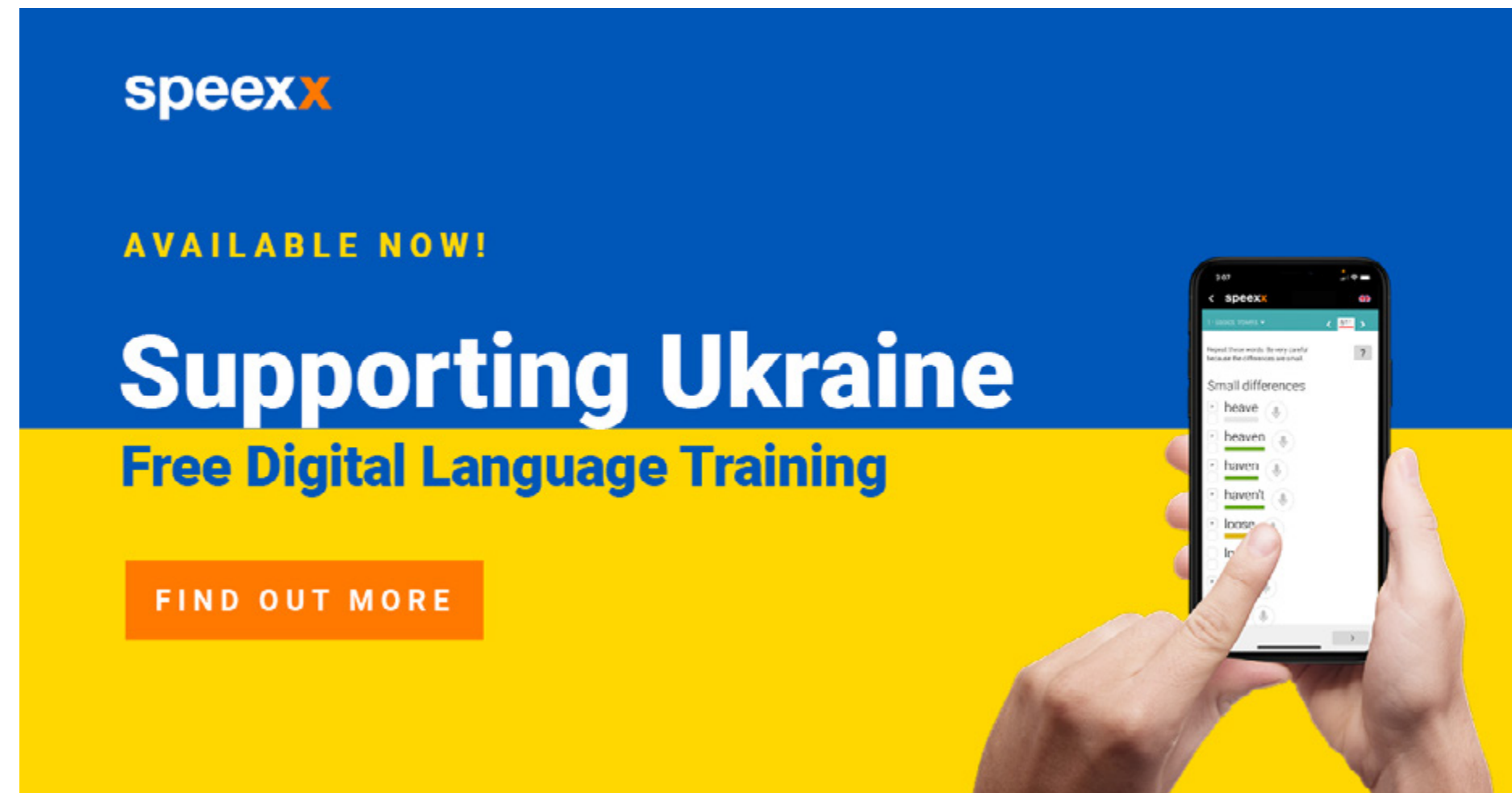
We live our company values every day, and work towards our continuous goal to become an increasingly sustainable enterprise.

### Help for Ukraine

At Speexx, we believe in the power of communication across borders, intercultural exchange and understanding. We were deeply saddened that this path was abandoned with the illegal invasion of Ukraine in 2022, exposing millions of people to war and forcing many of them to flee their homes. We are incredibly proud that so many people at Speexx immediately switched into

support mode in the face of this crisis. In addition to countless private initiatives in which employees took in people from Ukraine, a dedicated Speexx team managed to localize user interfaces, create access paths and set up a free language learning offer for these people in a very short time.

Sadly, the war and therefore also this project are ongoing, and we were able to give access to the Speexx platform to 200 additional language learners in 2024: supporting them to improve their German, English, French, Spanish, and Italian skills to help their situation. Since the initiative was launched, we have given access to nearly 2100 users.





**Humentum**

Since early 2015, Speexx has partnered with Humentum, a global nonprofit organization that supports social impact organizations by providing capacity-building services, including training, consulting, and resources, to improve operational effectiveness in areas such as finance, compliance, and program management. Since the beginning of the partnership with Humentum (then LINGOs), NGO staff in over 100 countries have enrolled in French, Spanish, and English courses at all levels (A1 – C1.2). In 2024, a further 3250 users were enrolled.



By mentoring and supporting them, Speexx contributes to creating a more inclusive society where every voice is valued. This initiative reinforces our commitment to lifelong learning and the development of key competencies that remain vital in an era increasingly shaped by artificial intelligence.

**Community of Sant'Egidio**

Speexx Italy contributed €2,000 to the Community of Sant'Egidio in Pavia at the end of 2024 to support their annual Christmas lunch, which brings together individuals living in social isolation and prisoners with young children. This donation reflects our commitment to fostering community spirit and supporting those facing social and systemic challenges.



**DCH - Organización Internacional de Directivos de Capital Humano**

Since 2015, Speexx Spain has partnered with DCH - the largest association of HR managers in Spain whose main objective is to develop the whole area concerning the human capital management field in organizations and associations.



**Babele ODV**

As part of our commitment to social responsibility, Speexx Italy donated 100 Speexx Smart language courses to Babele ODV in 2024. Babele ODV is an organization dedicated to supporting migrant families in Pavia with their integration journey. This initiative aims to empower families by enhancing their language skills, fostering inclusion, and creating opportunities for a brighter future.



This year, Speexx once again took part in the VII Jornada Deportiva y Solidaria DCH, an annual event organized by DCH - Organización Internacional de Directivos de Capital Humano to raise funds for charity projects and to promote physical activity among the organization's members.

The event was a great success, raising funds through a charity raffle in support of Fundación LQDVI, with the collaboration of Butterfly, Activy ES, and Grupo DKV. By engaging in such initiatives, Speexx reinforces its dedication to making a positive impact beyond the workplace.

**“Yo tengo Opinión”**

For the second consecutive year, Speexx Spain has proudly participated in the “Yo tengo Opinión” debate league, organized by LEDU Liga Española de Debate Universitario and Down Madrid, supporting young people with Down syndrome and other intellectual disabilities. This initiative provides an opportunity for participants to develop essential skills such as teamwork, leadership, and confidence and offers valuable learning experiences for participants, organizers, professionals, and families alike. With our economic support, this initiative can be carried out, ensuring that these talented individuals have the resources and opportunities to thrive.



**United Nations Global Compact**

We are proud to participate in the UN Global Compact – a policy initiative for businesses who are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption.



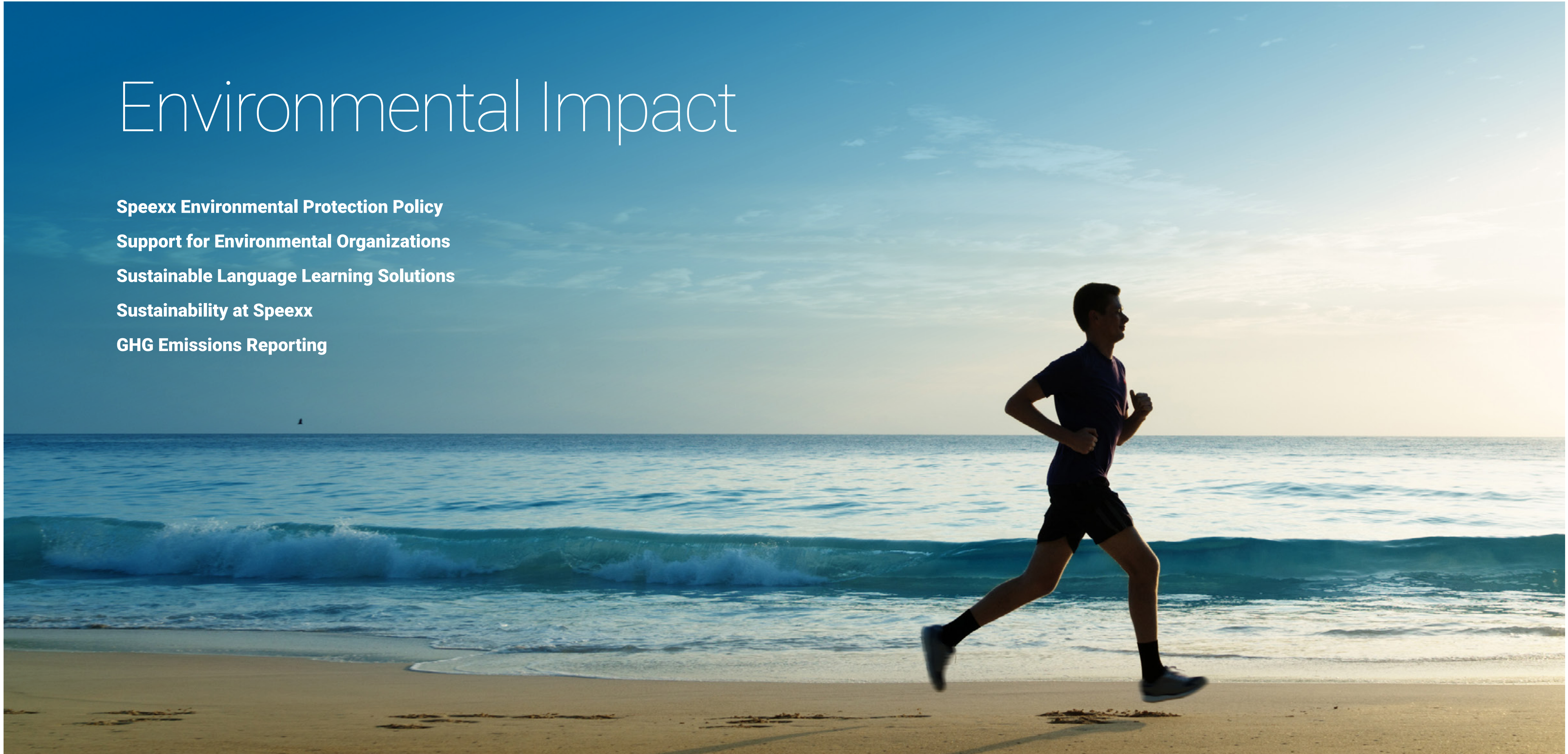
United Nations  
Global Compact

Speexx proudly supports the 10 principles of the UN Global Compact (see section on “United Nations Global Compact Principles Alignment” for more information).



# Environmental Impact

- Speexx Environmental Protection Policy**
- Support for Environmental Organizations**
- Sustainable Language Learning Solutions**
- Sustainability at Speexx**
- GHG Emissions Reporting**





# Environmental Impact

(GRI 103)

This section outlines our environmental impact and emphasizes Speexx’ dedication to sustainability. While we are a digital services company with relatively low direct emissions, our indirect (Scope 3) emissions—such as those from employee travel, vendor operations, and cloud infrastructure—contribute to our overall climate footprint. These impacts occur both within our own operations and across our value chain. Our commitments include utilizing renewable energy sources, encouraging online and hybrid models for work, learning, and events, and implementing initiatives to reduce resource consumption and paper usage. Additionally, we actively measure and work to reduce our carbon emissions. To further support environmental sustainability, and in addition to our contributions to social initiatives, we contribute to environmental organizations to amplify our positive impact on the planet.

This supports the following SDGs:



## Speexx Environmental Protection Policy

At Speexx, we recognize that our operations have an impact on the environment and are committed to **conducting business in an environmentally sustainable manner**. We believe that through promoting a culture of responsibility and continuous improvement, we can **minimize our environmental impact and contribute positively to the global effort to protect our planet**.

Our environmental protection policy was updated in 2024 to reflect our enhanced efforts and expanded initiatives toward environmental sustainability and responsibility.

## Support for Environmental Organizations

As a part of the Speexx ‘Make A Difference’ Award ceremony that took place in Mallorca, Spain, in January 2024, each group of nominees and winners opted to contribute a total of €8,000 to one of three environmental organizations:

**Mallorca Preservation:** Supporting local environmental and conservation initiatives on the island to preserve its natural beauty.



**The European Environmental Bureau:** Europe’s largest network of environmental citizens’ organizations, bringing together over 180 member organizations from 40 countries and standing for sustainable development, environmental justice, and participatory democracy.



**The Ocean Cleanup:** A non-profit environmental engineering organization based in the Netherlands that is developing and scaling technologies to rid the oceans of plastic, with an aim to remove 90% with ocean cleanup systems.



By supporting these charities, Speexx reinforces its commitment to responsible advocacy for sustainability and environmental awareness.

*“Speexx is honored to support the efforts of Mallorca Preservation, the European Environmental Bureau, and The Ocean Cleanup. Their commitment to safeguarding our planet mirrors our own values as a company. Since our founding, we have always felt it our responsibility to contribute in ways outside of our core business and as such we have a long history of actively supporting organizations and initiatives that make a positive impact on society or the environment,”*

- Jörg Koberling, CEO, Speexx.

# Sustainable Language Learning Solutions

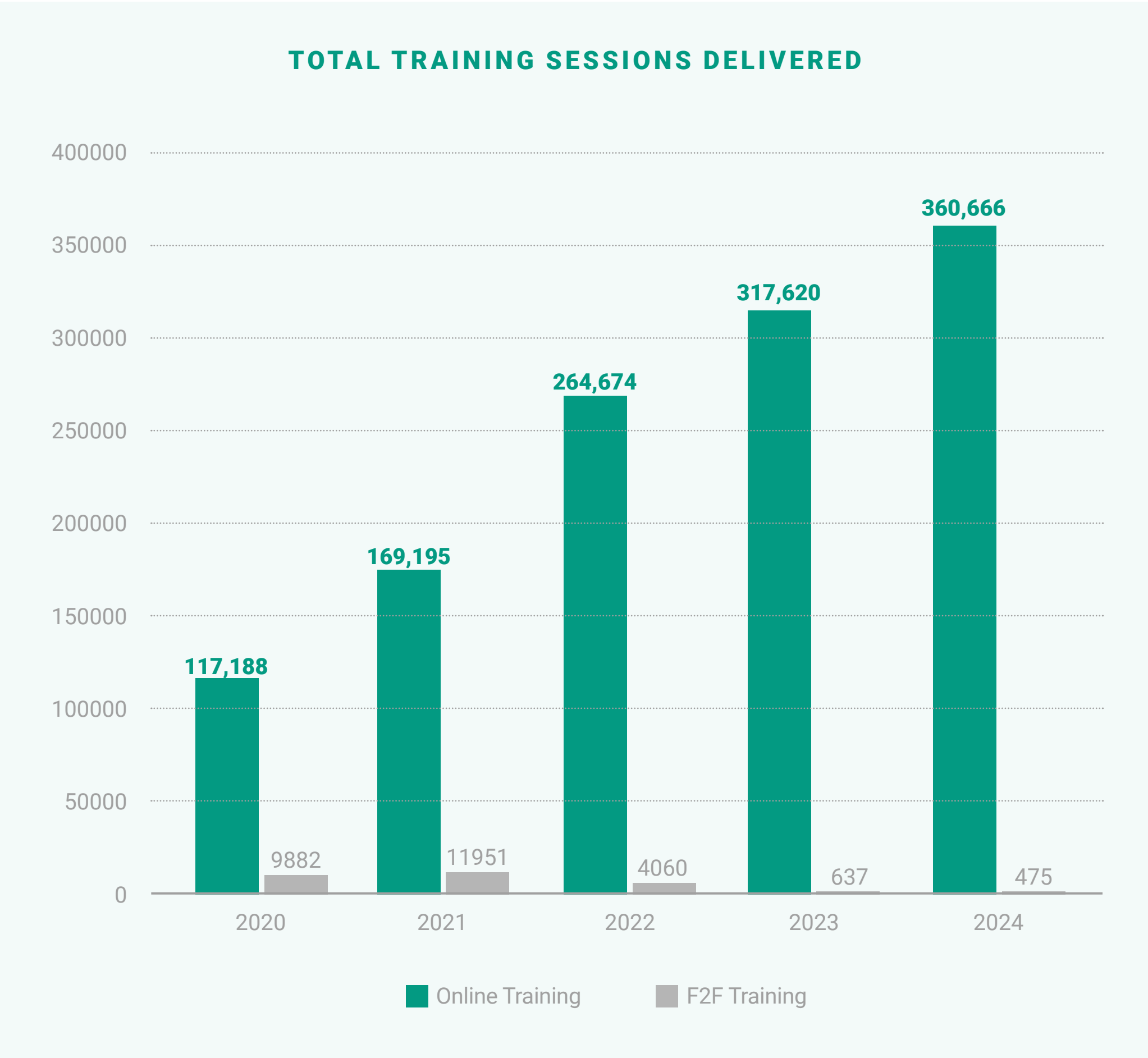
### The Green Way to Learn a Language

Our online training solutions support environmental sustainability by offering a paperless, travel-free approach to learning and working, significantly reducing the carbon footprint of everyone involved. By providing an eco-friendly alternative to traditional classroom-based training, we contribute to lowering energy consumption and minimizing carbon emissions for both our clients and our organization.

