

GRI Index and ESG data tables

This report has been prepared in accordance with the GRI Standards – Core option, which meets the requirements of the European Non-Financial Reporting Directive (2014/95/EU). To support the topics discussed in the ‘Managing responsibly’ section, we have included the GRI Index and data tables below.

Although, we cover a wide range of topics in the ‘Managing responsibly’ section, the following were identified as material topics for FY21 and covered in the GRI Index below.

- Non-discrimination / Diversity & Inclusion.
- Employee Attraction & Retention / Training & Development.
- Privacy & Data security.
- Business Ethics & Compliance / Human rights.
- Open source Community.
- Green IT / Green Products and Solutions.
- GHG Emissions (linked with our key goals on climate action).

SUSE GRI Index 2021

General Disclosures

Organizational profile

	GRI Code	Disclosure	Location (Page number) or Reasons for omission
Disclosures 2016	GRI 102-1	Name of the organization	About SUSE (Page 2)
	GRI 102-2	Activities, brands, products, and services	About SUSE (Pages 2-3)
	GRI 102-3	Location of headquarters	Corporate governance (Page 91)
	GRI 102-4	Location of operations	Consolidated financial statements (Pages 130; 164-165)
	GRI 102-5	Ownership and legal form	Consolidated financial statements (Pages 130-131)
	GRI 102-6	Markets served	About SUSE (Pages 2-3)
	GRI 102-7	Scale of organization	2021 highlights (Page 5)
	GRI 102-8	Information on employees and other workers	Diversity and inclusion (Pages 66; 68); Employee attraction and retention (Pages 67; 69)
	GRI 102-9	Supply chain	Sustainable procurement (Page 65) Appendix – Sustainable procurement (Pages 226-227)
	GRI 102-10	Significant changes to the organization and its supply chain	Sustainable procurement (Page 63) Appendix – Sustainable procurement (Pages 224-226)
	GRI 102-11	Precautionary Principle or approach	Risk management and principal risks (Pages 75-83)
	GRI 102-12	External initiatives	Digital inclusion and education (Pages 70-71); openSUSE (Pages 70-71); Green operations – Greenhouse gas emissions (Pages 72-73)
	GRI 102-13	Membership of associations	SUSE on the capital market (Pages 55-56)

Strategy

	GRI Code	Disclosure	Location (Page number) or Reasons for omission'
	GRI 102-14	Statement from senior decision-maker	Chief Executive Officer's letter (Pages 13-15)
	GRI 102-15	Key impacts, risks, and opportunities	Risk management and principal risks (Pages 75-83)

Ethics and integrity

GRI Code	Disclosure	Location (Page number) or Reasons for omission'
GRI 102-16	Values, principles, standards, and norms of behaviour	Purpose, Values and Culture (Pages 6-9)
GRI 102-17	Mechanisms for advice and concerns about ethics	Business ethics and compliance (Pages 63-65)

Governance

GRI Code	Disclosure	Location (Page number) or Reasons for omission'
GRI 102-18	Governance structure	Corporate governance (Pages 90-95)
GRI 102-19	Delegating authority	Corporate governance (Pages 96-101)
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	Corporate governance (Pages 96-101)
GRI 102-21	Consulting stakeholders on economic, environmental and social topics	Operating environment and stakeholders (Pages 16-19); Corporate governance (Pages 96-101)
GRI 102-22	Composition of highest governance body and its committees	Corporate governance (Pages 94-99)
GRI 102-23	Chair of the highest governance body	Corporate governance (Pages 94-95)
GRI 102-24	Nominating and selecting the highest governance body	Report of the Supervisory Board (Pages 86-89)
GRI 102-25	Conflicts of interest	Business ethics and compliance (Pages 63-65); Remuneration report (Page 104)
GRI 102-26	Role of highest governance body in setting purpose, values and strategy	Corporate governance (Pages 90-101)
GRI 102-27	Collective knowledge of highest governance body	Corporate governance (Pages 90-101)
GRI 102-28	Evaluating the highest governance body's performance	Corporate governance (Pages 90-101)
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Corporate governance (Pages 90-101)
GRI 102-30	Effectiveness of risk management processes	Risk management and principal risks (Pages 75-83)
GRI 102-31	Review of economic, environmental and social topics	Risk management and principal risks (Pages 75-83)
GRI 102-32	Highest governance body's role in sustainability reporting	Managing responsibly (Pages 58-59)
GRI 102-33	Communicating critical concerns	Risk management and principal risks (Pages 75-83)
GRI 102-34	Nature and total number of critical concerns	Risk management and principal risks (Pages 75-83)
GRI 102-35	Remuneration policies	Remuneration report (Pages 102-119)
GRI 102-36	Process for determining remuneration	Remuneration report (Pages 102-119)
GRI 102-37	Stakeholders' involvement in remuneration	Operating environment and stakeholders (Pages 16-19)

