

Rimm Sustainability ESG Report 2024

**Empowering all organizations to
create positive impact and
generate sustainable value**

Table of Contents



4
01. About This Report

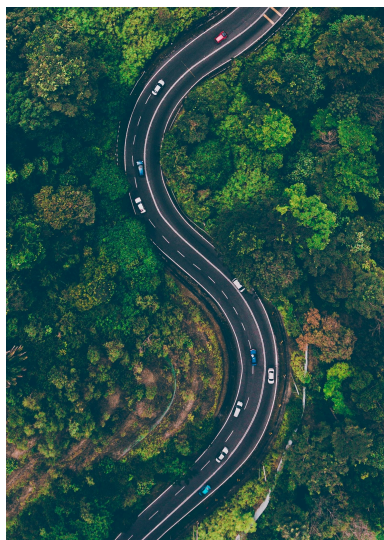
- International Framework Alignment
 - Reporting Period and Boundary
 - Chairman Statement
-

6
02. Organizational Profile

- About Rimm
 - Future Goals
-

8
03. Materiality Assessment

9
04. ESG Performance Overview

10
05. SDG Impact Performance


11
06. Employment

- Number of Employees Total
 - Case Study
-

14
07. Diversity & Equal Opportunity

16
08. Data Privacy & Security

17
09. Energy


18
10. Responsible Marketing

19
11. Business Ethics

20
12. Emissions

21
13. Sustainability Governance

23
14. Appendix

An aerial photograph of a winding asphalt road that curves through a dense, lush green forest. Several cars are visible on the road, including a white car, a blue car, and a dark car. The road has white dashed lines and a solid white edge line. The text "OUR MISSION" is overlaid in large, white, sans-serif capital letters in the center of the image.

OUR MISSION

**We transform the way businesses
achieve sustainability through
technology, using our proprietary
tools and analytics.**

01.

About This Report

This sustainability report is presented as a standalone report and is focused on sharing our sustainability performance across environmental, social and governance metrics. Please refer to the Appendix for information on our materiality methodology which determines the most sustainable topics to report on.

This report was prepared using our myCSO platform. We are a sustainability solutions technology company that automates, simplifies and democratizes sustainability management for companies of all sizes through our proprietary technology.

International Framework Alignment

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards: Core option. The GRI Standards were selected as our main reporting framework as they are one of the most widely used sustainability reporting frameworks globally. This report is also aligned with the United Nations Sustainable Development Goals (UN SDGs). The GRI and UN SDGs indexes that can be found in the Appendix show how our disclosures have been mapped to the GRI metrics and UN SDGs.



Core: with reference to selected economic, environmental, and social GRI disclosures.



Mapped to 11 UN SDGs that are relevant to Rimm Sustainability

Reporting Period and Boundary

This report was prepared for Rimm Sustainability and all information in the report, unless otherwise specified, will refer to the period starting 2024-01-01 to 2024-12-31.

Chairman Statement



“ In today’s rapidly evolving ESG landscape, clarity and practicality are more essential than ever.

Sustainability is not a distant ideal, it is a business imperative. In 2024, Rimm took confident strides toward helping companies embed sustainability into the heart of how they operate, make decisions and grow.

I’m honoured to present our 2024 Sustainability Report, marking another meaningful chapter in our journey to democratize sustainability. This year, our focus was deliberate: to listen closely, build responsibly, and refine continuously.

We concentrated on deepening the capabilities of our core platform—myCSO—through real-time feedback from clients across diverse regions and sectors.

Every product enhancement in 2024 was informed not just by market trends, but by the lived realities of the people using our tools—from sustainability officers at SMEs, to ESG leads at multinational organisations. These insights shaped features that are not only more intuitive but also more aligned with what companies truly need to navigate the ESG maze with confidence.

But our growth this year wasn’t just technical—it was human. At the heart of Rimm’s evolution is a team that continues to lead with empathy, integrity, and collaboration. In 2024, we invested in upskilling, cross-functional integration, and inclusive leadership. We strengthened governance frameworks internally, while building a culture that champions accountability and innovation from the inside out.

We recognise that the path to a more sustainable world will never be linear. It demands humility, adaptability, and a willingness to ask the hard questions. At Rimm, we’re proud to be on that path, not as bystanders, but as builders, listeners, and partners.

To our clients, collaborators, and community: thank you for walking alongside us. Your trust fuels our momentum. As we prepare for the next phase of growth in 2025 and beyond, we remain committed to one simple, powerful idea: sustainability should be achievable for all and meaningful for everyone.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ravi Chidambaram'. The signature is fluid and stylized, with a large, sweeping 'R' and 'C'.

Ravi Chidambaram
Founder and CEO

02.