### Virtual Classroom Training

In 2024 we delivered over 360,000 training sessions in the virtual classroom. In comparison, the number of face-to-face classroom training sessions delivered was just 475 – a reduction of 25% from 2023. These figures are concrete evidence of our significant contribution to the elimination of fuel emissions produced when coaches and participants are required to travel to on-site locations for traditional classroom training.

All our training materials and learning resources for Speexx users are stored online, making it possible for all our learners and staff to work and function in a paperless environment.





**Speexx Exchange | Hybrid Event**

Every year, Speexx brings together HR and L&D leaders from across the globe for an in-depth reality check on learning transformation and talent management practices. Speexx Exchange is an international community of global thought leaders, friends and customers.

We define what drives success in corporate learning, HR and business and share the latest results from Europe’s leading independent benchmark research so participants can return to work with brand-new data insights to underpin their team’s success. We also look at best practices to understand how learning and HR organizations can transform to deliver real business value.

Aligned with our commitment to sustainability, Speexx Exchange transitioned to a hybrid event format in 2021, allowing attendees to join either in person or via live stream. This approach has continued, and participation in 2024 reached record levels. On the event day, there were more online participants (228) than in-person attendees (154), with over 1,000 total registrations, including many who opted to receive recordings of the speakers’ presentations.



Photographs from Speexx Exchange event 2024, Berlin



# Sustainability at Speexx

## Greener Office Premises

The office premises at Speexx HQ in Munich promote biodiversity and offer a greener, sustainable working environment. The courtyard surrounding the building underwent a makeover in 2023, and includes planters, a rainwater-recovery system for watering the plants, and bee and insect hotels to encourage creepy-crawlies.



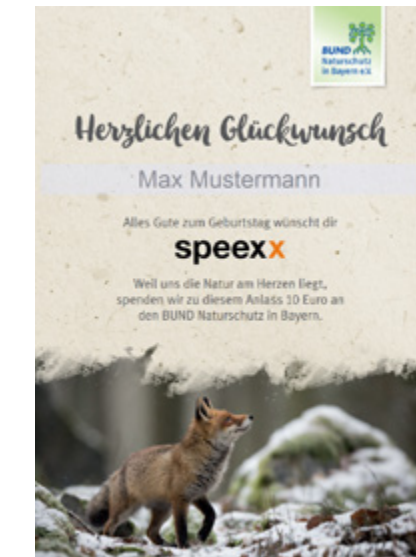
New Planters



## Happy Birthday To You... We'll Donate for You, Too!

Speexx HQ partnered with BUND Naturschutz in Bayern e.V. in 2024 to celebrate every employee's birthday with a gift of €10 to The German Federation for Environment and Nature Conservation in Bavaria; helping to protect Bavaria's nature and preserve its beauty and diversity. During the year, Speexx donated a total of €1000.

The German Federation for Environment and Nature Conservation donation certificate



## Circular Economy Initiatives

Speexx Italy is at the forefront of circular economy initiatives, with schemes such as clothes-swapping events and a book-sharing program, where employees can bring books they no longer need and take books brought by colleagues, free of charge.

## Commitment to Becoming Paperless

Speexx is committed to minimizing our use of paper and to implementing digital processes for traditionally paper-based operations such as contracts and business agreements.

Invoicing: Paperless invoicing, having first been introduced in 2009, continues to contribute greatly to this goal.

Digital Signatures: Since 2018 we have used digital signature providers to digitally sign documents wherever possible. This has become a defining factor in how we conduct business with our customers, suppliers and coaches. Our current digital signature provider, Adobe Sign, offers functions that are important to us, such as SAML, mass sending of contracts, integration with Teams and integration with Dynamics CRM.





ContractHero: Implemented in November 2022, the digital contract management system ContractHero was introduced to make the management of contracts simpler and more efficient.

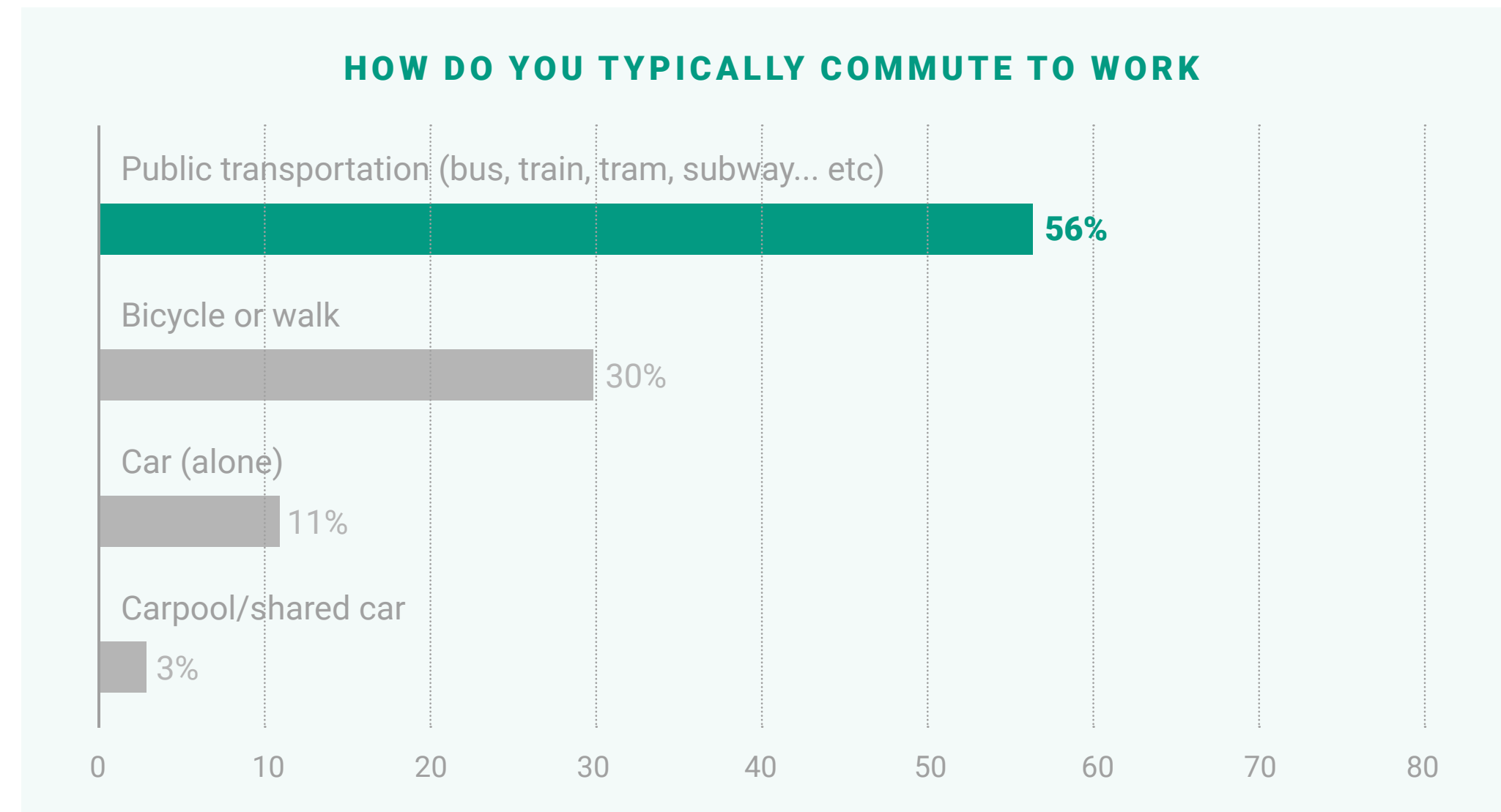


Currently approximately 111 contracts and 83 suppliers for Headquarters (Germany), Italy and China are managed using this tool. Additional contracts will be incorporated throughout 2025, with plans underway to expand the tool’s implementation to other Business Units.

Dual monitor Set-Ups: Dual monitor setups not only reduce the need to print documents, but they also make manual data transfer much simpler than paper. All employees at Speexx have at least two screens to work with (one laptop and one desktop monitor).

**Green Travel and Remote Work Agreements**

A global survey conducted in January 2025 on employees’ commuting habits in 2024 revealed that one-third of employees work entirely from home, while more than 86% of those who



commute to the office do so using public transport, walking or cycling. Only slightly over 10% of employees worldwide who commute typically drive to work alone.

Since July 2019, the adoption of Microsoft Teams and its video conferencing features has enabled employees to meet, train, and collaborate effectively while significantly reducing the need for travel. Among those who commute to the office rather than working entirely from home, 56% rely on sustainable modes of transport such as bus, train, tram or subway.

At the end of 2024, 33% of employees (102 of 308 employees) had 100% remote working contracts, and all employees have the option to work at least some of their working hours from home: A standard working from home policy is in place for Speexx HQ (Germany), Italy, Spain and France.

The survey revealed that this policy is widely embraced, with 72% of employees without 100% remote working contracts typically working three or more days from home each week in 2024, and 87% working at least two days from home. Only 6% of respondents never worked from home, while 7% reported going into the office four days per week and working from home just one day on average.

Furthermore, the Rome office has undergone a reorganization, which includes terminating the office lease and transitioning to a network of Regus-managed co-working spaces. Effective from Q2 2025, this change will optimize resource usage and improve commuting flexibility for colleagues in Rome—a city where commuting is particularly challenging. Additionally, the previous office was not utilized daily, making this transition a more efficient solution.

**Low-carbon Footprint Travel Policies**

In all Speexx business units, low-carbon footprint travel is promoted. Employees are asked to choose the most efficient and sustainable option of transportation whenever possible, such as train, bus or other public transport options.

They are also encouraged to plan their trips efficiently, combining multiple meetings and activities within the same geographical area to minimize the number of trips required.



### Mobility Subsidies

Across our locations, various initiatives support environmentally friendly commuting and public transportation use.

In France, the “Subsidy for Sustainable Mobility” encourages eco-friendly commuting by offering a bicycle subsidy, while employees using public transport to commute benefit from full reimbursement of their ticket costs. The use of this mobility subsidy remained steady in 2024.

In Germany, employees enjoy access to the Mobiko platform, along with a €60 monthly budget that can be used for both business and private public transport. This budget also covers bicycle-related expenses, such as repairs, maintenance, and spare parts. In 2024, over 70 employees (64% of employees offered this subsidy) made use of this budget.

Italy promotes public transportation by allowing employees to use welfare platform credits to reimburse transportation costs, fostering greater accessibility to sustainable commuting options. In Spain, the Flexible Payment Plan enables employees to allocate part of their gross salary toward public transport costs, offering significant tax savings. Approximately 10% of employees in Spain utilized this program in 2024.

These tailored programs reflect Speexx’ commitment to promoting sustainable commuting across regions.

### Waste Management (GRI 306-1, GRI 306-2)

Waste management strategies are well-established across the Speexx offices in Germany, France, Spain, and Italy. Each office has implemented recycling initiatives, such as providing separate bins for plastic, paper, and organic waste.

At the Munich headquarters, in partnership with Gruener-punkt.de, recycling bins are available in both kitchens to collect plastic, aluminium tins, and cans. A no-plastic policy is also in place, supported by the distribution of Speexx-branded Tupperware to reduce reliance on plastic and other single-use materials. Plastic bottles are not purchased for daily office use or events; instead, employees drink tap water and utilize alternatives like CO<sub>2</sub> bubble devices or osmosis filters.

None of the offices use capsule coffee machines. Instead, Germany, France, and Spain offer bean-to-cup coffee machines, with the French office partnering with an ISO 26000-certified coffee supplier committed to ethical sourcing practices. In Italy, employees enjoy coffee at local cafés, supporting local businesses.

Additional initiatives include the collection and donation of toner and ink cartridges, as well as disused mobile phones, to ensure their recycling or sustainable disposal. In Spain, the Madrid City Council oversees the collection of empty cartridges, while in France, this is managed by a designated supplier, Xeros.

In Germany, the company InterZero handles both printer cartridges and mobile phones, recycling cartridges and refurbishing mobile phones where possible. Proceeds from this process are donated to the Rote Nasen organization, which brings laughter and joy to individuals who are sick or in need. Recently, Speexx HQ donated 50 cartridges to this initiative, resulting in the calculated savings of 224.5 kg of greenhouse gases and 469.5 kg of primary resources.

Electrical waste is collected by the company KMT in Munich and by the city council in Madrid, who each dispose of electrical waste in an environmentally responsible way. This includes computer parts, hard drives, hard disks, network adapters, notebooks, and printers.

Our IT department prides itself on its green credentials: they choose notebooks rather than using workstations, which use more energy, and aim for them to be used for 4 years. Premier Support is purchased for 3-4 years, which helps to guarantee long usage; servers are well-utilized with each running several virtual servers and thus also saving energy. All equipment, such as notebooks and mobile phones, is re-used as far as possible and passed on from former employees to new employees. In future, the department plans to introduce an initiative for old laptops, for example donating them to charity.

In Italy, laptops are leased, and old laptops are therefore returned to the leasing company, avoiding the storage of outdated hardware. This strategy optimizes energy use, reduces electronic waste, and supports a zero-waste approach.



**Company Cars**

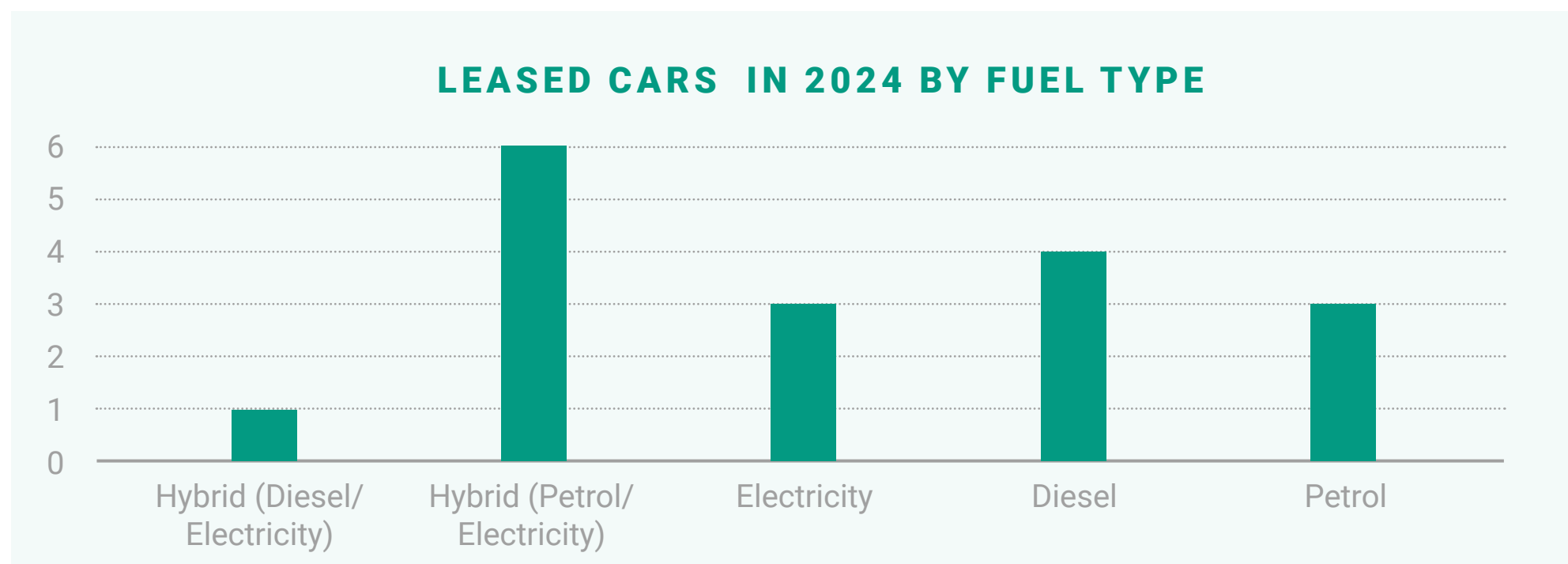
**HQ (Germany)**

Reporting Period	Number of cars leased	Total distance travelled (km)
01.01.2021 - 31.12.2021	17	169,031
01.01.2022 - 31.12.2022	20	319,809.5
01.01.2023 - 31.12.2023	16	195,000
01.01.2024 - 31.12.2024	13	227,500

**Italy**

Reporting Period	Number of cars leased	Total distance travelled (km)
01.01.2023 - 31.12.2023	4	65,000
01.01.2024 - 31.12.2024	4	60,000

In line with our commitment to reducing environmental impact, Speexx continues to maintain a minimal company car fleet. In 2024, the number of leased vehicles decreased compared to 2023, further emphasizing our move toward more sustainable mobility practices. Simultaneously, the share of hybrid or electric vehicles in our fleet increased significantly—from 35% in 2023 to approximately 59% in 2024—highlighting our continued efforts to transition to cleaner transportation alternatives.