Stakeholder engagement

GRI Code	Disclosure	Location (Page number) or Reasons for omission'
GRI 102-40	List of stakeholder groups	Operating environment and stakeholders (Pages 16-19)
GRI 102-41	Collective bargaining agreements / Percentage of employees covered by collective agreements	Operating environment and stakeholders (Pages 16-19)
GRI 102-42	Identifying and selecting stakeholders	Operating environment and stakeholders (Pages 16-19) Identifying and managing material issues (Pages 60-61)
GRI 102-43	Approach to stakeholder engagement	Operating environment and stakeholders (Pages 16-19) Identifying and managing material issues (Pages 60-61)
GRI 102-44	Key topics and concerns raised	Operating environment and stakeholders (Pages 16-19)

Reporting practices

GRI Code	Disclosure	Location (Page number) or Reasons for omission'
GRI 102-45	Entities included in the consolidated financial statements	Consolidated financial statements (Pages 122-197)
GRI 102-46	Defining report content and topic boundaries	About this report (Page 1)
GRI 102-47	List of material topics	Identifying and managing material issues (Pages 60-61)
GRI 102-48	Restatements of information	There is no restatement of information as this is our first report
GRI 102-49	Changes in reporting	There are no changes in this report as this is our first report
GRI 102-50	Reporting period	About this report (Page 1); Report of the Supervisory Board (Pages 86-89)
GRI 102-51	Date of most recent report	There is no recent report as this is our first report
GRI 102-52	Reporting cycle	About this report (Page 1)
GRI 102-53	Contact point for questions regarding the report	Corporate governance (Pages 90-101)
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Identifying and managing material issues (Pages 60-61)
GRI 102-55	GRI content index	GRI Index (Pages 221-234)
GRI 102-56	External assurance	About this report (Page 1) Independent auditor's report (Pages 198-203; 217-220)

Topic Disclosures

GRI 200: Economic			
GRI 205: Anti-corruption 2016	GRI 205-103	Anti-Corruption – Management approach disclosures	Business ethics and compliance (Pages 63-65)
	GRI 205-2	Communication and training about anti-corruption policies and procedures	Business ethics and compliance (Pages 63-65)
	GRI 205-3	Confirmed incidents of corruption and actions taken	Appendix – Business ethics and compliance (Page 226)

Topic disclosures continued

	GRI Code	Disclosure	Location (Page number) or Reasons for omission'
GRI 300: Environmental			
GRI 302: Energy 2016	GRI 302-103	Energy: Management approach disclosures	Green operations – Energy (Pages 72-74)
	GRI 302-1	Energy consumption within the organization	Green operations – Energy (Pages 72-74)
	GRI 302-3	Energy intensity	Green operations – Energy (Pages 72-74) Appendix – Pillar3 Environment matters (Page 234)
GRI 305: Emissions 2016	GRI 305-103	Emissions: Management approach disclosures	Green operations – Greenhouse gas emissions (Pages 72-74)
	GRI 305-1	Direct (Scope 1) GHG emissions	Green operations – Greenhouse gas emissions (Pages 72-74)
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	Green operations – Greenhouse gas emissions (Pages 72-74)
	GRI 305-3	Other indirect (Scope 3) GHG emissions	Green operations – Greenhouse gas emissions (Pages 72-74)
	GRI 305-4	GHG emissions intensity	Green operations – Greenhouse gas emissions (Pages 72-74) Appendix – Pillar3 Environment matters (Page 233)
GRI 308: Supplier Environmental Assessment 2016	GRI 308-103	Supplier Environmental Assessment: Management approach disclosures	Sustainable procurement (Page 65)
GRI 400: Social			
GRI 401: Employment 2016	GRI 401-103	Employment: Management approach disclosures	Employee attraction and retention (Pages 67; 69)
	GRI 401-1	New employee hires and employee turnover	Employee attraction and retention (Pages 67; 69) Appendix – Employee turnover (Page 231)
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration equality and transparency (Pages 67; 69) Appendix – Remuneration (Page 230)
GRI 403: Occupational Health and Safety 2018	GRI 403-103	Occupational Health and Safety: Management approach disclosures	Health and safety (Pages 66-68)
	GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and safety (Pages 66-68) Appendix – Health and safety (Page 229)
	GRI 403-5	Worker training on occupational health and safety	Health and safety (Pages 66-68) Appendix – Health and safety (Page 229)
	GRI 403-9	Work-related injuries	Health and safety (Pages 66-68) Appendix – Health and safety (Page 229)
GRI 404: Training and Education 2016	GRI 404-103	Training and Education: Management approach disclosures	Health and safety (Pages 66-68)
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Training and development (Pages 67; 69)