Organizational Profile

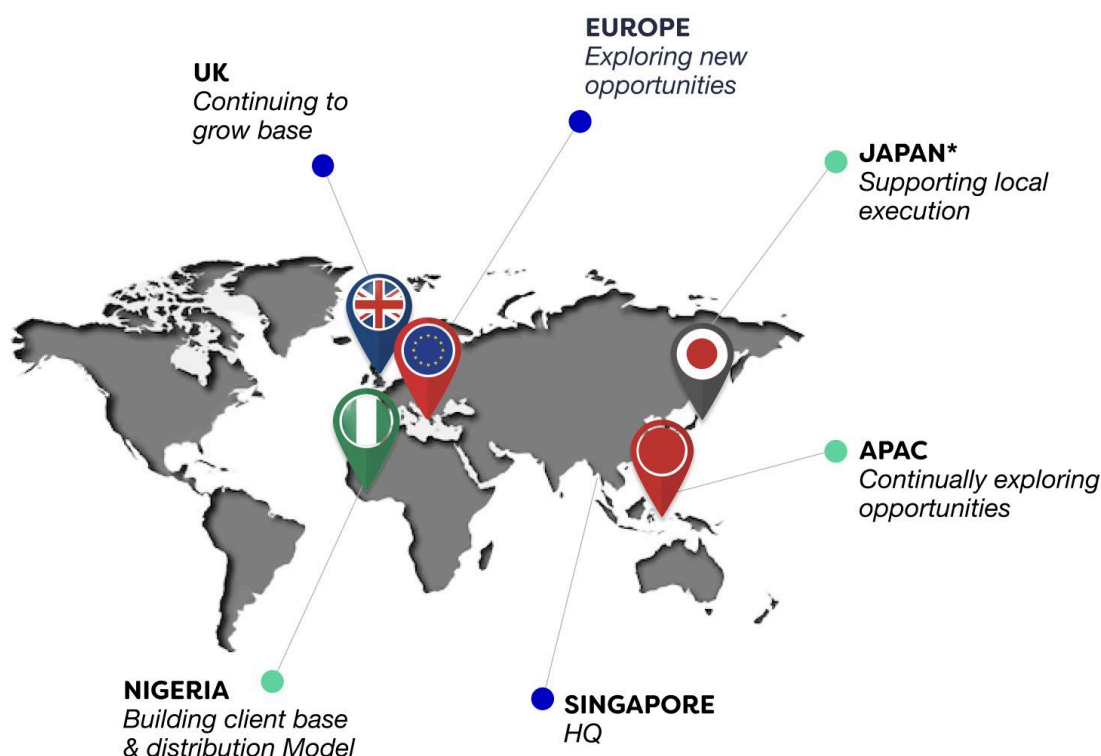
About Rimm

At Rimm, our mission is to enable organizations to advance their sustainability journey through our proprietary tools and analytics which leverages science, artificial intelligence, technology and data to make sustainability accessible and actionable. Founded in 2020 by a team of sustainability, tech, ESG and data science experts, we provide an end-to-end suite of ESG management tools designed to simplify sustainability reporting, enhance decision-making and accelerate progress toward sustainability goals. We currently have three offices across Singapore, Tokyo and London, digitally enabling organizations in the Asia-Pacific region and beyond.

At the core of our innovation is myCSO, our flagship sustainability management platform. Acting as a customizable, digital Chief Sustainability Officer, myCSO offers a suite of tools to support companies at various stages of their ESG journey. With powerful features including industry-specific assessments, automated data collection, peer benchmarking from a database of over 21,000+ companies and AI-powered reporting aligned with global standards like ISSB, GRI and TCFD, myCSO provides actionable insights that drive ESG performance. Custom dashboards, goal-setting capabilities, and automated carbon calculations further streamline sustainability management, helping companies save time and resources. At present we have over 2,500 platform users across various industries including manufacturing, banking and asset management.

Key Geographies

Regardless of where companies operate, they face a complex and rapidly changing external sustainability environment with increasing regulations, stakeholder pressure and increasing risks from a changing climate.



*Rimm Japan Inc operates as a separate entity

Future Goals: Empowering Progress with Purpose

As we move into the next phase of our journey, our vision remains unchanged: to make sustainability simpler, smarter, and more meaningful for every organisation, regardless of size or sector.

Our goals are built around the needs of today and the possibilities of tomorrow:



Act as Digital Enablers

Continue to empower clients with our technical solutions, making their ESG work more streamlined and efficient. Providing ESG teams with the tools to excel.



Refine Client-Centric Innovation

Continue co-developing new platform features informed by real client feedback, ensuring our tools evolve alongside market expectations and sector-specific needs.



Strengthen Impact Measurement

Deepen our work on outcomes-focused reporting by exploring new proxy indicators, refining our Theory of Change framework, and helping clients link data to real-world impact.

We're not simply building technology, we're building trust. And as we design the future of sustainability enablement, we do so with the clarity that long-term value is rooted in purpose, inclusion, and resilience.



Rimm team's across our offices in Singapore, London and Tokyo, celebrating the festive season

03.

Materiality Assessment

We are committed to identifying the most important sustainability topics to report on via a materiality assessment. In determining materiality, we consider the environmental, social, and economic impacts relevant to our business and operations.

Our materiality assessment consists of three pillars:

- 1. International Sustainability Standards:** Refers to industry-specific guidance from a range of international standards such as the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI).
- 2. Industry Peer Disclosure Research:** Identifying the most commonly disclosed topics in the sustainability reports of other companies in the same industry.
- 3. Media Materiality:** Deriving a list of the most frequently mentioned sustainability topics in relation to our industry across various online media sources.

The results from these three pillars of research determine the final list of material issues for the Application Software industry.

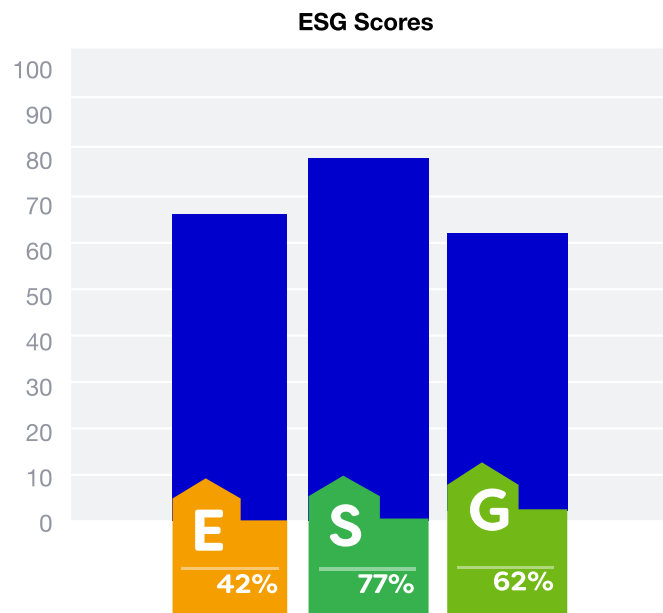


RANK	TOPIC	MATERIALITY
1	Employment	Very High
2	Data Privacy & Security	Very High
3	Energy	Very High
4	Responsible Marketing	Very High
5	Business Ethics	Very High
6	Emissions	Very High

04.