**Speexx Green Energy Consumption (GRI 302-1, 302-3)**

Speexx relies entirely on purchased electricity for its operations. We do not use any direct fuels or self-generated energy.

**HQ (Germany)**

Speexx HQ in Munich has been powered by 100% renewable electricity for over 10 years. Our current provider Naturstrom helps us minimize our environmental impact by:

- Providing 100% green electricity from hydro and wind power
- Donating up to 1 cent/kWh for the construction of new green energy plants
- Ensuring their services are fully independent of the coal, oil and nuclear industries

Naturstrom estimated that in 2024, we would consume 25,439 kWh of green electricity sourced entirely from renewable energy. This would save approximately 9.591 tons of CO<sub>2</sub> emissions compared to the German average electricity mix.

**Italy**

Speexx Italy are also powered by renewable energy, using Lifegate to power our offices in Pavia, a 100% renewable supplier, and a2a Energia, a partially renewable provider for the office in Rome.



**France**

The electricity supplier for Speexx France is Engie, where Speexx is enrolled in the green electricity offer, emitting 26 gCO<sub>2</sub>e per kWh, compared to the French market average of 52.

Additionally, Speexx France has taken the lead in implementing energy-saving measures by introducing low-energy LED bulbs and motion detectors, which automatically switch off lights in areas that are not in constant use.

Furthermore, a centralized system has been installed to manage heating more efficiently, with tailored schedules for weekdays and weekends. These initiatives reflect a proactive approach to reducing energy consumption and optimizing resource usage.



**Global Energy Use**

Speexx maintains a strong commitment to sourcing clean power and our share of renewable electricity remained stable from 2023 to 2024 at 67%. Total electricity consumption decreased by 12.3%, due to energy efficiency initiatives and operational adjustments. To track efficiency, we also report energy intensity per employee (headcount).

Purchased Electricity by Source (kWh)				
Year	Total Electricity (kWh)	Renewable (kWh)	Non-Renewable (kWh)	% Renewable
2023	47,531.11	32,027.62	15,503.49	67%
2024	41,702.42	27,790.48	13,911.94	67%

Electricity figures reflect all consumption across office and operational facilities under our control.

Energy Intensity (kWh per employee)			
Year	Total Electricity (kWh)	Renewable (kWh)	Non-Renewable (kWh)
2023	47,531.11	289	164.47
2024	41,702.42	308	135.40

In 2024, energy intensity decreased by 17.67%, demonstrating continued improvements in energy efficiency.



Image: Chuttersnap for Unsplash



# GHG Emissions Reporting

## 2024 GHG Emissions Overview (GRI 305)

Speexx' total GHG emissions in 2024 were estimated to be **6,603.74 tCO<sub>2</sub>e**. The following is a breakdown by source and scope.

Emission Category	Emission Source	Calculation Tool	Emissions 2024 (tCO <sub>2</sub> e)	Change vs. 2023 (%)
Scope 1	<b>Total gross Scope 1 GHG emissions Stationary combustion</b>	Ecovadis Carbon Estimator/In-House	14.47	+2.02%
	<b>Total gross Scope 1 GHG emissions Mobile combustion</b>	Ecovadis Carbon Estimator	32.09	-0.80%
	<b>Total gross Scope 1 GHG emissions</b>		<b>46.56</b>	<b>+0.06%</b>
Scope 2	<b>Total gross Scope 2 GHG emissions (location based)</b>	Ecovadis Carbon Estimator	14.42	-10.24%
	<b>Total gross Scope 2 GHG emissions</b>		<b>14.42</b>	<b>-10.24%</b>
Scope 3	<b>Total gross Scope 3 Upstream GHG emissions</b>		678.39	+5.97%
Scope 3: 1	Purchased goods and services	In-House	423.08	+6.11%
Scope 3: 5	Waste generated in operations	EcoVadis Carbon Estimator	24.18	+11.29%
Scope 3: 6	Business traveling	BizAway/In-House	88.55	-6.85%
Scope 3: 7	Employee commuting (+ teleworking)	In-House	142.58	+3.98%
	<b>Total gross Scope 3 Downstream GHG emissions</b>		<b>5,864.37</b>	<b>+0.58%</b>
Scope 3: 11	Use of sold products	In-House	5,864.37	+0.58%
	<b>Total Gross Scope 3 GHG Emissions</b>		<b>6542.76</b>	<b>+0.85%</b>
	<b>Total GHG Emissions</b>		<b>6603.74</b>	<b>+0.82%</b>
	<b>Total GHG Emissions Per Employee</b>		<b>21.44</b>	<b>-6.06%</b>



**Measuring Carbon Emissions**

In 2022, we took our first step toward understanding our environmental impact by beginning to measure our carbon emissions using EcoVadis’ carbon calculator.

Building on this foundation, our focus in 2023 and 2024 was to enhance data collection procedures for Scopes 1 and 2 across all business units, ensuring standardized and consistent metrics for a more accurate assessment of our global carbon footprint. We achieved this goal, and for the first time, our carbon emissions calculations for Scopes 1 and 2 covered all Speexx offices. These findings were detailed in the Speexx Sustainability Report 2023, published on our website, and established a basis for setting emissions reduction targets in the years ahead.

Additionally, 2024 marked significant progress as we calculated our Scope 3 emissions for the first time (for 2023), though these were not published in the annual report. This will provide us with a basis to create emissions targets for future reporting years. Scope 3 emissions have been calculated, using improved data and methodology, for 2024. These are included for the first time in the Speexx Sustainability Report 2024 and will continue to be published in future reports. This milestone, coupled with our first disclosure through the Carbon Disclosure Project (CDP) in 2024 (see below), underscores our commitment to transparency and climate action. Looking forward, Speexx is committed to creating carbon reduction targets aligned with the Science Based Targets initiative, with the process commencing in 2025.

**CDP Climate Disclosure Rating**

Speexx has achieved an SME B Score in the CDP Climate Disclosure 2024 – the highest score currently possible for small and medium-sized enterprises. This recognition highlights our commitment to transparency in carbon reporting and climate responsibility.



CDP (Carbon Disclosure Project) is the world’s leading framework for companies to measure and disclose their climate impact. The assessment evaluates companies on key sustainability criteria, including carbon emissions across Scope 1, 2, and 3, environmental governance, and climate-related risk management. Speexx’ B Score reflects our ongoing efforts to improve environmental performance and accountability.

**Speexx Carbon Footprint Calculation Methodology**

**Scope**

To establish the organizational boundaries for its GHG emissions inventory, Speexx uses the **operational control approach** under the Greenhouse Gas Protocol.

This means it accounts for emissions from operations over which it has authority to introduce and implement operational policies.

**Organizational Boundaries**

- **Office locations:** Headquarters in Germany (Munich) and regional offices worldwide; in France (Paris), Italy (Rome and Pavia), Spain (Madrid) and China (Shanghai).
- **Company vehicles:** Small number of leased cars provided for employees at the headquarters and the Italian business units. No company vehicles are leased at other locations.

**Scope Categories**

- **Scope 1:** Direct emissions from stationary source fuel combustion / heating and mobile source fuel combustion / company cars.
- **Scope 2:** Indirect emissions from purchased electricity.
- **Scope 3:** All other indirect emissions: purchased goods and services, employee commuting and teleworking, waste, business travel, use of sold products.

**Temporal Scope**

Emissions are calculated on an annual basis for the calendar year, aligning with Speexx’ financial reporting.

**Data Collection Speexx Collects Data from Various Sources to Ensure Accuracy:**

- Energy bills (electricity, gas, wood pellets)
- Approximate kilometers traveled and fuel type for leased cars
- Employee commuting survey
- Travel booking data for business trips
- Supply chain data (purchased goods/services costs)
- Data on platform use (number of hours) and device use (time accessed via desktop vs. mobile app)



**Emission Factors**

Speexx uses established emission factors from reliable sources, including:

- EcoVadis Carbon Estimator
- Climatiq Data Explorer
- GHG Protocol Tools
- European Environment Agency
- Government standards

**Calculation Formula**

The following formula is used for all emissions categories:

Carbon Emissions (tCO<sub>2</sub>e) = Activity Data x Emission Factor

E.g. Carbon Emissions from Business Travel (tCO<sub>2</sub>e) = Distance (km) x Emissions Factor (tCO<sub>2</sub>e/passenger-km) where the relevant emissions factor for the type of transport is applied.

**Tools and Software**

- **Scopes 1 and 2:** Manual spreadsheets are employed for preliminary data entry before integration into the EcoVadis Carbon Estimator for data aggregation and calculation.
- **Scope 3:** For categories 1, 7 and 11, exports from advanced accounting software, HR software and internal Learning Management System, as well as internal surveys, are used to gather preliminary data. Manual custom spreadsheets are employed for both data aggregation and calculation.  
For category 6, BizAway travel management software is used, and for category 5, the EcoVadis Carbon Estimator is employed.

**Reporting Standards**

Speexx adheres to the following reporting frameworks:

- **GHG Protocol Corporate Standard** for emissions categorization and methodology
- **GHG Protocol: Technical Guidance for Calculating Scope 3 Emissions** for emissions categorization and methodology.
- **CDP** for transparent emissions reporting

**Assumptions and Verification**

Assumptions:

- Estimations, approximations and/or averages are used where specific data is unavailable.
- For business travel emissions in China, the proportion of travel costs applying to transport, as well as a 40/60 split between air and train travel are assumed, and average costs per kilometer of travel are applied to convert costs to distance.

Verification:

- Internal audits are conducted annually in all departments, helping to ensure data quality.
- External verification of emissions reports is planned.

**Presenting Results**

Speexx reports emissions annually in metric tons of CO<sub>2</sub>e, broken down by scope and categories. Results are included in the company’s annual sustainability report, with transparency about assumptions, exclusions, and future improvements.

**Total Gross Scope 1 GHG Emissions (GRI 305-1)**

**Methodology Stationary and Mobile Source Fuel Combustion: EcoVadis Carbon Estimator**

To calculate our company’s Scope 1 Stationary and Mobile Source Fuel Combustion emissions, we use the EcoVadis Carbon Estimator. This tool allows us to input data on direct emissions sources. For heating, this includes fuel type and quantity combusted, for which the data is taken directly from our utility bills for each of our office locations. For company-owned vehicles, this includes vehicle type, fuel type, and distance traveled.

According to EcoVadis, “Total GHG emissions are reported in metric tons of CO<sub>2</sub> equivalent. This section emissions were calculated using reported activity data related to stationary and mobile consumption applying appropriate DEFRA emission factors.”

Emissions from the combustion of wood pellets at our Munich headquarters are disclosed separately for completeness but are not included in the Scope 1 total, in accordance with the GHG Protocol Corporate Standard. Wood pellets are classified as a renewable biomass fuel under German and EU regulations, and their biogenic CO<sub>2</sub> emissions are excluded from Scope 1 totals while still



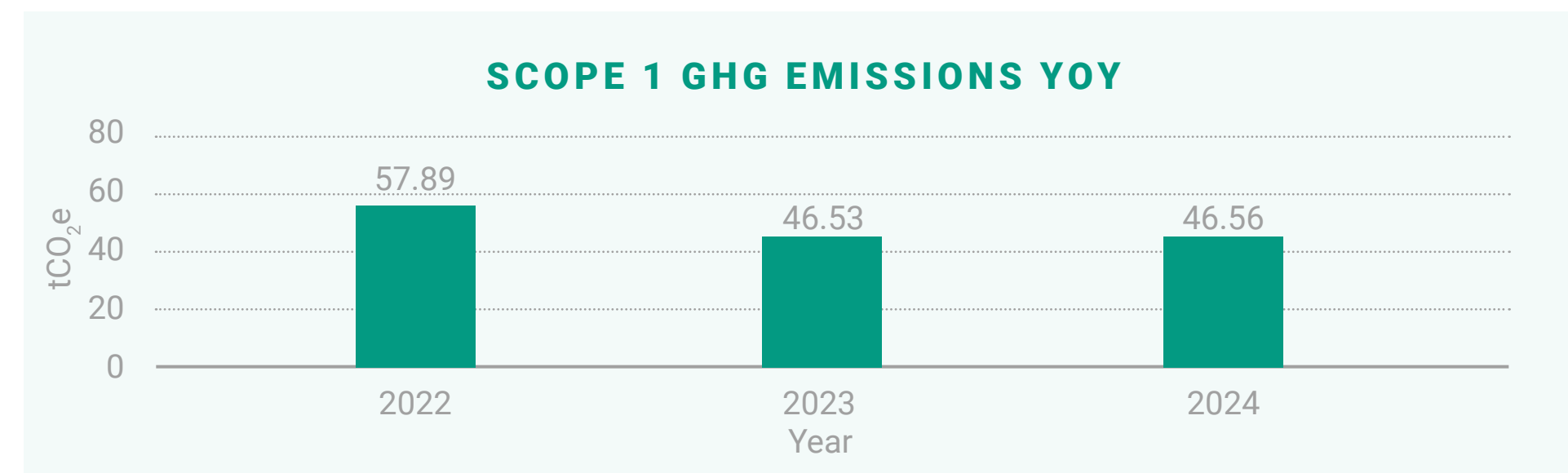
being transparently reported. For the reporting period, emissions were calculated using our proportional share of heating energy based on supplier-provided billing data and local emission factors, adjusted for system efficiency and net usable energy. Due to data availability constraints, calculations are based on the most recent full calendar year of utility billing (e.g., 2023 bills for 2024 reporting), as current-year data is not available mid-year. As part of our efforts to align with best practices, we have also retrospectively recalculated our 2023 stationary fuel emissions to exclude biogenic emissions from wood pellets, ensuring consistency with GHG Protocol guidance.

**Scope 1 Details 2024**

Emission Category Sources	Calculation Status	tCO <sub>2</sub> eq
Stationary Source Fuel Combustion (Natural Gas)	Relevant and Calculated	14.47
Stationary Source Fuel Combustion (Wood Pellets)	Informational Disclosure (Biogenic CO <sub>2</sub> )	1.42
Mobile Source Fuel Combustion	Relevant and Calculated	32.09
<b>TOTAL (Fossil Fuels Only)</b>		<b>46.56</b>

**YOY Comparison**

In 2024, our Scope 1 greenhouse gas emissions remained effectively stable, increasing only slightly from 2023. This indicates steady operational energy use from direct fuel sources such as heating and company vehicles. While our team continued to grow, the physical footprint of our operations remained largely unchanged, which helps explain the consistent emissions profile. Looking ahead, we are preparing targeted reduction measures to begin actively lowering emissions in this category.



