



About this report

Unless otherwise indicated, the information provided in this report reflects the situation as of 31 December 2019 and covers all Temenos operations globally during the financial year 2019. This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards (Core), a set of internationally recognized reporting standards. Please see our online GRI Standards Index for detailed data and additional information. In addition, it serves as Temenos' annual Communication on Progress under the United Nations (UN) Global Compact. This is our fourth Corporate Responsibility Report. No restatements were done. We have assured the content through an internal review process, including Board of Directors and executive oversight of reviews and validation. Apart from the internal review process, an independent third party, Grant Thornton S.A. has provided their assurance on Temenos CSR Report 2019. The scope of the assured information is indicated in the independent practitioner's assurance report. Our first report with GRI was published in 2017.

Temenos operates 68 offices in large, leased, multi-tenant buildings in 40 countries (including acquisitions). Temenos' energy reporting and corresponding Scope 1 and 2 emissions cover the time period from 1 December 2018 to 30 November 2019. In 2019, we measured and reported 99% of the total energy consumption and GHG emissions, excluding only a few individual small offices with limited headcount (10 people or less). The energy consumption of these offices represents actual consumption as reported on invoices from utility providers and management companies.

Our water consumption covers 72% of the total Temenos population (excluding population working in serviced offices with less than ten employees). The data do not include recently acquired Kony.

Our Scope 3 business travel related emissions from flights cover the financial year 2019 and all the countries where Temenos operates, representing 100% of the total employee concentration (prior to Kony acquisition). The data were collected from the Company travel management system as well as travel agency providers. Our Scope 3 employee commute related emissions were gathered through an online, global, internal employee survey. The response rate was 92%. 3% (200 employees) of the total headcount were exempt from this requirement due to job role (teleworking and not commuting to an office) or long-term leave reasons (sickness, maternity). The remaining 5% was calculated based on extrapolation. The survey covered various aspects such as distance between home and the office, modes of transport – private vehicles, mass transit, cycling, carpooling, walking, fuel efficiencies of private vehicles used, average number of work from home or client locations. The data gathered cover private vehicles owned by our employees, since the Company does not provide any company cars. The emissions have been calculated based on fuel efficiency, total distance traveled, fuel types and characteristics and emissions factor for the fuel used.

Energy and emissions calculations follow the Greenhouse Gas Protocol with reference to ISO 14064:2006 – 'Greenhouse gases, Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals. In the report, the metric ton/UK ton equivalent to 1,000 kilograms is stated solely as ton. Emissions are calculated based on the miles flown using one DEFRA emissions' factor. All emissions figures are in tons of carbon dioxide equivalents (tCO₂e).

Our headcount related figures are based on the GRI Standards' requirements and cover all Temenos operations globally, in full alignment with the Annual Report and Financial Statements section. The data sources are the corporate internal IT and HR systems, which provide data on full-time and part-time employees and permanent and temporary employees. The total Temenos headcount includes the number of employees from the recent acquisition of Kony that was completed in September 2019. Below the charts, we mention if Kony employees are included or not in the corresponding chart data.

When referring to Governance Bodies, we include: Board of Directors, Executive Committee and Leadership team. Compliance Trainings, Training and Development, Environmental and Community Investment data for financial year 2019 do not include Kony employees.

All references to currency are in USD unless otherwise stated.

Contact

The 2019 Temenos CSR Report explains our policies, procedures, programs and performance on our material, environmental, social and governance (ESG) issue areas as well as how we address other important CSR issues. We welcome your feedback on the activities and programs described in the report, as well as the issues you expect to see addressed in the future. Please email your comments to the below address.

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