ESG Performance Overview

The topic scores compiled for Rimm reflect how well we have performed on a particular topic. It is scored on a scale of 1% to 100%, with a higher score indicating better performance. Our overall assessment score of **62%** is categorised as ‘Good’. This score is driven by achieving moderate to high performance versus peers in topics that are very highly material to the organization, as show in the table below.



Progress Grounded in Perspective

Our overall ESG assessment score improved from **56% in 2023 to 62% in 2024**, reflecting meaningful progress in our sustainability performance.

The most significant improvement came in the Environmental pillar, which rose from **23% to 42%**. This uplift was primarily driven by enhancements in the accuracy and scope of our emissions reporting, particularly through the more precise measurement of our Scope 2 emissions.

The Social pillar remained steady at a strong 77%, underlining our continued commitment to people-focused initiatives and practices. Meanwhile, our Governance score rose from **50% to 62%**, reflecting improvements in our sustainability governance structures and oversight.

Together, these gains highlight the value of embedding stronger data management and governance practices across the organization, while also demonstrating clear year-on-year progress toward our long-term ESG goals.

05.

SDG Impact Performance

At Rimm, we track and align our performance and impacts with the United Nations SDGs, a global framework designed as a universal call to action to end poverty, protect the planet, and ensure peace and prosperity.

Our impact performance is powered by Rimm's SDGs Impact Tracker, which aims to help companies measure and disclose their impact on the 17 SDG Goals and 169 SDG Targets. It identifies the SDGs most relevant to the company based on the industry's leading materiality factors. The SDGs Impact Tracker maps every indicator of a company's sustainability performance against the SDGs, resulting in a score between 0 and 100 for each SDG Goal and Target. A higher score indicates a better performance.

This section provides an overview of our impacts aligned with the most relevant SDGs and benchmarked against our peers within the same region and industry and case studies on our efforts to contribute to the SDGs.



PERFORMANCE FOR EACH SDG GOAL

UN SDGs		Impact Score
	End poverty in all its forms everywhere	80 ●
	Ensure healthy lives and promote well-being for all at all ages	67 ●
	Achieve gender equality and empower all women and girls	75 ●
	Ensure access to affordable, reliable, sustainable and modern energy for all	33 ●
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	100 ●
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	65 ●

06.

Employment

Number of Employees Total

We had a total of **28 employees**

Employment Benefits

We provided the following benefits to our employees:



Life Insurance



Health and Dental



Disability and
invalidity coverage



Parental Leave

Average Hours of Training Per Employee

N.A

Employee Minimum Wage

We met the employee minimum wage in all of our countries of operation.

Employee Turnover Rate

Our total employee turnover rate was 20%.

Our voluntary employee turnover rate was 20%, while our involuntary employee turnover rate was 0%.



Environmental Engagement Case Study

ENVIRONMENTAL ENGAGEMENT IN ACTION: CREATING IMPACT BEYOND THE OFFICE

A Hands-On Approach to Conservation Through Urban Reforestation

In Q1 2024, Rimm as an organization extended its environmental values beyond technology and reporting by taking direct action through a meaningful team-led initiative: tree planting in Singapore. In partnership with the Garden City Fund's Plant-A-Tree programme, a national reforestation effort supporting Singapore's OneMillionTrees movement, a selection of our employees in Singapore came together to contribute to local biodiversity and urban greening.

The event brought together staff from different departments to plant native trees within one of Singapore's green corridors, supporting carbon sequestration, biodiversity protection and urban cooling efforts. This initiative aligned with UN SDG 15 (Life on Land) and underscored the power of collective action in driving local environmental resilience.





Case Study: Wellbeing as a Shared Priority

CLOSING EARLY TO OPEN SPACE FOR MENTAL HEALTH

From Logged-On to Logged-Off – Prioritising Mental Wellness with Intention

In Q3 we marked World Mental Health Day by closing our laptops and opening up time for what matters. For one day across all time zones, our global team signed off early to prioritise their wellbeing, reflect and engage in activities they love.

This initiative wasn't a top-down campaign, it was a collective, conscious pause. A moment of care that said: Your health matters. Your time matters. Whether it was reading a book, spending time with loved ones, going for a walk or simply doing nothing at all, every team member was encouraged to reclaim time for themselves.

Inspired by UN SDG 3: Good Health and Wellbeing, this simple gesture sparked powerful conversations. It reminded us that mental wellness isn't a side conversation, it's foundational to how we show up as colleagues, creators, and change-makers. The success of this initiative came not from metrics, but meaning. By putting action behind empathy, we reinforced a culture where people are supported not just as professionals, but as whole humans.

Looking Ahead: Making Space for Ongoing Wellness

In 2025 and beyond, we are building on this momentum. From mental health awareness campaigns to structured well-being days, we're exploring more ways to embed rest, reflection, and resilience into the rhythm of our work. At Rimm, sustainability begins with the self and creating space to care is one of the most impactful actions we can take.



PRIORITIZING MENTAL WELLBEING

Mental Health Day Team Initiative

07.