**Total Gross Scope 2 GHG Emissions (GRI 305-2)**

**Methodology Purchased Electricity: EcoVadis Carbon Calculator**

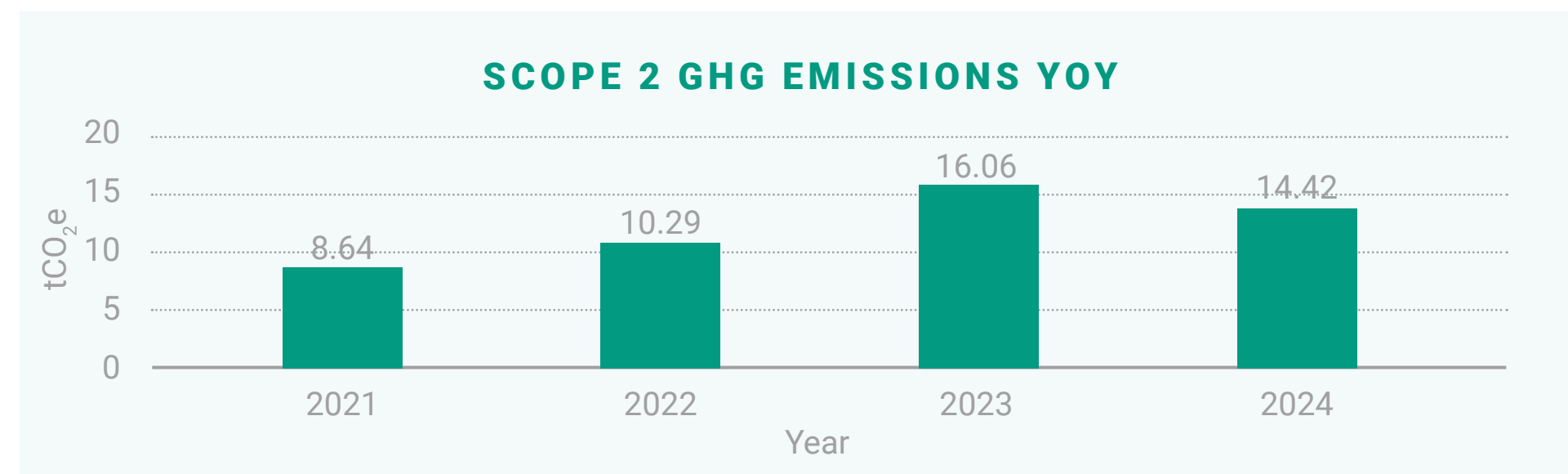
To calculate our company’s Scope 2 emissions using the location-based approach, we utilize actual kWh data provided directly by the energy supplier for each of our office locations and input this data into the EcoVadis Carbon Estimator, which follows the WRI/WBCSD’s GHG Protocol: Corporate Accounting and Reporting Standard. Market-based Scope 2 emissions are equal to location-based emissions, as no market-based instruments are currently in place. According to EcoVadis, “Total GHG emissions are reported in metric tons of CO<sub>2</sub> equivalent. The emissions in this section were calculated using reported activity data related to electricity consumption, applying emission factors adjusted according to the country in which the building is located. For location-based methodology, IEA emission factors were applied.”

**Scope 2 Details 2024**

Emission Category Sources	Calculation Status	tCO <sub>2</sub> eq
Purchased Electricity	Relevant and Calculated	14.42

**YOY Comparison**

There was a modest reduction of 10.24% in emissions from purchased electricity; primarily due to the implementation of small-scale energy efficiency initiatives across operations. While these early efforts mark a positive step, we recognize the need for broader impact and are planning more substantial measures in coming years to reduce our carbon footprint. See the “Action Plan for 2025” section.





**Total gross Scope 3 GHG emissions (GRI 305-3)**

**Methodology Purchased Goods and Services**

Emissions were calculated using the spend-based method per the GHG Protocol Scope 3 Guidance. Financial data for 2024 was exported from Speexx’s accounting system, categorized, and matched with emission factors (kg CO<sub>2</sub>e/EUR) from the ClimaTiq Data Explorer. Where required, conversion to EUR was applied. Categories included services such as coaching, IT, consulting, legal, software, and office operations. Results are reported in tCO<sub>2</sub>e.

**Methodology Employee Commuting**

Calculated using the average data method. An internal survey (January 2025) provided commuting mode shares, distances, and office attendance frequency. HR data was used to estimate annual trips. Emission factors were sourced and applied per transport type from the European Environment Agency (EEA). Teleworking emissions were included using working hours and remote work assumptions. An emission factor from the UK Government (Homeworking) dataset (kg CO<sub>2</sub>e/hour) was applied. Results are reported in tCO<sub>2</sub>e.

**Methodology Waste**

Estimated using the EcoVadis Carbon Estimator, which applies industry-average emission factors based on company-specific inputs (e.g., site use, floor area, headcount, location). This replaced in-house methods for 2024 and was also applied retrospectively to 2023 for consistency. Results are reported in tCO<sub>2</sub>e.

**Methodology Business Travel**

For Speexx Europe, emissions were calculated via the BizAway platform using standardized methodologies (GHG Protocol, DEFRA, ICAO, EEA) and emission factors (kg CO<sub>2</sub>e/passenger-km) based on trip details and transport mode. For China, the average data method was used, with travel data and emissions factors from the ClimaTiq Data Explorer. Results are reported in tCO<sub>2</sub>e.

**Methodology Use of Sold Products**

Emissions were based on total user hours on the Speexx platform in 2024, split by desktop and mobile use. Emission factors were sourced from the UK Government (Homeworking) dataset (desktop use, kg CO<sub>2</sub>e/hour) and calculated for smartphones based on typical energy consumption

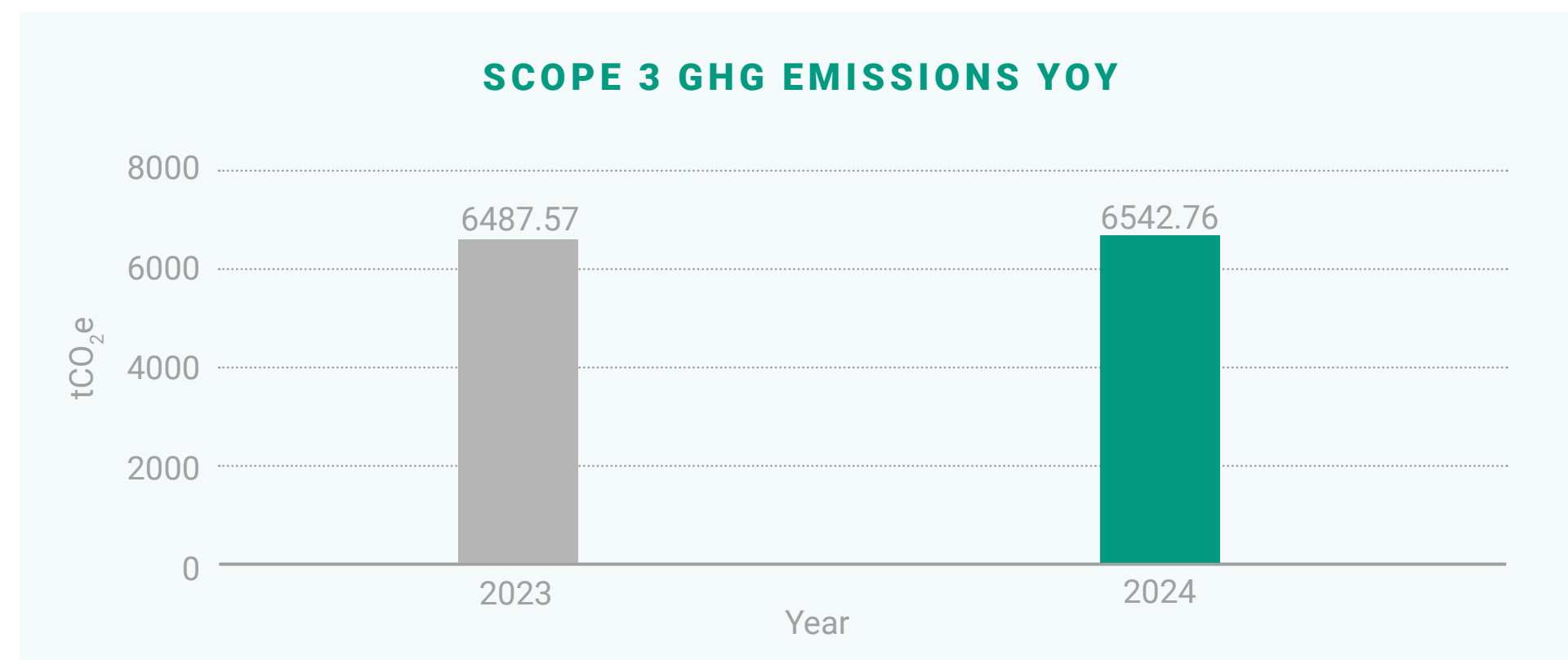
and global electricity intensity (0.5 kg CO<sub>2</sub>/kWh). This method was also retroactively applied to 2023. Results are reported in tCO<sub>2</sub>e.

**Scope 3 Details 2024 (GRI 305-3)**

Emission Category Sources	Calculation Status	tCO <sub>2</sub> eq
Purchased Goods and Services	Relevant and Calculated	423.08
Employee Commuting (+ Teleworking)	Relevant and Calculated	142.58
Waste	Relevant and Calculated	24.18
Business Travel	Relevant and Calculated	88.55
Use of Sold Products	Relevant and Calculated	5,864.37

**YOY Comparison**

Scope 3 GHG emissions saw a slight overall increase of 0.85%, which can be attributed to the company’s continued growth. However, when normalized per employee, Scope 3 emissions have decreased by 6.03%. This indicates that while broader, more impactful measures are still needed to significantly reduce Scope 3 emissions, the localized initiatives already implemented across the organization are contributing positively to our emissions efficiency.





# Sustainable Procurement

**Global Procurement Policy**  
**Supplier Evaluation Process**





# Sustainable Procurement

(GRI 103, 2-6)

Sustainable procurement is material to our company as our services rely on a global network of digital tools, platforms, and service providers. The majority of our expenditures are allocated to office space, IT services and equipment, coaching and consulting services. The environmental and social practices of our suppliers can directly impact our sustainability performance and reputation.

We manage this topic by applying clear procurement criteria that consider environmental impact, data protection, labor practices, and vendor ethics. All suppliers are required to agree to our Supplier Code of Conduct, and those handling personal data must provide adequate security documentation. We evaluate vendors during selection and re-assess critical suppliers annually. Effectiveness is reviewed through documented supplier assessments and regular stakeholder feedback to ensure alignment with our standards. This supports the following SDGs:



## Global Procurement Policy

We are currently in the process of rolling out a procurement policy that establishes a structured and transparent process for selecting and evaluating suppliers. This policy is designed to ensure that all procurement decisions align with our company’s operational objectives, as well as our sustainability and ethical standards. By formalizing this approach, we aim to foster responsible sourcing practices and reinforce our commitment to sustainable and ethical business operations.

## Supplier Evaluation Process (GRI 308-1, GRI 414)

In line with TISAX requirements and in observing the importance our clients also place on having a comprehensive selection process when selecting a provider, the supplier evaluation process for Speexx’ own suppliers also places focus on the sustainability of Speexx suppliers.

An established procedure is in place to guide employees in searching for and identifying suitable suppliers. Specifically, a vendor evaluation sheet helps employees to rate different aspects of the supplier, such as location and data privacy, data security, integration, user interface, and sustainability. They can then compare the ratings between potential vendors.

Once selected, a supplier must provide Speexx with a range of documents from Service Level Agreements and Data Processing Agreement to SOC (System and Organization Controls) report or ISO certification, as well as any sustainability certifications.

The supplier is then added to the Supplier Overview document (containing the basic information about every supplier: who is the owner, what are the costs, etc.) and sent the Supplier & Partner Code of Conduct and Ethics. All Speexx suppliers and partners must agree to the Supplier & Partner Code of Conduct and Ethics, which outlines our requirements with regard to sustainability and ethical business practices. By continuing to engage in business activities with Speexx, our suppliers acknowledge and agree to adhere to these guidelines to the best of their abilities. This collaborative approach ensures that our entire supply chain aligns with our commitment to environmental responsibility and ethical standards.

As a final step, suppliers are added to the internal Information Security System and run through the applicable process: clarification of facts, materiality assessment, and risk assessment.

Suppliers are re-evaluated on an annual basis by the owner of the supplier. The evaluation covers:

- Delivery cost (is the cost justifiable for the overall value added?)
- Meet our Needs (ability to meet our ongoing needs)
- Customer Service (is the supplier responsive and does the supplier respond appropriately to customer service requests?)
- Corporate Social (CSR) Compliance



For each category, the supplier is given a rating from 1-6 (1 = excellent, 6 = unacceptable) and an overall evaluation score is automatically calculated.

A good example of Speexx' sustainable suppliers is Ingate/Equinix; the hosting services used by Speexx for the storage of personal data. These data centers are in Munich, Germany - meeting GDPR and Speexx' high requirements and always guaranteeing the physical safety of our customers' data. Furthermore, they are ISO/IEC 27001 certified and use 100% green electricity from renewable sources.





# Nurturing a Flourishing Workforce

- Our Values**
- Our Profile**
- Employee Well-Being**
- Working Conditions**
- Health and Safety**
- Collective Agreements**





# Nurturing a Flourishing Workforce (GRI 103)

Ensuring the health, safety, and overall well-being of our employees globally is paramount. By paying all employees a living wage, offering the best benefits possible, and encouraging good health and well-being through initiatives such as mental health support platforms, sports club membership subsidies, office yoga classes, home-office agreements, flexible working hours and generous holiday allowance, Speexx addresses the following SDGs:



We evaluate the effectiveness of our approach to employee well-being and health & safety through ongoing monitoring of key performance indicators, regular feedback from employees, and internal reviews. This includes assessing trends in workplace incidents, gauging employee satisfaction, and identifying areas where additional support or preventive measures are needed. These insights inform updates to our health and safety programs and overall strategy.

### Our Values

Speexx is based on common values which define our company's identity. These are values that were defined, created, and voted on by our employees. They express who we are as a company, what we believe is important, and the values we want to stand for.

<p><b>Connection</b> Communicate, collaborate, and connect</p>	<p><b>Innovation</b> Celebrate challenges as opportunities for innovation</p>	<p><b>Curiosity</b> Be curious, have fun, do good</p>	<p><b>Change</b> See the bigger picture and embrace change</p>	<p><b>Openness</b> Cherish cultural differences</p>
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**Our Profile (GRI 2-7, 401-1)**

The global Speexx team expanded by 6.6% in 2024 compared to the end of 2023, with 80 new colleagues joining the Speexx family and bringing us to 308 employees at the end of 2024. We continue to embody a youthful spirit, with 82% of our workforce under the age of 45 and nearly half under the age of 35. Women make up a significant majority of our workforce at 57%, and 24 out of 59 leadership positions are held by female colleagues (see “Female Leadership” in the Diversity section of this report for more details).

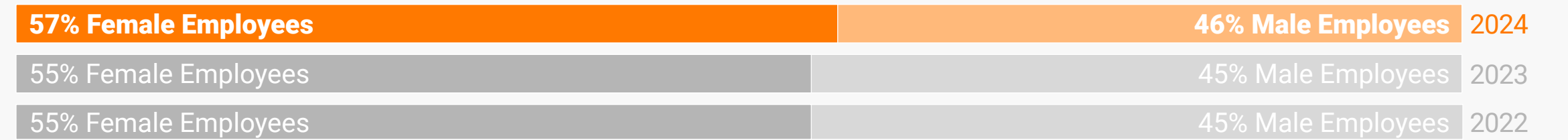
Approximately one-third (31%) of employees have been with the company for over five years, and 12% have been with us for more than a decade. These figures have remained stable since at least 2021, with only minor fluctuations of 1-3% between tenure categories. Our team remains truly international, proudly representing 35 different nationalities at the end of 2024. The average monthly turnover of the global workforce experienced a slight increase during 2024, rising to approximately 1.79% per month, reflecting ongoing shifts in employment trends and workforce dynamics.

\* Total headcount = 308 (including Executive Management, Senior Management, Senior Expert, Expert, Team Lead, Specialist and Students).

The Speexx family grew by **6.6%** by the end of 2024 as we welcomed **80 new team members**, which brings us to **308 employees** globally.