Topic disclosures continued

	GRI Code	Disclosure	Location (Page number) or Reasons for omission'
GRI 400: Social continued			
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-103	Diversity and Equal Opportunity: Management approach disclosures	Diversity and inclusion (Pages 66-68)
	GRI 405-1	Diversity of governance bodies and employees	Corporate governance (Pages 90-101); Diversity and inclusion (Pages 66-68); Employee matters (Page 66); Appendix – Pillar1 Employee Matter (Page 228)
	GRI 405-2	Ratio of basic salary and remuneration of women to men	Remuneration equality and transparency (Pages 67; 69); Employee matters (Page 66); Appendix – Pillar1 Employee Matter (Page 228)
GRI 406: Non-discrimination 2016	GRI 406-103	Non-Discrimination: Management approach disclosures	Non-discrimination (Pages 66-68)
	GRI 406-1	Incidents on discrimination	GRI-406-1 not fully tracked currently but planned for FY22
GRI 409: Forced or Compulsory Labor 2016	GRI 409-103	Forced or Compulsory Labor: Management approach disclosures	Business ethics and compliance (Pages 63-65)
	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business ethics and compliance (Pages 63-65)
GRI 412: Human Rights Assessment 2016	GRI 412-103	Human Rights Assessment: Management approach disclosures	Business ethics and compliance (Pages 63-65)
GRI 413: Local Communities 2016	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Open source for good (Pages 70-71) Appendix – Social matters (Pages 232) openSUSE (Page 71)
GRI 414: Supplier Social Assessment 2016	GRI 414-103	Supplier Social Assessment: Management approach disclosures	Sustainable procurement (Page 65)
GRI 418: Customer Privacy 2016	GRI 418-103	Customer Privacy: Management approach disclosures	Privacy and Data security (Pages 64-65)
	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy and data security (Pages 64-65) Appendix – Privacy and data security (Page 226)

Data tables for 4 ESG sub-sections

Business integrity and success

Business ethics & compliance

Incidents of corruption

Total number of confirmed incidents of corruption	0
Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	0
Total amount of monetary losses as a result of legal proceedings (USD)	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0

Internal communication anti-corruption policies and procedures to employees

Total number of employees that the organization's anti-corruption policies and procedures have been communicated to	2,045
Percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100%

Explanation

All business partners have been notified via the public facing website of www.suse.com. The policies relating to Anti-Bribery & Anti-Corruption as well as the Company's Code of Business Ethics and the Supplier Code of Business Ethics, are available in the public domain via the suse.com website. Anti-corruption is a legal requirement and compliance ensure the business remains above board not only in eyes of the law but also with respect to its ethical and moral obligations and position.

Privacy & Data security

SUSE has appointed an external Data Protection Officer ("DPO") and has registered this DPO with its supervisory authority, the Bayerisches Landesamt für Datenschutzaufsicht. Contact from data subjects with relation to privacy matters is handled through a managed/dedicated email address – privacy@suse.com. Data Subject Access Requests for access and/or deletion are handled using SUSE's OneTrust (the number one most widely used platform to operationalize privacy, security and data governance) based workflow to ensure such requests are properly and diligently completed and documented accordingly.

Substantiated complaints concerning breaches of customer privacy and losses of customer data

	Number of substantiated complaints received concerning breaches of customer privacy
Complaints received from outside parties and substantiated by the organization	0
Complaints from regulatory bodies	0

Total amount of monetary losses as a result of legal proceedings related to privacy (USD)

Total amount of monetary losses as a result of legal proceedings associated with consumer privacy (USD)	0
Total amount of monetary losses as a result of legal proceedings associated with customer privacy (USD)	0
Total amount of monetary losses as a result of legal proceedings associated with data security and privacy (USD)	0
Total amount of monetary losses as a result of legal proceedings associated with user privacy (USD)	0

Data breaches

Number of data breaches	1
Percentage of data breaches involving confidential information	100%
Percentage of data breaches involving customers' confidential business information (CBI) or personally identifiable information (PII)	100%
Percentage of data breaches involving customers' protected health information (PHI)	0%
Percentage of data breaches involving personally identifiable information (PII)	100%
Number of account holders affected	500
Number of customers affected	420
Number of customers affected by data breaches involving customers' PHI	0
Number of customers affected by data breaches involving only customers' PII	420
Number of students affected	0
Number of users affected	500

Description of corrective actions implemented in response to data breaches

All affected customers were notified by CFO and it was reported to authorities. A Technical Incident Response team was established to identify the root cause and remediate it – in collaboration with the affected public Cloud Provider.