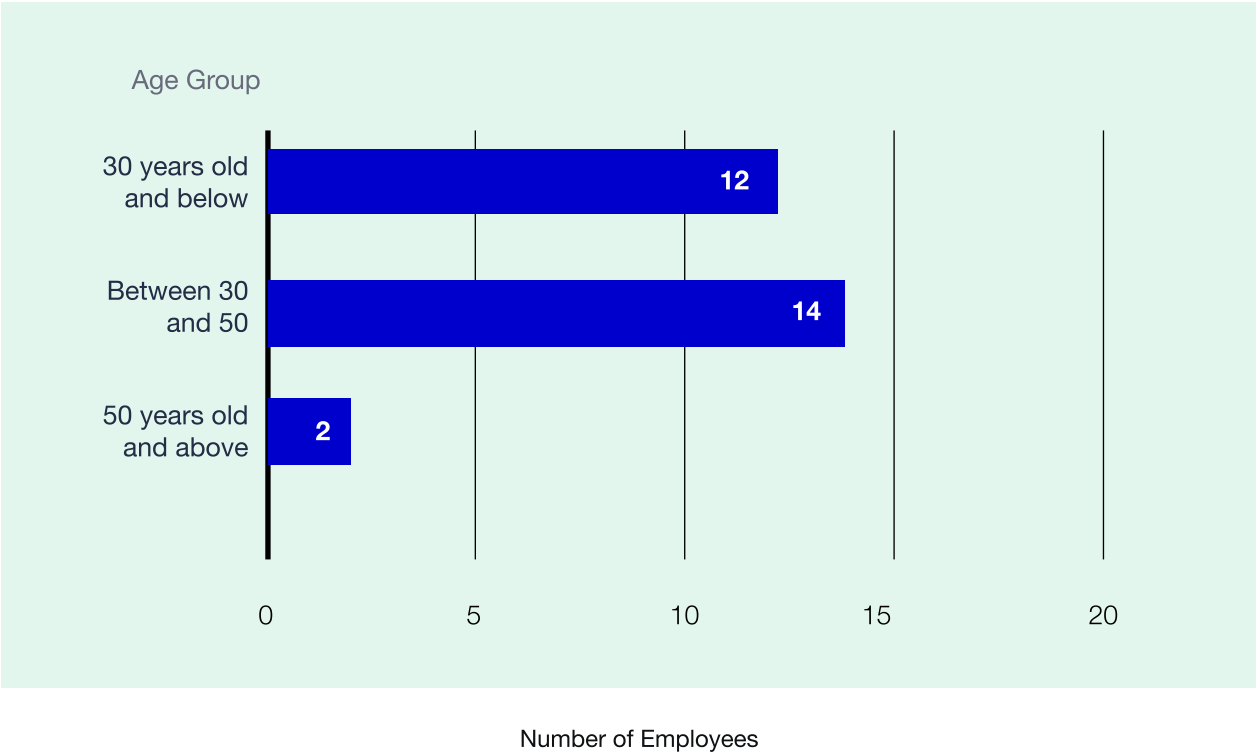
Diversity & Equal Opportunity

Number of Employees by Gender

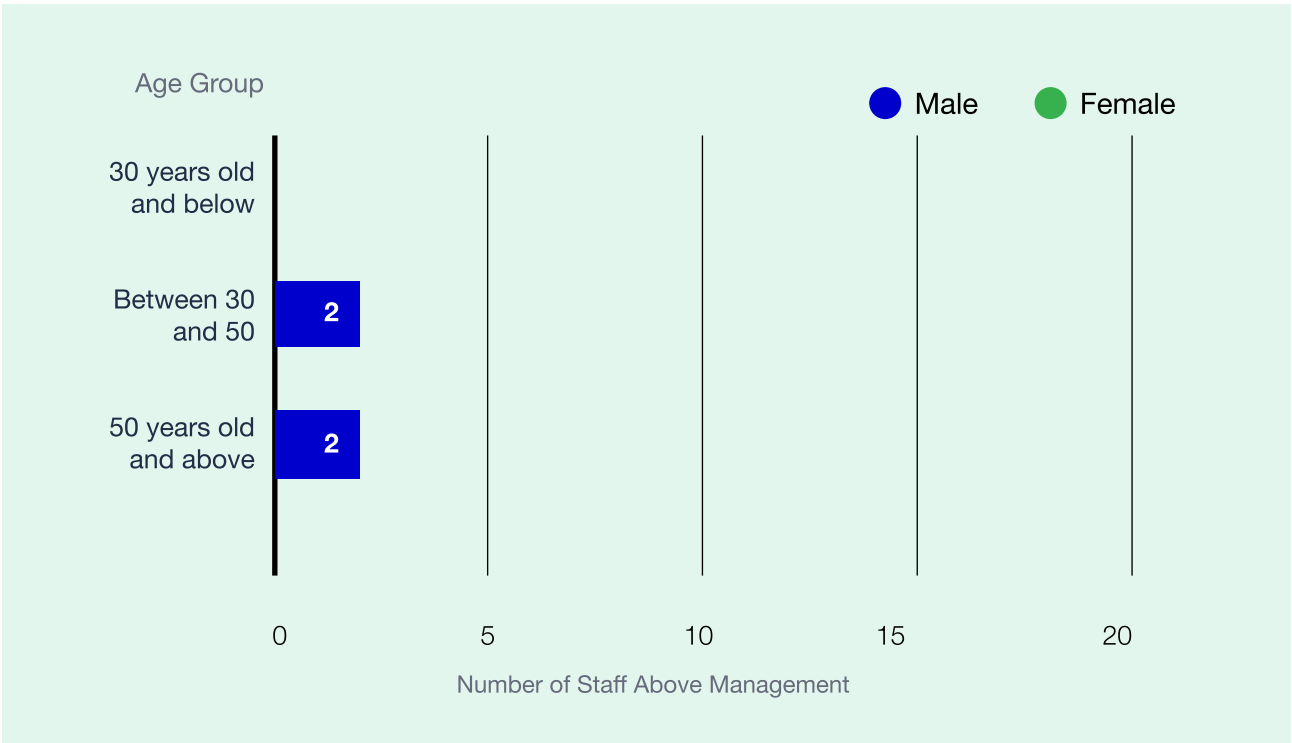


0 of our employees identify as non-binary.