**GENDER PROFILE**



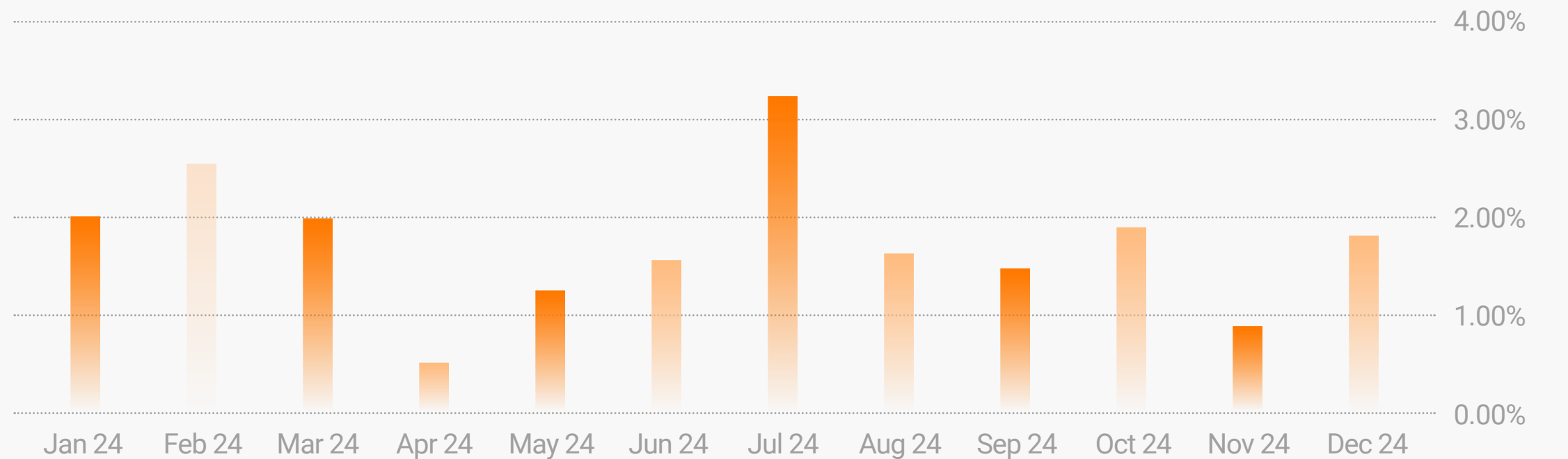
**NUMBER OF YEARS WORKED AT SPEEXX**



**BREAKDOWN BY AGE**



**EMPLOYEE TURNOVER 2024**





# Employee Well-Being

(GRI 403-3, 403-6)

Speexx is prioritizing the well-being of our employees, and acknowledging how important it is to provide tools to help face the challenges of the present and those yet to come.

In October 2024, Speexx Spain was honored with the Madrid Empresa Flexible award, standing out as one of only three winners among 143 submissions. This recognition celebrates Speexx' dedication to fostering a dynamic work environment that balances professional growth with employee well-being. While the award was granted in Spain, it reflects the shared effort to cultivate a positive and supportive company culture built collaboratively across all regions every day.

### Stimulus Care Services

Speexx Spain and Speexx Italy offer a listening and support service via the Stimulus platform, allowing employees to talk to an experienced mental health professional whenever necessary. A few examples of the areas where the platform can be a source of support in times of need include:

- Lifestyles and personal well-being
- Managing life changes
- Work-life balance
- Bereavement
- Self-esteem and self-confidence
- Overcoming illness
- Inclusion, diversity and LGBT issues
- Personal and family relationships

Speexx Spain reported that 12% of employees used the service at least once during 2024. In Italy there were 8 active users (15% of the Italian team), and 14 sessions were delivered.



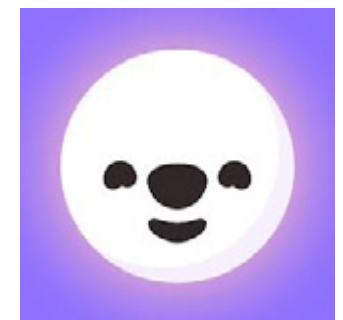
### Jakala Welfare UpLife Platform

Speexx Italy also continue to provide access to Jakala's Welfare UpLife platform. Through the platform, employees can choose from a range of benefits that best meet their needs. The aim of this initiative is to improve the private and working life of employees, starting with support for family income, study, parenting, and health and recreation.



### Alan Mind

Speexx France offers team members access to the Alan Mind mobile application. Alan Mind allows companies to raise awareness about mental health among employees and managers and support those who need it through training, individual therapy, coaching sessions, and a 100% personalized application. The app contains targeted informative content and techniques from behavioral and cognitive therapies to links with psychologists with two free consultations.



### Urban Sports Club Membership Subsidy and Yoga

Meanwhile, at Speexx Germany and Speexx Spain, Speexx subsidizes up to 100% of the cost of Urban Sports Club membership, which allows employees to choose from a wide variety of sports partners and do sports on-site or online from home. Over 100 employees took advantage of this offer in 2024.

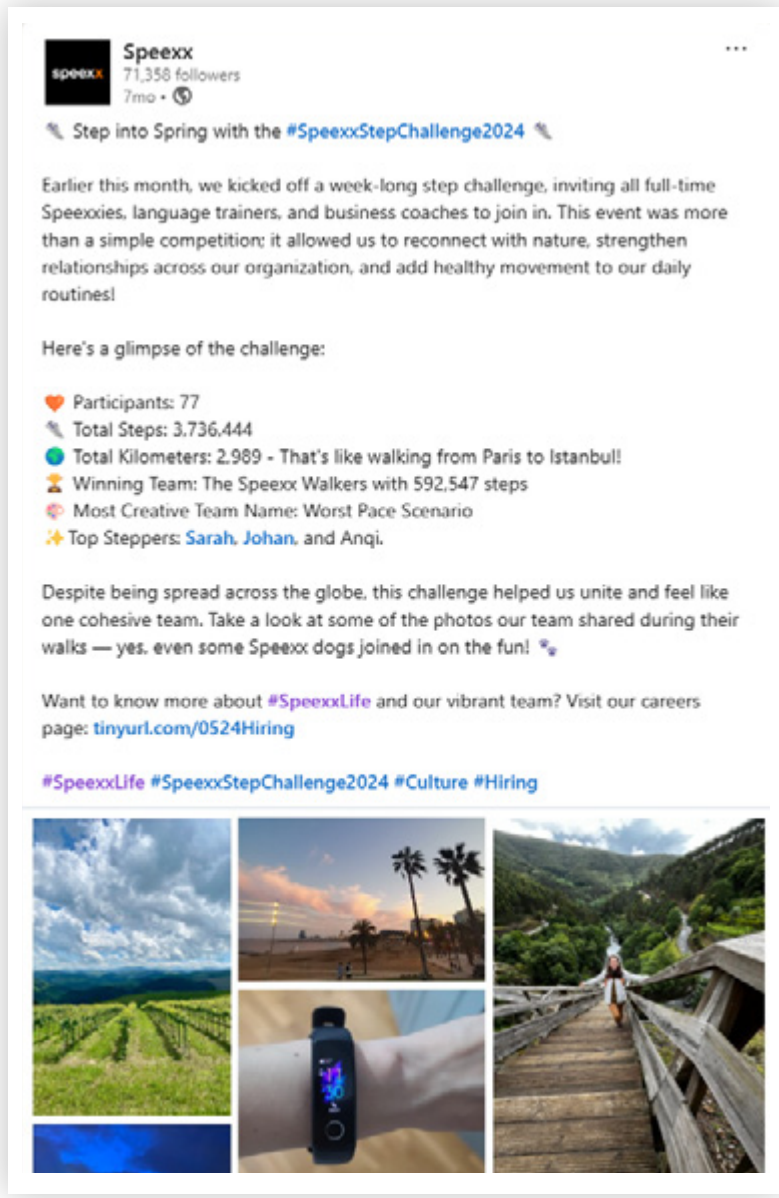


There were also weekly yoga sessions in the Munich office that could be attended by team members of all yoga levels. They focused on everything from energizing positions to breathing work and meditation, and specific needs could also be addressed. In warm weather, Speexxies hit the Isar riverbank for their yoga sessions!



**Speexx Step Challenge**

In May 2024, Speexx launched a week-long step challenge for all full-time Speexxies, language trainers, and business coaches—promoting wellness, connection, and time in nature. Seventy-seven team members joined the challenge, walking a combined nearly 3,000 km. With so many working from home, this was a great way to boost well-being while staying connected as one global team.



Speexx Step Challenge LinkedIn Post





# Working Conditions

## Health and Security (GRI 401-2)

Speexx offers various company pension and insurance (life and/or health) schemes to enhance employee well-being, and provide financial security, thereby contributing to a more motivated and stable workforce. Speexx Spain also offers a Flexible Payment Plan scheme, allowing employees to allocate part of their gross salary to products and services such as Kindergarten fees, restaurant card, training, public transport, and private medical insurance.

## Holiday, Extra Hours Allowances and Volunteering

All Speexx employees with a full-time working contract have more than the legal minimum requirement in the country, with 25-30 days of annual leave as well as other allowances such as the following:

- Special leave for various occasions (e.g. wedding, birth of child, bereavement)
- Flexitime
- Reduced working hours in the hot months of July and August (Spain)
- Permission hours (Italy)
- Compensatory rest hours (France)

Speexx Italy employees can also take a further twelve permission hours that can be used for volunteering activities of their choice.

## Back-to-Work Policy

Speexx complies with national legislation regarding parental leave in all countries where it operates. Employees are entitled to the full statutory parental leave, including job protection and the right to return to their position. In addition to parental leave, the company provides access to other forms of extended leave, in accordance with local labor laws and internal policies. In line with Speexx' ongoing commitment to improving employee well-being and fostering a sense of belonging, we were thrilled to present the new "Back to Work After Extended Absence" policy to

employees in 2024. This policy is designed to support Speexxies returning to work after extended absences, ensuring a smooth and comfortable transition back into the workplace. It provides a definition of an extended absence and the purpose of the procedure, as well as guidance on steps to take before going on leave and when returning from leave.

The main goals of this procedure are to:

- Provide clarity about how the employee's role may evolve
- Maintain continuity with company activities during the absence
- Set clear expectations regarding tasks and priorities upon return
- Help the employee reintegrate work with their personal life, considering any changes in personal or family needs
- Simplify access to relevant information and updates related to their role
- Reduce potential stress and enhance a sense of belonging and well-being within the company

By prioritizing employee well-being and inclusivity, this policy strengthens our efforts to cultivate a supportive work culture, helping employees feel valued and empowered as they resume their professional journey.

## Team Building

With 33% of employees working 100% remotely in 2024 and many more working regularly from home, hosting in person events is important to foster stronger interpersonal connections, enhance communication, build trust, and promote a sense of camaraderie among team members; subsequently improving motivation, as well as collaboration and teamwork. Speexx therefore decided to kick off 2024 bringing our global team together to align on our vision, mission, and strategic goals for the year ahead. The event was also a celebration of our achievements in 2023—recognizing the power of teamwork in a growing, fully remote environment. With over 300



employees, many meeting in person for the first time, this gathering strengthened our connections and reinforced our shared commitment to future success.

Throughout 2024, teams across our business units continued to foster collaboration, well-being, and engagement through a variety of in-person events. In France, we built on the success of our Quality of Life at Work Week – holding it for the second year, while also hosting team workshops on collaboration and growth, paired with social gatherings to strengthen connections. Italy organized a three-day outdoor team-building retreat, with overwhelmingly positive feedback—68% of participants reported that it influenced their work habits. Leadership development programs also played a key role in supporting team leaders. Spain focused on social bonding with sports activities like bowling and pilates, as well as movie nights and team-building events. Meanwhile, in Germany, informal gatherings such as office breakfasts, a summer party, and an Oktoberfest celebration brought colleagues together outside of work.

Finally, our Chinese colleagues embarked on a brief yet memorable team-building trip to Shengsi Island, escaping Shanghai’s hustle and bustle for two days. These initiatives not only strengthened team dynamics but also reinforced our commitment to employee well-being and professional growth.



Speexx Global Kick Off in Mallorca:  
Speexxies hit the beach for an early  
morning yoga session



# Health and Safety

(GRI 403-1, 403-4, 403-5, 403-9)

Speexx is committed to maintaining a safe and healthy work environment for all employees. We fully comply with all applicable legal requirements regarding workplace health and safety, including conducting regular office risk assessments, providing mandatory health and safety training, and ensuring that emergency procedures are in place and regularly reviewed. All employees receive initial and ongoing training tailored to their local regulations and office environments, and our policies are updated in line with national and international standards to promote well-being and prevent occupational hazards. In 2024, we recorded 0 accidents in our offices and 0 work-related injuries.

## Corporate Safety Policy

Section 1/1

It is the policy of Speexx to continually promote the safety of our customers and employees.

As part of this commitment, Speexx requires [employee training](#) and companywide compliance to recognized safety policies and procedures designed to help prevent accidents and injuries in our working environments. In addition, we seek to continually train and guide our employees to maintain a safe and healthy workplace. All levels of management support our overall effort to maintain a safe and healthy workplace. All employees are required to follow all safety rules, policies and operating procedures designed to protect their safety as well as the safety of fellow employees.

At Speexx, safety is always our top priority, which must be embraced by all employees as a condition of employment.

Corporate Safety Policy on the Speexx Academy

## HQ (Germany)

Compulsory annual Health and Safety training for all Munich-based employees was introduced in April 2019 via the internal Speexx Academy and continues to be an annual requirement. For newly recruited employees to the Munich office, the health and safety training is a compulsory part of their onboarding at Speexx and for all other employees, the training path is assigned automatically

on an annual basis. The completion rate for 2024 was 99%. This is higher than previous years due to measures taken to increase awareness of compliance training in the company and its importance, and we hope to finally achieve 100% completion in 2025. Seven employees in the Munich office are trained as first aiders and can be reached out to if first aid assistance is needed.

## Italy

The Italian office ensures full compliance with health and safety regulations through a comprehensive e-learning program provided by authorized external providers “Vifer Safety S.n.c.” (Pavia and Milan) and “HSE Academy Srl” (Rome), issuing official attendance certificates as required by IT law. These courses are mandatory for all employees and must be renewed every five years. Additionally, the office has identified and trained employees for specialized safety roles, including first aid workers, fire prevention officers, safety supervisors, the prevention and safety manager, and the worker safety representative, in accordance with legal requirements. Currently, 100% of employees either hold a valid certificate or are completing a course expiring within the next six months, and a formal security organizational chart is in place.

## Spain

In Spain, all new employees must also complete health and safety training held by external provider “IPR Prevención”. The training must be repeated regularly according to legal requirements, with which Speexx is 100% compliant.

## Collective Agreements (GRI 2-30)

Speexx supports freedom of association and collective bargaining as part of our commitment to fair and ethical labor practices. While there are no company-level collective agreements, employees in Spain, Italy, and France are covered by national or industry-level agreements that define key working conditions and protections. We maintain open dialogue with our employees and comply fully with labor laws in all countries where we operate.



# Diversity, Equity & Inclusion

**Our Commitment to DEI**

**DEI in Our People Practices**

**Inclusion in Our Communities and Users**





# Diversity, Equity & Inclusion (GRI 103)

Speexx demonstrates its commitment to leading by example and promoting diversity and equality within the organization through the data presented in Our Profile (in the “Nurturing a Flourishing Workforce” section) and this section. This report also highlights our dedication to cultivating a culture of trust, advocating for workplace diversity, opposing all forms of corruption, and reinforcing our ongoing support for global diversity initiatives. Wherever we are, our products help people understand each other a little better every day. We know that teams perform best when they are diverse, and every team member feels that they belong. We value diversity and always employ, retain, promote, and otherwise treat all employees and job applicants based on merit, qualifications, competence, and talent. To that effect, we are committed to providing a working environment free of discrimination for everyone. This supports the following SDGs:



(GRI 406-1)

The impact of our DEI strategy is assessed through internal data tracking, employee engagement surveys, and regular analysis of workforce demographics and career progression. We use these insights to understand the inclusiveness of our culture, the equity of our policies, and the effectiveness of our initiatives. This helps ensure our DEI efforts remain meaningful, measurable, and responsive to evolving needs.

### Our Commitment to DEI

#### Charta der Vielfalt & Carta per le pari opportunità

To underline our commitment to improving Diversity at Speexx, we are proud to have signed both the German Diversity Charter (Charta der Vielfalt), and the Italian equivalent, the Carta per le pari opportunità, in November 2022. Both Charters are promoted by the European Commission to

promote inclusive workplace cultures free from discrimination and bias, and contribute to the Sustainable Development Goals on equality, decent work and reduced inequalities. There were no reported incidents of discrimination in 2024.