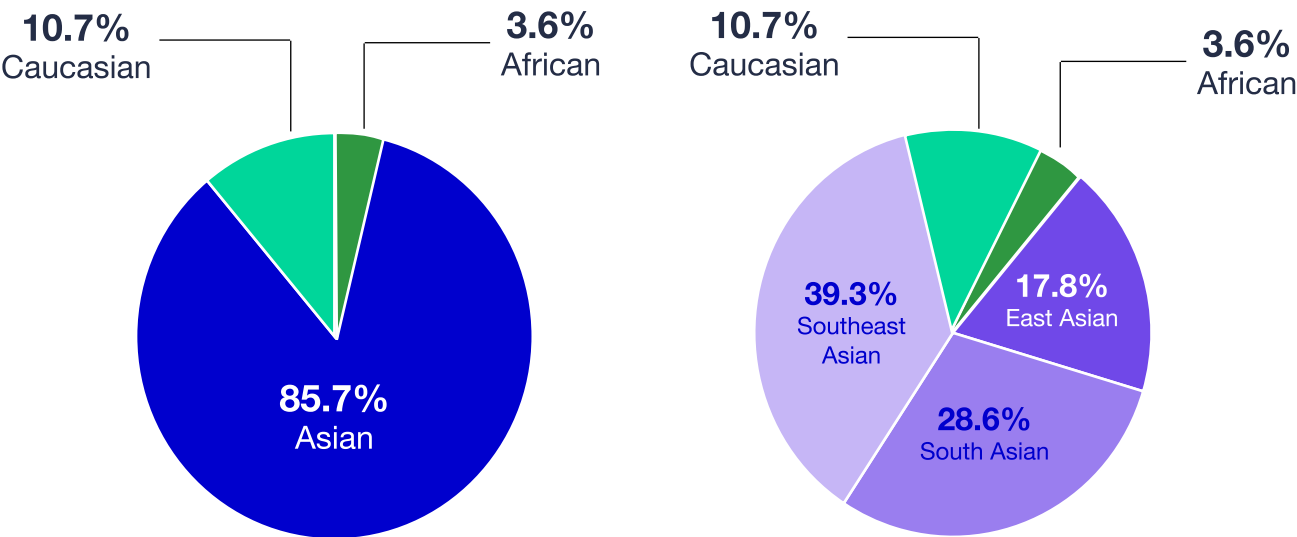
Number of Employees by Age Group



Number of Staff Above Management by Age Group and Gender



Racial/Ethnic Group Representation



08.

Data Privacy & Security

Behavioral Advertising and User Privacy Policy

We do not have a policy on behavioral advertising and user privacy.

Identifying and Addressing Data Security Risks

Platform Security & Reliability at Rimm

At Rimm, data security and operational resilience are built into the core of our platform.

Secure Hosting & Infrastructure: Our platform is hosted in Singapore, with backups in Sydney, Tokyo, Mumbai, and other key locations across APAC. It is powered by OutSystems, which maintains top-tier application, infrastructure, and operational security. This includes access control, encryption, backup protocols, and robust incident response systems.

Compliance & Standards: We adhere to internationally recognized standards, including ISO 27001, ISO 22301, GDPR, SOC2 (client-enabled), and PCI DSS, ensuring our environment meets stringent industry benchmarks. Data is encrypted both at rest (AES-256) and in transit (SSL/TLS).

Access Control & Monitoring: Access is managed through MFA for both users and developers, supported by VPN and continuous monitoring. Administrators oversee accounts via a secure console, and client data is isolated in a secure Virtual Private Cloud with anonymized benchmarking.

Service Reliability: Rimm offers 99.95% uptime, with a recovery time objective (RTO) of 15 minutes and recovery point objective (RPO) of 1 minute.

Flexible Integration: We support API integrations for data import/export needs and ensure data remains secure throughout the process.

Monetary Losses Associated with Customer/User Privacy

We did not incur losses as a result of legal proceedings associated with customer/user privacy.

We incurred losses of US\$0 as a result of legal proceedings associated with customer/user privacy.

Data Breaches

0 data breaches were identified,

0 customers/clients were affected by data breaches.

09.

Energy

Energy Efficiency Policy

We do not have a policy to improve our energy efficiency, however, this is something which we will be looking to implement in 2025 across our offices.

Renewable Sources Of Energy

Although not captured within the completed assessment, as part of our commitment to reducing the environmental impact of our digital operations, our platform is built using OutSystems, a leading low-code application development platform, hosted on Amazon Web Services (AWS) infrastructure. AWS is a global leader in cloud sustainability, with a publicly stated goal to power its operations with 100% renewable energy by 2025—a milestone it was over 90% toward achieving as of 2023. By leveraging this infrastructure, we benefit from energy-efficient, ISO 14001-certified data centers that significantly reduce the carbon footprint associated with our platform's compute and storage needs. OutSystems further enhances this efficiency by enabling scalable, modular, and resource-conscious application development. Together, this hosting architecture supports our goals of operational excellence, secure data management, and climate-conscious technology use.