### Speexx DEI Statement

In 2023, we released our first official DEI statement, demonstrating our commitment to raising awareness of this important topic and implementing global initiatives to foster the long-term development and promotion of diversity at Speexx. This statement evolves alongside our DEI journey and is now featured on the careers page of our company website to share our dedication with prospective team members and stakeholders.



### Speexx for All

At Speexx, we are on a mission to revolutionize people development. To make our mission a reality, we're committed to building an internal team that mirrors the rich diversity of our user community. This starts by creating a workplace where all our employees feel seen, valued, and trusted to do their best work. Only by listening to different opinions can we build new technology and features that innovate corporate learning and development.

While we recognize that DEI is a continuous journey of learning, reflection, and action, we are proud to offer inclusive hiring practices, ongoing training and education on DEI topics, and an open and respectful feedback culture. We will continue to advance our programs and company policies to better meet the ever-evolving needs and expectations of our employees, customers, and society.

Careers page  
at [speexx.com](https://speexx.com)

Our LinkedIn Life pages also provide a comprehensive view of our company culture, hiring practices, and the unique story that defines us as Speexx; DEI being a fundamental part of it.



**DEI in Our People Practices**

**Recruitment**

In 2024, Speexx received 20,731 applications, conducted more than 700 interviews and hired 80 new team members. As already stated above, diversity and inclusion are essential to Speexx’ working culture and the topics are addressed throughout the company’s policies and processes, beginning with recruitment. Our “Equal Opportunity Employer Statement,” included in all job advertisements, shows our commitment to fostering a diverse and inclusive workplace, ensuring fair hiring practices, and providing equal opportunities for all candidates, regardless of background, gender, or other protected characteristics:

*Speexx is proud to be an Equal Opportunity Employer. We do not discriminate based on gender identity, expression, family status, age, race, religion, color, disability or other applicable legally protected characteristics. We are searching for diverse individuals with varied skill sets, backgrounds and experiences that can help enrich our culture further. Even if you don’t meet every requirement, we still encourage you to apply to our organization. Our recruitment is not one-size-fits-all. Please let us know if you need any adjustments throughout the hiring process.*

Furthermore, the Speexx “Hiring Manager’s Guide to Recruitment” – used by the HR (People & Culture) team, draws attention to and provides practical guidance on how to address the following key topics in the recruitment process:

- Identifying and reducing the effects of hiring bias
- Understanding and avoiding discrimination in job descriptions
- Onboarding checklist for Managers and HR
- Conducting successful interviews

**Discrimination**

If you want to create a diverse workplace, an equal opportunity disclaimer is a good place to start, but even unconscious bias in your job description language will cost you candidates. Asking for a “Marketing Manager with 10 years of experience” eliminates younger, potentially talented people and saying that you’re “looking for salesmen” implies a gender bias.

Excerpt from the “Hiring Manager’s Guide to Recruitment” on the Speexx Academy

**Diversity & Inclusion Training**

Via the Speexx Academy, employees carry out training on “Diversity & inclusion” - to create awareness of what diversity and inclusion is, as well as give employees behavioral tools to help them work with others who may be different than them. For online coaches working for Speexx, we also provide an anti-harassment policy, which can again be found on the Speexx Academy. It states:

*“Speexx is committed to providing an online working environment which embraces diversity, promotes equality of opportunity and treats all individuals with respect and dignity. Every Speexx coach should feel safe and empowered to promote their own welfare and that of others. You have a right to work in a professional atmosphere that prohibits discriminatory practices, including inappropriate behavior, discriminatory comments or harassment.”*

This is followed by a definition of harassment, guidance on how to address inappropriate behavior, and details of how the Coaching and User Success Team follow up on these types of issues. Three complaints were made by coaches under the anti-harassment policy in 2024. Follow-up action was taken with the users concerned, and the complaints were resolved to the satisfaction of the coaches involved. For internal employees, the Speexx Code of Conduct and Ethics enforces a zero-tolerance policy on harassment, with a dedicated section on “Mutual Trust and Respect”:

***Respectful, Diverse, Honest***

- *Every employee and other stakeholder is entitled to fair, dignified and respectful treatment.*
- *We are committed to honesty in all aspects of our organization and our business model.*
- *We ensure equal opportunities and promote a respectful and diverse work environment in which each individual is valued for his or her unique value and treated with courtesy, honesty and dignity.*
- *Any form of physical or verbal harassment and intimidation are prohibited, as is dishonesty.*

**Gender Equality Certification**

In 2023, Speexx proudly earned its first Gender Equality Certification in Italy. Aligned with the UN’s Sustainable Development Goal 5 (Agenda 2030), the PDR 125:2022 certification recognizes organizations committed to fostering gender equality.



It is awarded to Italian companies that implement policies and practices promoting diversity and inclusivity in the workplace. The certification process includes an initial audit of the organization’s gender equality management system, followed by verification of the implementation of related policies and measures.

Annual surveillance audits ensure the system’s maintenance and continuous improvement. The key areas assessed in the certification audit are:

- Culture and strategy
- Governance
- HR processes
- Opportunities for growth and inclusion of women in the company area
- Gender income equality
- Protection of parenthood and work-life balance

In 2024, Speexx moved from Tier 2 to Tier 3 KPIs after surpassing 50 employees in its Italian business unit, requiring compliance with additional standards. The company achieved 84.75% of KPIs, well above the 60% threshold needed for certification, marking a significant accomplishment.

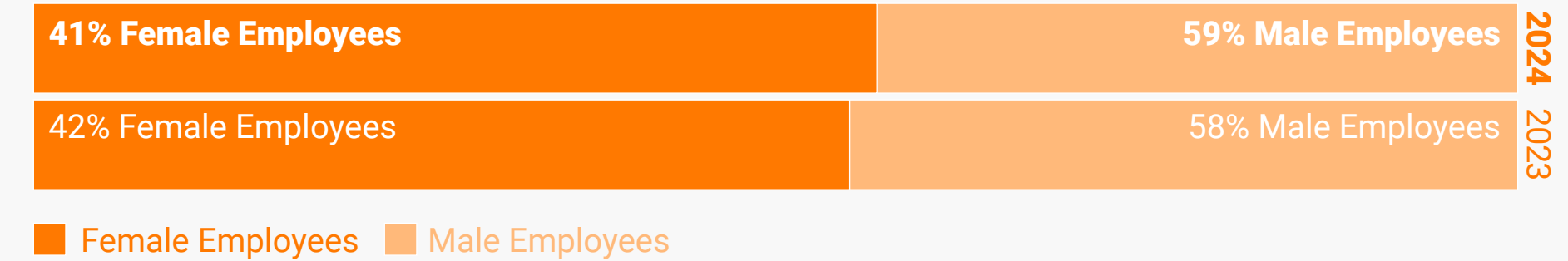
Globally, the People and Culture teams are building on the Italian team’s success by adopting and expanding policies introduced under the certification. For example, the “Back to Work Policy” for employees returning after extended leave, such as parental leave, was first launched in Italy in 2023 and rolled out globally in 2024. This initiative reflects Speexx’ commitment to advancing an inclusive and equitable work environment across its operations.

The Spanish business unit has also implemented a Gender Equality Plan; in compliance with the mandatory requirements set by the Spanish government. This highlights our dedication to creating fair and supportive work conditions while ensuring compliance with national regulations and adherence to best practices in diversity and equal opportunity.

**Female Leadership (GRI 405-1)**

For the purposes of this report, all Speexx roles at Executive Management, Senior Management or Team Lead level are considered leadership positions. Based on this definition, the leadership team

**LEADERSHIP GENDER PROFILE (59 EMPLOYEES)**



at Speexx grew by 7% in 2024, in line with further growth throughout the organization. The total number of leadership positions increased by 4 to 59. At the end of 2024, 41% of the leadership roles throughout the organization were held by female members of staff. This dropped by 1% from the end of the previous year.

**Elena Giménez of Speexx Named a Top 10 Women Leader**

Elena Giménez, Managing Director of Speexx Spain, was named as one of the Top 10 Women Leaders in SaaS in 2024 by CIO Women Leaders. Top 10 Women Leaders in SaaS is an annual ranking compiled by CIO Women Leaders, a leading source of information for women entrepreneurs across a wide range of industries in the modern business arena. The women in 2024’s Top 10 list were selected due to their contributions to SaaS, innovation, and the positive impact they made to their organizations.

*“Elena is an inspirational and visionary leader in both the SaaS industry and at Speexx. She has a keen understanding of the people development and HR space and has been the driving force for the success of Speexx in Spain since its inception in 2009. Elena’s key strengths include her attention to detail, vision, creativity, and ability to inspire and empower others. Elena is also a sought-after mentor and fantastic role model for future women leaders in SaaS. Congratulations to Elena for this achievement!”*

**- Jörg Koberling, CEO of Speexx.**





**Inclusion in Our Communities and Users**

**Fundación Prodis**

In compliance with Spain’s General Disability Law, Speexx Spain is required to contribute to an organization that supports people with disabilities. In 2024, Speexx chose to support Fundación Prodis with a donation of €10,800.



Founded in Madrid in 2000 by a group of parents and professionals from the Maria Corredentora Special Education Centre, Fundación Prodis was established to support students with intellectual disabilities as they transitioned beyond compulsory education. Over the years, the organization has expanded significantly, both in the number of people it serves and the programs it offers. Today, Prodis is a recognized leader in providing comprehensive support and education, empowering individuals with intellectual disabilities to achieve social and professional inclusion. In the other business units, compliance with disability laws and requirements is also ensured.

**WCAG 2.2 Level AA Accessibility Standards**

Companies and industries need to comply with WCAG 2.2 in digital learning, as well as the European EN 301 549 V3.1.1 Accessibility Requirements for ICT products and services, and the United States Section 508 Standards of the Federal Rehabilitation Act for accessibility. At Speexx, we strive to facilitate learning environments that are accessible to everyone. To this end, we continually update the user experience of our digital language learning platform to conform as strictly as possible to WCAG 2.2 AA accessibility guidelines. We aim to provide all users with the best access and experience. Even if a user is subject to a disability that could otherwise create challenges in immersing in a meaningful and functional learning experience, Speexx is here to bridge that gap.

Assistive Technology:

- Modern web browsers include a set of accessibility tools that help users understand and interact with web pages. Speexx provides a clearly structured HTML code so that users can use assistive technology when learning with Speexx.
- Speexx has been tested against some of the leading tools in the assistive technology industry such as Dragon Naturally Speaking (voice recognition application) and JAWS (screen reader program).

Accessibility for the Hearing Impaired:

Speexx supports users with varying degrees of auditory abilities. Users can access these features or receive a user guide by typing ‘Live Captions’ in the chat bot.

- subtitles on videos
- closed captions for videos and listening comprehension
- text transcripts on demand

Keyboard Accessibility:

- The Speexx platform is fully accessible through keyboard navigation for users with physical disabilities, visual impairment, and users who prefer to not use the mouse.
- To make all elements accessible with keyboard navigation, Speexx provides a clearly structured HTML, labels for controls, and a highlighted focus.

Accessibility for the Visually Impaired:

Features within the Speexx platform and accessibility tools help users who have low vision or are color blind use the Speexx testing and learning solutions.

- resize the text with the zoom function
- adaptable color contrast
- clearly structured HTML and tags for screen readers like JAWS

Speexx offers individual live online sessions for visually impaired users to focus on communication, vocabulary, grammar, and pronunciation skills.

Increasing Awareness

Whether it’s International Women’s Day, World Mental Health Day, European Languages Day, or an ordinary workday, Speexx is committed to celebrating, supporting, and empowering our diverse workforce. We also strive to raise awareness of global challenges and actively contribute to initiatives that drive meaningful change.



Speexx LinkedIn post 2024



# Career Management & Training

**Learning and Development at Speexx**

**Employee Growth and Satisfaction**

**Enabling Career Flexibility and Mobility**





# Career Management & Training

At Speexx, we are committed to unlocking the full potential of our employees, just as we do for our corporate clients. Through a combination of AI-driven language training, business coaching, and skill development, we empower individuals to grow professionally and contribute to our collective success. This section highlights the comprehensive career management and training opportunities available to all team members.

From our internal Academy—a digital training and knowledge hub—to language training, business coaching, mentoring, and development discussions, we provide multiple pathways for continuous learning. Initiatives such as the buddy program, career progression support, internal mobility, and our working-from-abroad program further reinforce our commitment to professional growth and employee satisfaction. Through these efforts, we ensure that every employee has the resources and support needed to thrive within Speexx and make an impact in the global communities we serve. This supports the following SDGs:



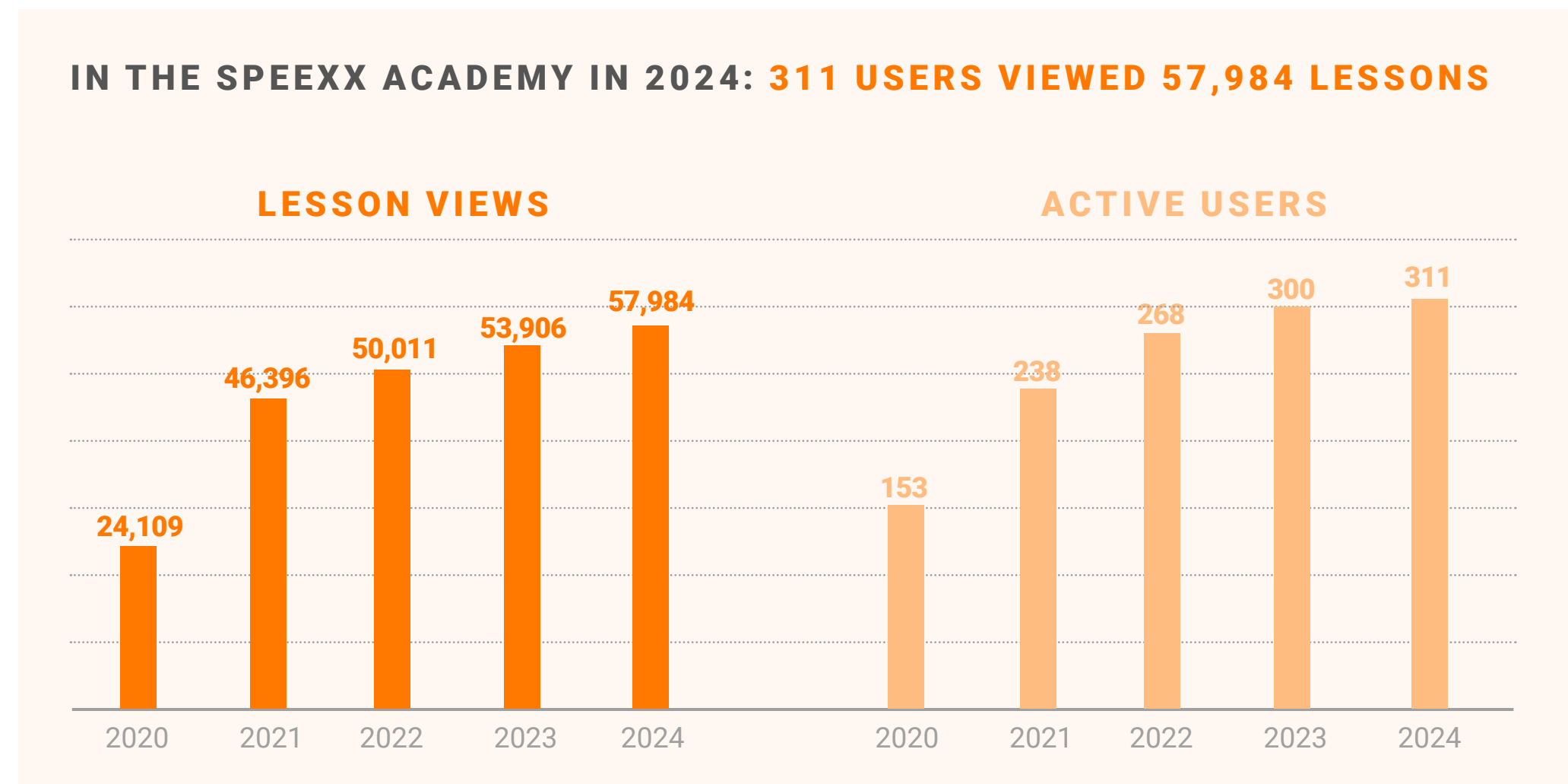
## Learning and Development at Speexx (GRI 404-2)

### Academy Insights

The Speexx Academy serves as the central digital knowledge hub for all Speexx employees, offering open access to management and operational policies, procedures, and hundreds of hours of training content.