Energy in Action: Consistency with Purpose

Building Steady Foundations

At Rimm, we recognise that responsible energy management is not defined by rapid change, but by steady commitment and informed progress. In 2024, we maintained our Energy score of 33%, consistent with 2023.

This consistency signals that our efforts to embed energy awareness into daily operations are taking root. Rather than chasing numerical shifts, we focused on building lasting processes that ensure our sustainability goals evolve alongside our business growth.

Looking Ahead: From Awareness to Action

In 2025, our focus will turn to translating these foundations into measurable improvement by:

- Collaborating more closely with vendors to enhance transparency and performance tracking
- Exploring smarter tools for real-time energy monitoring across our digital systems
- Identifying low-effort, high-impact ways to reduce consumption and improve efficiency

Our journey is one of persistence, each step forward reinforces our belief that progress built on understanding creates the most meaningful and enduring change.

10.

Responsible Marketing

Non-compliance Concerning Product and Service Information and Labeling

0 incidents were in non-compliance with regulations and/or voluntary codes concerning product and service information and labeling.

Incidents of Non-compliance Concerning Product and Service Information and Labeling

There was a total of 0 incidents of non-compliance with regulations concerning product and service information and labeling resulting in a fine, penalty or warning.

There was a total of 0 incidents of non-compliance with voluntary codes concerning product and service information and labeling.

Responsible Marketing: Sustaining Standards, Supporting Growth

Consistency as a Foundation of Credibility

At Rimm, responsible marketing is an integral part of how we operate day to day. As we continue supporting companies on their sustainability journeys, we recognize that the way we communicate our own work should reflect the same principles of accuracy, clarity, and accountability.

In 2024, we again achieved a 100% score in responsible marketing, marking our second consecutive year at this level. While the score is an achievement, more importantly it reflects our ongoing effort to build communication that prioritizes accuracy, clarity, and trust.

This outcome is the result of consistent internal alignment, a clear approach to messaging, and a commitment to transparency. Every channel, social media, product content, investor decks, reports, or events, is reviewed with the same guiding principle: ensuring our communications are accurate, balanced, and useful to our audiences.

We continue to avoid overstatements, vague claims, or reliance on buzzwords. Instead, we focus on providing information that is supported by data and grounded in practical outcomes. Responsible marketing at Rimm is not handled in isolation, but through collaboration between marketing, product, and ESG teams.

Looking Ahead: Maintaining Responsible Growth

As our brand presence expands globally, we see the importance of not only maintaining high standards in our communications but also supporting others to do the same. In 2025, we aim to:

- Strengthen our content review processes to ensure consistency across channels
- Enable more internal teams to communicate about sustainability with confidence and accuracy
- Work with clients to enhance their ESG messaging through shared knowledge and co-branded content

At Rimm, marketing is not just a tool for visibility. It is part of how we demonstrate alignment between our values and our actions. As sustainability discussions become more complex, our commitment is to keep our communications clear, measured, and reliable.

Because responsible marketing is not only about what we say—it is about how we build trust.

11.

Business Ethics

Corruption Risk Assessment

We were **not** involved in any confirmed incidents of corruption.

Business Ethics in Action: Building on Integrity

Consistency, Quietly Upheld

At Rimm, ethics are not an afterthought, they form the foundation of how we operate. In an environment where ESG commitments are receiving closer attention, our approach remains straightforward: good governance and ethical conduct support sustainable business. For the second year, we achieved a 100% score in Business Ethics, an outcome that reflects our ongoing focus on principle as much as on process.

This commitment goes beyond compliance. It ensures that everything we do, from product development to client engagement, is guided by transparency, accountability, and trust. Integrity is present not only in policies but also in the daily decisions made across our teams.

Internally, we continue to uphold strong governance practices. Our ethics policies, data privacy measures, and conflict of interest safeguards remain active and consistently applied. Employees are encouraged to ask questions, raise concerns, and contribute to a culture of responsibility, helping us sustain another year with zero incidents of misconduct.

Externally, we apply the same standards we expect from our clients. We recognize that credibility in ESG is not achieved through statements alone, but through consistent, careful action across all interactions and services we provide.

Looking Ahead: Keeping Ethics Central

As we expand our platform and services into new regions and sectors, our focus on ethics will remain central. In 2025, we aim to:

- Continue strengthening our ethical risk assessment systems
- Integrate ethical checkpoints into product and partnership decisions
- Increase cross-team awareness of emerging integrity considerations

At Rimm, ethics are not a finish line but a guiding principle—helping us remain aligned with our values, our clients, and the impact we aim to achieve.

12.

Emissions

Direct (Scope 1) GHG Emissions

Our total Scope 1 greenhouse gas emissions was 0 t.
Our Scope 1 emissions intensity by revenue was 0 t/Million \$.

Rimm does not own or directly control any stationary or mobile combustion sources, nor does it operate any equipment containing refrigerants. As such, no Scope 1 (direct) emissions were identified for the reporting period.

Energy Indirect (Scope 2) GHG Emissions

Our total Scope 2 Greenhouse Gas (GHG) emissions was **6.27 tonnes of CO₂e**.
Our Scope 2 emissions intensity by revenue was **3.56 t/Million \$**.

As a technology company without our own data centres, our Scope 2 emissions are limited to the purchased energy required to operate our offices. This includes:

- Electricity consumption for lighting, IT equipment, and HVAC systems.
- Purchased heating or cooling provided through our landlords, where applicable.

We do not have any additional Scope 2 sources beyond our office spaces, which makes this category relatively narrow compared to companies with manufacturing or data centre operations.

We calculated our Scope 2 emissions using the Carbon Calculator tool embedded in our platform, which is aligned with the Greenhouse Gas (GHG) Protocol. The tool accounts for all purchased energy sources relevant to our operations, including electricity and purchased heat (e.g., steam), and applies a location-based approach that reflects the average carbon intensity of the grid where the energy is consumed. It uses official International Energy Agency (IEA) emission factors for comprehensive global coverage and methodological consistency, and outputs results in carbon dioxide equivalent (CO₂e) to ensure seamless integration into our wider carbon footprint analysis.

Scope 2 emissions intensity of 3.56 t/Million \$ is below the peer median of 5 t/Million \$. This indicates that our operations are comparatively more energy-efficient than the majority of companies in our sector, with a lower carbon footprint per unit of revenue; outperforming the median of 134 peers highlights both the effectiveness of our current energy management practices and the relatively low-carbon profile of our office-based operations.

Energy Indirect (Scope 3) GHG Emissions

Our total Scope 3 Greenhouse Gas (GHG) emissions was **704.28 tonnes of CO₂e**.
Our Scope 3 emissions intensity by revenue was **420 t/Million \$**.

We used our Carbon Estimator Tool to calculate our Scope 3 emissions. This tool estimates Scope 3 Emissions using machine learning and company profiling, based on our revenue, number of employees, cost of goods sold (COGS), operational expenses, GICS Industry and country of operation.

Our Scope 3 emissions intensity by revenue was 420 t/Million \$, which is significantly above the peer median; however, this figure is based on estimates and does not yet fully capture the nuances of our value chain. While this highlights the importance of improving data quality, it also provides us with a clear opportunity to refine our measurement approach in future reporting cycles. By working to gather more accurate, company-specific data on upstream and downstream activities, we will be better positioned to both understand and reduce our Scope 3 footprint over time, strengthening transparency and demonstrating progress against industry benchmarks.

13.

Sustainability Governance

Sustainability Governance in Action: Turning Intent Into Infrastructure

Strengthening Systems to Deliver Scalable, Client Centered Impact

At Rimm, governance is more than oversight, it's the mechanism through which our values come to life. As a company dedicated to democratizing sustainability, we recognize that good governance isn't static. It must evolve with the needs of our clients, the expectations of the market, and the future we're helping to shape.

In 2024, we deepened the integration of sustainability into our core business systems, embedding ESG further into product design, internal operations, and decision-making frameworks.

Through regular iteration and direct engagement with clients, our platform evolved in response to real-world ESG challenges, whether through smarter workflows, refined disclosures, or AI-driven insight generation.

Our product, advisory and customer success teams work hand-in-hand to ensure sustainability governance is not an abstract concept but a lived experience for our clients. From onboarding to reporting, every interaction is a chance to operationalize good governance, bridging intention and execution.

We also held ourselves accountable by continuing to publish internal sustainability reports and sharing insights on our materiality performance. Transparency remains a cornerstone, not as a marketing tool, but as a guidepost for trust and continuous learning.

Looking Ahead: Designing Governance for a New Era of ESG

In 2025, we will continue to scale sustainability governance through a dual focus: responsiveness to client realities and proactive alignment with emerging global frameworks. As regulations evolve and expectations grow, we aim to lead not by having all the answers, but by building the infrastructure, tools, processes, and partnerships, that empower others to act with clarity, purpose, and measurable impact.

Because at Rimm, governance is not a policy, it's a practice. One that evolves with intention and serves with integrity.

An aerial photograph of a multi-lane highway bridge spanning a wide river. The scene is captured at dusk or dawn, with a dark, deep blue sky and water. The bridge has several lanes in each direction, separated by a central median. A few vehicles are visible on the bridge: a red car, a green car, and a white car. The surrounding landscape includes green grassy banks and some trees along the river's edge.

OUR VISION

**To make ESG action
simple and impactful.**

14.

Appendix

Rimm's Scoring Methodology

The Rimm Score reflects the user's performance on the material questions from the Assessment, combining both relative and absolute performance. The Rimm Score is an equally weighted average of individual question scores, and each question is scored depending on its type. We use the concept of 'polarity' to score answers, depending on whether a lower or higher value indicates a better performance:

1. Quantitative

Where there is available peer data, these questions are scored based on percentile performance against peers. The peer data is taken from the most recent available year that the peer companies disclosed.

If the question has a Positive Polarity (where a larger number is indicative of better performance), the percentile score is: $(\text{number of peers with disclosed values below or equal to users' value} + 1) \div (\text{total number of peer data points} + 1) \times 100$

If the question has a Negative Polarity (where a smaller number is indicative of better performance), the percentile score is: $(\text{number of peers with disclosed values above or equal to users' value} + 1) \div (\text{total number of peers} + 1) \times 100$

2. Multiple Choice

The question score is calculated as $(\text{number of options selected}) \div (\text{total number of options}) \times 100$. Options like "none of the above" are not included in the total.

3. Single Choice

If the question has Positive Polarity and the user answered Yes, the question score is 100.

For a question that has Negative Polarity and the user answered Yes, the question score is 0.

4. All Questions

If the user answered "Data Unavailable", to any question, the question score is 0.

Forward Filling Exercise

The objective of using this methodology is to increase the robustness of scoring and to increase the data points used for benchmarking. Forward-filling uses a naive forecasting where Value at t-1 is equal to Value at t=0 when there is no available data at t=0.