Our goal is to ensure that all relevant training is readily available to everyone, empowering employees to explore topics of interest, whether directly related to their daily tasks or not. We believe that broadening knowledge beyond immediate responsibilities enhances understanding of

the company and industry, ultimately driving greater impact. The platform also includes dedicated sections for skills development and mandatory training, such as annual health and safety and information security modules. In addition to the Academy, employees can benefit from internal workshops and third-party training tailored to their needs, aligned with corporate strategy and employee feedback, as detailed elsewhere in this report.



### (GRI 404-1)

Internal employees spent an average of approximately eight hours learning in the Speexx Academy in 2024. Engagement averaged 86% throughout the year, bringing us 4% closer to our 95% target, though we have yet to fully reach it.



In 2024, user feedback indicated that 95% of employees found the Academy to be a relevant and valuable resource. However, the ease-of-use score remained lower at 68%, despite efforts to update and reorganize content to improve accessibility and navigation. Additional measures to enhance usability and boost engagement are planned for 2025.

**Language Training and Business Coaching**

At Speexx, we foster a culture of continuous learning, empowering everyone to dedicate as much time to personal development as they need. Alongside the extensive resources available through the Speexx Academy, all employees can access Speexx language training in five core languages—English, French, Spanish, German, and Italian—completely free of charge. In 2024, 211 employees, representing 69% of our global workforce, actively participated in language learning with Speexx. Additionally, we offer a generous 70% discount on language training for friends and family, which was utilized by 47 people in 2024. 2024 also provided 46 Speexx employees with the opportunity to take advantage of our business coaching program, engaging in a collaborative and creative process with their coaches to unlock their full potential. The program received an impressive satisfaction rate of 4.8/5, with 97% of participants reporting they had gained new skills and 90% noting positive behavioral changes as a result of their coaching experience.

**Buddy Program**

The buddy program is part of onboarding and is for the first six months of a new starter’s career at Speexx. The new recruit is paired with a buddy, who is a go-to-person for “less official” or social questions. Many people start a new job and feel lost. The buddy program is about building relationships with new colleagues and offering “local knowledge” about the internal dynamics of the team or business unit. The buddy program is for the start of the new recruit’s career. After the initial six months, the Speexx Mentoring Program is designed for further professional development.

**Mentoring Program**

Speexx relaunched a new and improved internal Speexx Mentoring Program in August 2024, in line with the release of the Speexx Mentoring Platform, in which employees who have been at the organization for six months or more can register either as a mentor, or a mentee, or both. Mentoring is known to have several benefits to both Mentor and Mentee. It is a valuable tool for people development and supports personal and professional growth beyond the daily operational

tasks. The key aim of the mentoring program is to support mentees in achieving a goal - whatever that goal might be - through a one-to-one relationship. The program supports mentees in identifying their development potential and finding the right mentor to help them get there. The Speexx Mentoring Program also has the following objectives:

- **Increase Knowledge Sharing and Professional Development:** By facilitating the exchange of expertise, we aim to enhance professional growth and learning among our team members.
- **Enhance Connection and Sense of Belonging:** This program is designed to strengthen employees’ connection to the company, fostering a deeper sense of community and belonging.
- **Gather Product Feedback:** Mentees and mentors are encouraged to provide feedback on what could be improved via the support/Intercom chat, helping us refine and enhance the platform.

For mentors, the program also aims to help enhance **leadership skills**, improve **communication skills**, learn **new perspectives**, advance **career**, and gain **personal satisfaction**.



Currently, 80 employees (26% of the global workforce) are participating as mentors, and 118 employees (38% globally) are enrolled as mentees in the program. Both figures exceed the 2024 KPI targets of 15% and 30%, demonstrating the program’s strong reception. Feedback remains overwhelmingly positive, with a satisfaction rate of 4.9 out of 5 in 2024. Additionally, the program



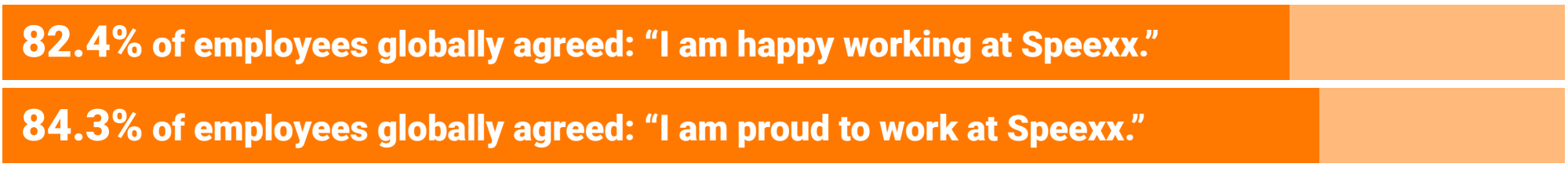
achieved a “strengthened relationship score” of 79%, just 1% shy of the 80% KPI target. Looking ahead to 2025, the Learning & Development and Product Development teams will continue to enhance and refine the program and platform, drawing on participant feedback and insights gained.

**Employee Growth and Satisfaction**

**Employee Satisfaction**

The Employee Satisfaction Survey at Speexx is conducted to gauge the overall sentiment and engagement levels among the Speexx workforce. The initiative was launched in 2022 with a one-time survey. From 2023 onwards, the process was streamlined, and the survey has been conducted approximately once per quarter. Running the same survey regularly provides Speexx with consistent, comparable data to track trends over time and support data-driven decision-making.

In 2024:



While the results improved with each quarter in 2024, overall satisfaction rates were slightly lower compared to the previous year. However, participation rates saw a significant increase, averaging 66.9% globally, with a record high of 75% in Q3. In contrast, the highest participation rate in 2023 was 59% in Q4. These results have been analyzed to identify key drivers of engagement and areas for improvement, helping to shape initiatives that enhance employee experience and workplace culture.

**Development Discussion**

The Development Discussion is an exchange between employee and team leader that takes place once a year. We try and foster a culture of continuous feedback and exchange between employees and team leaders, but also provide one formal opportunity to focus strongly on employees’ journeys with Speexx:

- Aspirations and development goals
- Challenges and successes
- Personal growth within the organization

The Development Discussion process starts with the employee completing a self-assessment, providing an opportunity for reflection on their achievements, challenges, and goals. This is followed by a one-on-one verbal discussion with their team lead, centered around the employee’s written input. To finalize the process, the team lead provides their written feedback, highlighting the employee’s strengths, areas for growth, development goals, and opportunities, along with strategies for how Speexx can support their continued growth and success.

(GRI 404-3)

In 2024, 79% of employees globally completed the full development discussion process including all reviews. Feedback and data collected after the Development Discussions will be used by the People and Culture Department to further adjust the process, as well as for the planning of further initiatives for 2025.

**Career Pathing**

Speexx’ growth means opportunity: In a fast growth environment, new roles emerge all the time. At Speexx, our talent can take “unorthodox” routes within the organization, with individuals moving to an entirely new role in the organization, or “more orthodox” career paths, with individuals progressing within their focus areas.

In 2024, 35 employees (12% of the global team) progressed to a different position. If employees are keen on a totally new direction, the Development Discussions are a great chance to address this desire, and the internal mobility process also supports this route. Examples of “well-trodden career routes” at Speexx are outlined in the career progression lesson on the Speexx Academy and are currently available for the following teams:

- |                        |                        |                                 |                          |
|------------------------|------------------------|---------------------------------|--------------------------|
| • Business Development | • Customer Success     | • People & Culture – Recruiting | Assurance                |
| • Coaching Success     | • Enterprise Sales     | • Product – Product Management  | • Product – UX/UI Design |
| • User Success         | • Marketing            | • Product – Product Marketing   | • Revenue Operations     |
| • Corporate Sales      | • Marketing Operations | • Product – Quality             |                          |
| • Customer Solutions   | • People & Culture     |                                 |                          |



The lesson also provides

- Ideas of how to get from A to B: What steps to take and how to be proactive
- Job descriptions including responsibilities, soft skills & competencies, tech know-how, collaborates with, reporting to, industry experience and potential next position
- Academy Resources: Available resources for various skillsets that may be requirements of new position

**Enabling Career Flexibility and Mobility**

**Work from Abroad Program**

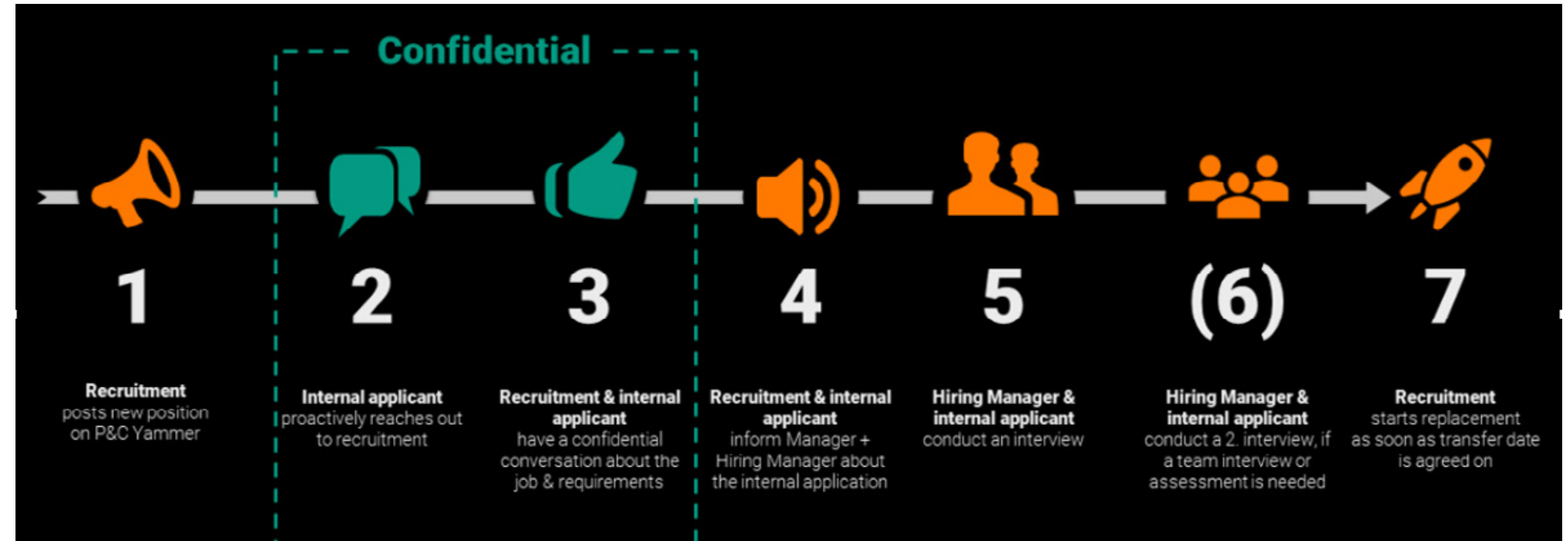
Introduced in time for the summer months of 2023, Working from Abroad is a program in which Speexxies have the freedom to work from another country in the EU or their country of origin. Flexibility is everything to us at Speexx and this program gives employees more autonomy to choose how and from where they work best. We believe this initiative allows our team members to spread their wings while still contributing to the growth and success of Speexx. A win-win situation.

With a huge number of Speexxies with family and friends abroad, the Working from Abroad Program is very well received by the team.

**Internal Mobility Process**

At Speexx, we fuel growth with purpose and passion. Our commitment to our employees’ development extends beyond their current roles. We believe in empowering them to explore new horizons, whether it’s across teams, departments, or even continents.

In an effort to boost our commitment to fostering growth and development from the inside and help Speexxies with internal career moves, the Internal Mobility Process was launched in 2023. Since its launch, it has gained traction, and in 2024, seven employees (2% of the global workforce) transitioned to new roles within the company. The internal mobility process also aims to help increase job satisfaction and retention, as well as promoting knowledge transfer, reducing recruitment costs, and enhancing overall organizational agility and efficiency.



Above: Image from Internal Mobility lesson on the Speexx Academy

Right: Images from “Speexx Professional Development | Career Progression” training on the Speexx Academy

**KEY**

- ⊖ potential next position **within** the team
- ➔ potential next position **beyond** the team
- ★ potential SME\* role (while remaining in **current** position)

\* Subject Matter Expert (not a “new position” but a Speexx-wide recognized specialism)



# Business Ethics

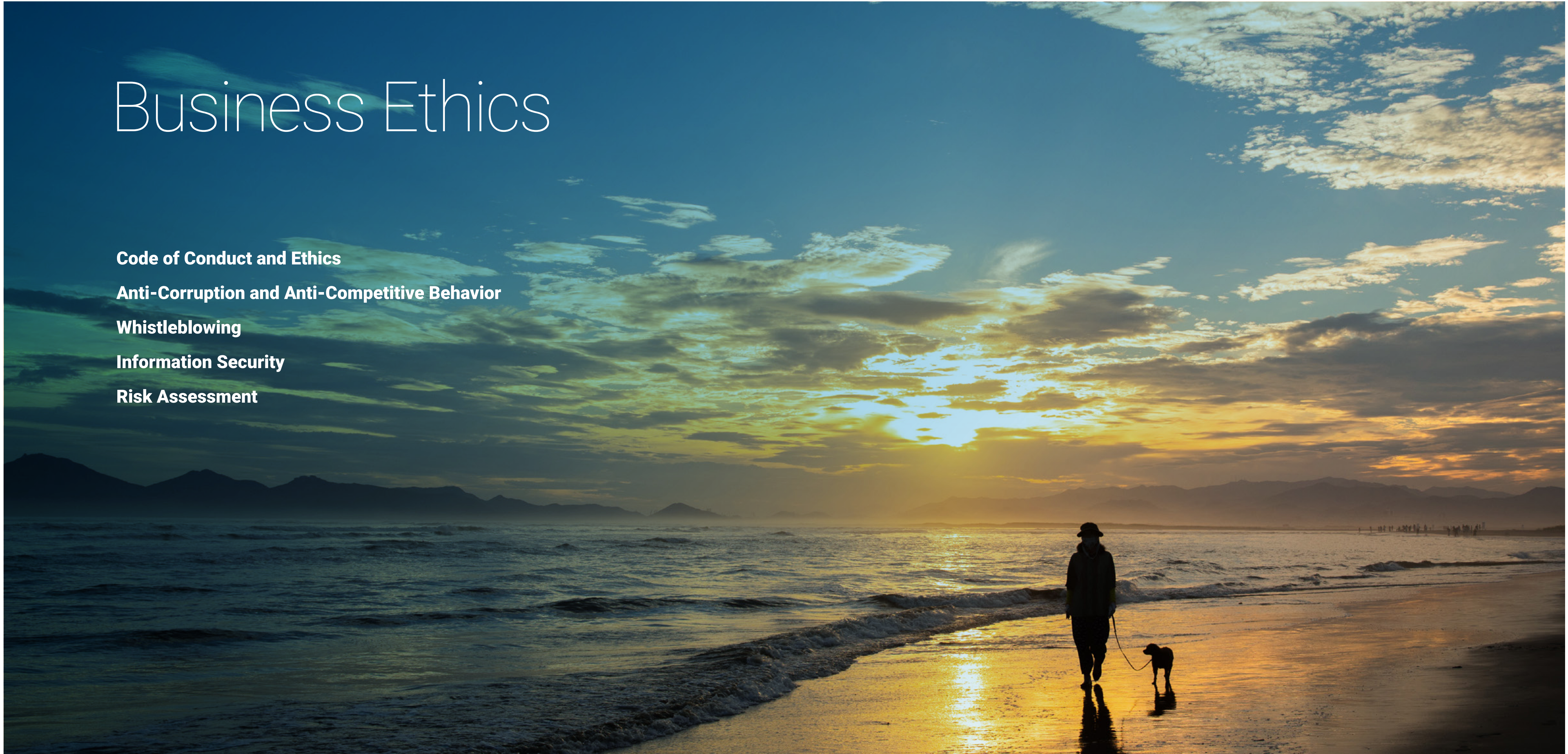
**Code of Conduct and Ethics**

**Anti-Corruption and Anti-Competitive Behavior**

**Whistleblowing**

**Information Security**

**Risk Assessment**





# Business Ethics

(GRI 103, GRI 2-27)

Speexx is committed to operating in full compliance with all applicable laws, regulations, and international standards relevant to our business operations. This section highlights Speexx’ policies and procedures designed to maintain a safe and secure working environment, strengthen resilient infrastructure, prevent corruption, and promote the reporting of unethical behavior, all of which contribute to fostering transparency and accountability. Ethical conduct is foundational to our business and vital to maintaining trust with our clients, employees, and partners. As a B2B company operating internationally, we recognize the importance of strong governance, anti-corruption policies, and transparent decision-making. We manage this topic through our risk assessments, Code of Conduct, employee training on information security, data protection and anti-corruption, and clearly defined reporting channels for suspected misconduct. We evaluate the effectiveness of our ethics program through training completion rates, review of incident reports (if any), and regular updates to policies based on regulatory developments. In 2024, Speexx did not identify any significant instances of non-compliance with laws or regulations.