GRI Index

This material references: GRI	Disclosure
401: EMPLOYMENT 404: TRAINING AND EDUCATION	Employment Benefits
401: EMPLOYMENT	Employee Turnover Rate
401: EMPLOYMENT 404: TRAINING AND EDUCATION	Employee Minimum Wage
401: EMPLOYMENT 404: TRAINING AND EDUCATION	Average Hours of Training for Employees
403: OCCUPATIONAL HEALTH AND SAFETY	Work-related Fatalities
403: OCCUPATIONAL HEALTH AND SAFETY	Work-related Injuries and Ill-Health
403: OCCUPATIONAL HEALTH AND SAFETY	Occupational Health and Safety Standard
205: ANTI-CORRUPTION	Corruption Risk Assessment
102: GENERAL DISCLOSURES 205: ANTI-CORRUPTION	Values, Principles, Standards, and Norms of Behaviour
102: GENERAL DISCLOSURES	Statement from Senior Decision-maker
201: ECONOMIC PERFORMANCE	Net Revenue
201: ECONOMIC PERFORMANCE	Business Division's Lines of Business, Primary Brands, Products and/or Services

Rimm Materiality Methodology

Industry materiality is derived from a weighted aggregation of three main pillars: peers, media scans and sustainability standards. The aggregated score of these three pillars determine a topic's importance and act as a proxy for company stakeholders.

PILLAR	EXPLANATION
Peers	We scrape sustainability reports and annual reports from publicly listed companies, where we compute the frequency of topics mentioned. Topics that are mentioned frequently indicate high materiality from a peer's point of view.
Media	We extract data from articles from mainstream news providers and compute the frequency of topics mentioned. Frequently mentioned topics indicate high materiality from the media.
Sustainability Standards	We identify material topics from Global Sustainability Standards (e.g. SASB, GRI, MSCI, etc). Topics that are mentioned frequently across the sustainability standards indicate that they are of high importance in different jurisdictions.

The following table shows the material topics according to rank:

Rank	Topics	Materiality	Sust. Standard	Peer	Media
1	Employment	VERY HIGH	0.98	0.96	0.87
2	Diversity and Equal Opportunity	VERY HIGH	0.91	0.89	0.71
3	Data Privacy & Security	VERY HIGH	0.98	0.58	0.76
4	Energy	VERY HIGH	0.60	0.98	0.96
5	Responsible Marketing	VERY HIGH	0.60	0.80	0.91
6	Business Ethics	VERY HIGH	0.60	0.93	0.73
7	Emissions	VERY HIGH	0.60	0.82	0.53
8	Occupational Health & Safety	HIGH	0.60	0.78	0.84
9	Labor Relations	HIGH	0.96	0.42	0.38
10	Customer Satisfaction & Engagement	HIGH	0.60	0.73	0.69
11	Business Resilience/Continuity	HIGH	0.60	0.47	0.93
12	Climate Risks	HIGH	0.60	0.64	0.64
13	Operational Management & Certifications	HIGH	0.60	0.67	0.51
14	Human Rights	HIGH	0.60	0.69	0.42
15	Product Safety & Quality	HIGH	0.60	0.53	0.58
16	Anti-Competitive Behavior	HIGH	0.60	0.33	0.47
17	Sustainability Governance	MEDIUM	0.02	0.02	0.02
18	Accessibility & Affordability	MEDIUM	0.60	0.24	0.49
19	Water and Effluents	MEDIUM	0.02	0.87	0.80
20	Innovation	MEDIUM	0.60	0.18	0.36
21	Customer Health & Safety (service providers)	MEDIUM	0.02	0.76	0.89
22	Waste	MEDIUM	0.02	0.84	0.60
23	Environmental Opportunities	MEDIUM	0.60	0.13	0.18
24	Local Communities	LOW	0.02	0.91	1.00
25	Research & Development	LOW	0.02	0.51	0.98
26	Supply Chain Management (Social)	LOW	0.02	0.62	0.62

Rimm's Peer Selection Methodology

Peer groups for benchmarking are selected using Rimm's proprietary database of sustainability data from over 21,000 companies globally, ranging across 158 sub-industries based on the GICS classification. The database is sourced from public information, such as published sustainability reports, company websites, or company annual and financial reports.

The algorithm curates available data from companies in the same industry (e.g. Food Products) and region (e.g. Europe, Asia) as the Rimm customer. The algorithm takes into account the level of available data across peer groups in the same reporting period. Where the data is insufficient in the reporting period, Rimm searches for available data from the most recent year to the Rimm customer's reporting period.

How to interpret your data

Beyond comparison to direct competitors within the same sub-industry, Rimm provides our customers with a broader perspective of their sustainability performance and impact at the industry level where various sub-industries are correlated. This process provides a very robust analytical view that is statistically sound given the methodology for GICS industry classification.

Rimm: Peer Benchmarking

Peer Groups: Software in Asia with available ESG data.
Around **134 companies**.

Examples of Peers:

iFLYTEK Co Ltd

Neusoft Corp

Nice Ltd

Shanghai Baosight Software Co Ltd

Yonyou Network Technology Co Ltd



Powered by Rimm

This Sustainability Report was generated for Rimm Sustainability using our proprietary methodologies and a database of ESG data from over 21,000 companies globally.

We analyze data through various methodologies, including scoring, peer benchmarking, UN SDG impact tracking and risk/opportunity analysis, in order to evaluate their sustainability performance. The robust insights generated in this report aim to help companies identify the most critical areas for risk and potential opportunity, advance their sustainability strategy, and improve their sustainability performance.

This report was prepared using our myCSO platform. Rimm, which stands for "Real Impact Matters Most", provides intuitive yet comprehensive sustainability tech solutions that assist all companies, whether big or small, with intelligent AI-driven tools for highly accessible and impactful sustainability management, reporting and optimization.