This supports the following SDGs:



## Code of Conduct and Ethics (GRI 2-23, 412-2)

In 2024, Speexx introduced its Code of Conduct and Ethics, reinforcing the company’s commitment to responsible and ethical behavior. This document serves as a comprehensive guide to the standards and principles that shape decision-making and conduct across the organization. To ensure alignment with these values, all employees are required to complete a mandatory training on the Code of Conduct and Ethics via the Speexx Academy. This initiative underscores the company’s dedication to fostering a workplace culture rooted in integrity and accountability.

Additionally, a dedicated version was released for suppliers and partners, the Supplier & Partner Code of Conduct and Ethics, which outlines Speexx’ expectations regarding sustainability and ethical business practices. All suppliers and partners are sent this document and must agree to its terms, acknowledging their commitment to adhere to these guidelines to the best of their abilities. This collaborative approach ensures that the entire Speexx supply chain aligns with the company’s dedication to environmental responsibility and ethical standards. As a final step, a dedicated Language Training Code of Conduct and Ethics for language training coaches was published at the end of 2024. This version outlines the principles that guide the Coaching Community’s actions and decisions. It is essential for everyone to understand and abide by these guidelines to maintain a respectful, ethical, and compliant work environment among our freelance coaches. The Code of Conduct and Ethics was positively received across the board, with employees and coaches expressing appreciation for the company’s dedication to this important matter. In 2024, 91% of employees acknowledged their understanding and agreement of the Speexx Code of Conduct and Ethics.

## Anti-Corruption and Anti-Competitive Behavior (GRI 205-2, 205-3)

The Anti-Corruption Policy was updated in 2024 to align with the introduction of the Speexx Code of Conduct and Ethics, which includes a dedicated section on anti-corruption. Via the Speexx Academy, employees globally across all department carry out training, breaking up the policy to explain it and check understanding through quiz questions. The completion rate for this training module for 2024 was 86% of employees. There were no reported corruption incidents at Speexx in 2024.

Speexx is committed to **operating ethically** and conducting its business with **honesty and integrity** in all countries in which we are active. This includes **compliance with all laws**, domestic and foreign, that **prohibit improper payments or inducements** to any entity or person, including public officials.

Excerpt from Anti-Corruption Policy on the Speexx Academy



(GRI 206-1)

Speexx was also not involved in any legal actions related to anti-competitive behavior, anti-trust violations, or monopoly practices.

**Whistleblowing (GRI 2-25, 2-26)**

In 2024, the company updated its whistleblowing procedure to comply with the EU Directive 2019/1937 on the protection of whistleblowers. As part of this update, a new whistleblowing software was introduced, ensuring anonymity, and providing a secure, confidential platform for reporting concerns or misconduct.

The reporting system is accessible to both employees and external parties through a dedicated link on the company website, reinforcing transparency and accountability. To promote awareness, all EU-based employees are required to complete a mandatory training on the updated procedure via the Speexx Academy, fostering a shared understanding of ethical conduct and the importance of reporting breaches in alignment with the company’s Code of Conduct and Ethics. In 2024, no whistleblowing cases were reported.

**Policy Statement**

Speexx is committed to the highest standards of **ethical, moral, and legal business conduct**. In line with this commitment, this policy aims to provide **an avenue for employees to raise concerns and reassurance that they will be protected** from reprisals or victimization for whistleblowing in good faith.

Excerpt from Whistleblower Policy and Procedure on the Speexx Academy

Employees are encouraged to raise concerns as early as possible; failure to report a well-founded suspicion may result in disciplinary action. In the first instance, concerns should be brought to the attention of the employee’s immediate team leader. If this is not possible—due to the leader’s involvement or other constraints—individuals are instructed to contact a senior manager or a designated Whistleblowing Officer. Concerns may be raised verbally or in writing through several channels, including the dedicated Speexx Whistleblower Channel, email, face-to-face meetings, or phone or online conversations. These multiple avenues ensure accessibility, confidentiality, and flexibility for all parties involved.

**Information Security (GRI 418-1)**

Speexx maintains a comprehensive and certified Information Security Management System (ISMS), designed to uphold the highest standards of data protection and risk management. Our ISMS is certified under ISO/IEC 27001, reinforcing our commitment to safeguarding sensitive information, ensuring regulatory compliance, and supporting operational resilience.



This system is powered by the eGRC solution from GORISCON, an advanced governance, risk, and compliance (GRC) platform that streamlines security operations, automates risk-related workflows, and supports continuous audit readiness. Ongoing risk assessments form a core part of our approach, enabling the proactive identification and mitigation of information security threats. Our security journey includes several key milestones: the successful completion of the TISAX assessment in 2021, CVA certification in 2022, and the CyberVadis assessment in 2023. In 2024, we achieved ISO/IEC 27001 certification, following a comprehensive external audit that validated our information security policies and practices against globally recognized standards. This achievement further strengthens the trust our customers place in us.

No substantiated complaints regarding breaches of customer privacy or data loss were recorded in 2024, underscoring the effectiveness of our systems and processes. For additional certifications and compliance details, please refer to the “Certifications, Accreditations and Standards” section.

**Risk Assessment (GRI 205-1)**

Risks cannot always be avoided, but if they are identified, measured, and suitable mitigation actions put in place, risks can be minimized. The aim of the Risk Assessment is to identify what could happen and what the effect of this happening might be, to consider both how likely it is to happen and the severity of it happening, and - if needed - to put further actions to manage the risk in place.

The Risk Assessment is a key component of the ISO 9001:2015-certified Quality Management System at Speexx and is conducted annually by each department. As part of this process, departments identify risks relevant to their area of work—whether strategic, operational,



compliance, or ethical. This ensures that corruption risks are assessed alongside other critical exposures, reinforcing a company-wide approach to proactive and responsible risk management. For each risk, the following are identified:

1. A brief description of the risk (what could go wrong, when and why).
2. The risk type (strategic, operational, compliance or ethics).
3. The mitigations/controls for the risk that are currently in place (what actions are taken to reduce or even prevent the risk).
4. The risk severity and risk likelihood post-mitigation (taking into account the mitigating controls already in place).

The final risk rating is then automatically calculated.

		RISK SEVERITY			
		ACCEPTABLE Little to no effect on event	TOLERABLE Effects are felt but not critical to outcome	UNDESIRABLE Serious impact to course of action and outcome	INTOLERABLE Could result in disaster
RISK LIKELIHOOD	IMPROBABLE Risk is unlikely to occur	Low	Low	Medium	High
	POSSIBLE Risk will likely occur	Low	Medium	High	High
	PROBABLE Risk will occur	Medium	High	High	Extreme

If the final risk rating is calculated as being “high” or “extreme”, further actions to be implemented to reduce the risk are defined.

The following table presents the corruption-related risks from the 2024 risk assessment that were classified as high, based on their severity and likelihood. While Speexx has implemented robust policies and controls to address these risks, their potentially severe legal, financial,

and reputational consequences warrant continued classification at the highest level. Where feasible, further mitigating actions are pursued to reduce their impact, reflecting our ongoing commitment to responsible risk management. No sustainability or environmental risks were rated as high in this assessment.

DEPARTMENT	IDENTIFIED RISK	RISK TYPE	MITIGATING ACTION	RISK SEVERITY	RISK LIKELIHOOD	RISK LEVEL
Business Development / Corporate Sales / Customer Success Management	Bribery or unethical inducements to secure partnerships  Kickbacks or undisclosed commissions	Ethics	Anti-corruption and anti-bribery policy in place; also addressed in internal Code of Conduct and Ethics; standard Sales workflows in place; mandatory declaration of gifts and commissions.	Intolerable	Improbable	High
Finance	Falsification of records or facilitation of improper payments	Compliance	Segregation of duties, regular internal and third party audits, whistleblower hotline available.	Intolerable	Improbable	High
Technology	Unauthorized system access or data misuse	Compliance	Restrictive firewall setup with intrusion detection and prevention, multi-factor authentication, access monitoring, periodic security audits, internal training.	Intolerable	Improbable	High
All Departments	Improper handling of user and client data or misuse of access privileges: Non-compliance to GDPR.	Compliance	Data protection officer ensures ongoing compliance to GDPR, internal Training and Academy assigned to every employee, legal advice from legal professionals, role-based access controls in both internal and external tools where data is managed; non-disclosure agreements for internal employees and freelancers.	Intolerable	Improbable	High



# Action Plan for 2025

- Certification Maintenance and Implementation**
- Compliance and Improvement**
- Green Initiatives Implementation**
- Sustainable Procurement**
- Stakeholder Awareness and Education**
- Data Collection and Reporting Systems**
- Diversity, Equity and Inclusion**
- Company CSR Initiatives**





# Action Plan for 2025

Speexx is dedicated to continuously enhancing and advancing our sustainability and corporate social responsibility (CSR) efforts each year. Our annual Sustainability Report serves as a cornerstone for these initiatives, establishing a solid framework with clear, measurable KPIs to track progress. With these commitments in focus, we have outlined the following key targets for 2025:

## Certification Maintenance and Implementation

**Action:**

Ensure successful completion, maintenance, and improvement of sustainability-related certifications and assessments.

**Focus Areas:**

- Science Based Targets Initiative (SBTi): Initiate process to implement carbon reduction targets in line with SBTi requirements and create an actionable roadmap to achieve these goals by designated milestones.
- Carbon Disclosure Project: Analyze the results from the latest CDP submission upon receipt, identify areas for improvement, and prepare for this year's disclosure with the goal of improving the company's score.
- ISO 14001: Evaluate the feasibility of pursuing additional certifications, such as ISO 14001 (Environmental Management) to complement current goals.

## Compliance and Improvement

**Action:**

Ensure compliance with all relevant quality and environmental regulations and continuously improve our quality and environmental management systems and performance.

**Focus Areas:**

- Prepare for alignment with the Corporate Sustainability Reporting Directive (CSRD) by

enhancing reporting processes, ensuring compliance with its requirements, and integrating standardized ESG disclosures into our sustainability framework.

- Use feedback from certifications and disclosure activities to implement targeted improvements in our quality and sustainability operations and strategies.
- Regularly review and enhance our environmental management system policies and practices to adapt to new regulations and environmental challenges.

## Green Initiatives Implementation

**Action:**

Implement measures to reduce energy consumption and transition to renewable energy use; support and incentivize employees to use eco-friendly commuting and business travel options; implement practices that reduce waste production, promote recycling, and ensure responsible waste management.

**Focus Areas:**

- Transition to renewable energy use in further offices wherever possible and adopt energy-efficient technologies and practices in our offices and data centers wherever feasible.
- Encourage and incentivize the use of public transportation, cycling, and walking for commuting through subsidy initiatives.
- Implement more rigorous low-carbon footprint travel policies to prioritize green transportation options when business travel is necessary (and to avoid travel wherever possible).
- Utilize established recycling initiatives in Speexx offices. Assess where recycling programs in Speexx offices could be enhanced and implement appropriate improvement measures.
- Ensure the proper disposal of electronic waste through certified e-waste recycling programs at all Speexx operational sites.



## Sustainable Procurement

**Action:**

Use sustainable, recycled, and renewable resources wherever possible. Engage suppliers and partners who share our commitment to sustainability and adhere to environmental standards.

**Focus Areas:**

- Develop and implement a supplier evaluation and engagement program, focusing on quality, sustainability, and CSR criteria. Prioritize suppliers with robust environmental policies and certifications.
- Implement internal policies and training on sustainable procurement. Source products and services that are sustainable, environmentally friendly, and ethically produced where possible.

## Stakeholder Awareness and Education

**Action:**

Promote environmental awareness and Speexx sustainable policies and practices among employees, clients, and partners.

**Focus Areas:**

- Provide regular training and resources on environmental sustainability to all employees.
- Encourage employee participation in sustainability initiatives.
- Promote environmental awareness through (public) communication of Speexx initiatives and achievements in line with our environmental goals to employees, clients, and partners.

## Data Collection and Reporting Systems

**Action:**

Establish robust metrics and reporting frameworks to collect, monitor, track, and communicate quality and sustainability performance, ensuring alignment with organizational goals and global standards.

**Focus Areas:**

- Regularly monitor and report on environmental performance to ensure alignment with sustainability targets.

- Publish environmental impact and progress in the annual sustainability report, adhering to global reporting standards.
- Improve Scope 3 emissions collection and reporting for a more accurate carbon footprint assessment and reliable basis for reduction goals.
- Enhance internal systems for efficient collection, analysis, and reporting of quality and sustainability metrics.

## Diversity, Equity and Inclusion

**Action:**

Roll out the “Speexx for All” DEI policy internally as part of a wider effort to enhance diversity awareness.

**Focus Areas:**

- Publish the policy internally for Speexx employees globally: Announce on company internal communication tool Viva Engage, communicate as part of a Speexx Academy lesson, and include in Onboarding training for future new employees.
- Explore signing diversity charters for France and Spain equivalent to those already signed for Germany and Italy.

## Company CSR Initiatives

**Action:**

Globalize further CSR initiatives in place in individual regions, as well as implementing further initiatives.

**Focus Areas:**

- Identify further CSR initiatives already in place in Speexx regions that could be globalized.
- Implement selected initiatives globally.
- Explore other possible initiatives and implement these globally.



GRI Content Index

Speexx has reported the information cited in this GRI content index for the period January 1<sup>st</sup> 2024 - December 31<sup>st</sup> 2024 with reference to the GRI Standards.  
(GRI 1: Foundation 2021)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	<b>digital publishing AG / Speexx</b> Headquarters: Tumblingerstr. 32 80337 Munich Germany
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li>• digital publishing s.r.l. (Italy)</li> <li>• digital publishing Iberia S.L. (Spain)</li> <li>• digital publishing SAS (France)</li> <li>• Speexx Co., Ltd. (China)</li> </ul>
	2-3 Reporting period, frequency and contact point	Page 4
	2-4 Restatements of information	No restatements
	2-6 Activities, value chain and other business relationships	Value chain: Page 4 Supply chain: Page 31
	2-7 Employees	Page 33-35
	2-23 Policy commitments	Page 52
	2-25 Processes to remediate negative impacts	Page 53
	2-26 Mechanisms for seeking advice and raising concerns	Page 53
	2-27 Compliance with laws and regulations	Page 52
	2-28 Membership associations	Page 9
	2-29 Approach to stakeholder engagement	Page 11-12
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 11
	3-2 List of material topics	Page 12
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 53-54
	205-2 Communication and training about anti-corruption policies and procedures	Page 52

GRI STANDARD	DISCLOSURE	LOCATION
	205-3 Confirmed incidents of corruption and actions taken	Page 52
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 53
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 23-24
	302-3 Energy intensity	Page 24
	302-4 Reduction of energy consumption	Page 24
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 27-28
	305-2 Energy indirect (Scope 2) GHG emissions	Page 28
	305-3 Other indirect (Scope 3) GHG emissions	Page 29
	305-4 GHG emissions intensity	Page 25-29
	305-5 Reduction of GHG emissions	Page 25-29
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 22
	306-2 Management of significant waste-related impacts	Page 22
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 31-32
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 35
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 40



GRI STANDARD	DISCLOSURE	LOCATION
	403-2 Hazard identification, risk assessment and incident investigation	Page 40
	403-3 Occupational health services	Page 36
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 40
	403-5 Worker training on occupational health and safety	Page 40
	403-6 Promotion of worker health	Page 36
	403-9 Work-related injuries	Page 40
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 47
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 47
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 49
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 44
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 42
GRI 412: Human Rights	412-2 Employee training on human rights policies or procedures	Page 52
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 31-32
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 53