Sustainable procurement

Procurement supports the business in obtaining the best value offer for SUSE from a range of different suppliers. SUSE have policies regarding Suppliers Code of Business Ethics which asks suppliers to confirm they have appropriate policies in place that at least match the local laws. It enables SUSE to make informed choices about how and who to undertake business with.

Procurement, in conjunction with legal team and the business stakeholder, are responsible for the initial due diligence of the supplier base and making sure they have signed up to date contracts before providing services to SUSE. Procurement are responsible for the commercial activities with the supplier and Legal look after the legal terms within any agreements. The Privacy & Data security team will ensure that data where it is stored by a supplier is safely and securely looked after. The Business stakeholder will look after the day to day activities with the supplier.

Currently not tracking the changes in supply chain and supplier locations, but we plan to introduce these metrics in FY22. We are also planning to introduce more sustainable procurement guidelines and extending the current checks to our suppliers social, health, and environmental impact.

Suppliers and goods and services supplied

Number of goods and services suppliers	1,179
Worth of goods and services purchased (USD)	76,100,000

Number of suppliers by region

Region	Number of suppliers	Percentage of suppliers (%)
Americas	340	28.8
Europe	629	53.4
Africa and Middle East	31	2.6
Asia, Australasia	179	15.2
Total	1,179	100.0

Pillar 1 – Employee matters

Diversity and inclusion

Employees by gender

Gender	Number of employees	Percentage of employees (%)
Female	449	22.0
Male	1,589	77.0
Undisclosed	7	1.0
Calculated total	2,045	

Employees by employment type, by gender

Gender	Employment type	Number of employees	Percentage of employees (%)
Female	Full time	427	20.9
	Part time	21	1.0
Male	Full time	1,546	75.6
	Part time	44	2.2
Undisclosed	Full time	6	0.3
	Part time	1	0.1
Calculated total		2,045	

Employees by employment contract, by gender

Gender	Contract type	Number of employees	Percentage of employees (%)
Female	Indefinite/Permanent	436	21.3
	Fixed term/Temporary	12	0.6
Male	Indefinite/Permanent	1,573	76.9
	Fixed term/Temporary	17	0.8
Undisclosed	Indefinite/Permanent	5	0.2
	Fixed term/Temporary	2	0.1
Calculated total		2,045	

Employees by employment contract, by region

Employment contract	Region	Number of employees	Percentage of employees (%)
Indefinite/ Permanent	Asia Pacific	142	6.9
	Europe, Middle East, and Africa (EMEA)	1,040	50.9
	China	189	9.2
	Latin America (LATAM)	51	2.5
	North America	592	29.0
Fixed term/ Temporary	Asia Pacific	1	0.1
	Europe, Middle East, and Africa (EMEA)	26	1.3
	China	1	0.1
	Latin America (LATAM)	2	0.1
	North America	1	0.1
Calculated total		2,045	

Health & Safety

Work-related fatalities

Employment contract	Employment type	Work-related fatalities	Rate of fatalities
All	All	0	0

Explanation

This is measured and recorded in the board meeting report. As of 31 Oct 2021, there have been no fatalities.

Total work-related injuries

Total work-related injuries	0
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Types of work-related injuries

Type of work-related injury	Percentage of occurrence (%)
Falls, slips, trips	0

Explanation

This is measured and recorded in the board meeting report. As of 31 Oct 2021, there have been no injuries reported and therefore 'types of injury' is not relevant.

Worker training on occupational health and safety

Employment contract	Employment type	Average hours of training	Number of employees
All	All	1	1,700

Description

As more of our employees work from home, we have invited all our hybrid and home-working employees to complete a DSE assessment. This annual assessment is designed to support and facilitate safer working conditions and includes questions related to posture and comfort whilst working at home. Following on from the results of each employee's assessment, we send furniture items (including chairs and desks) as needed. We also conduct Fire and First Aid training for dedicated individuals on each site. Finally, we shared an office training with all employees which outlined how employees should act safely in the office during Covid-19. It was mandatory to complete this training before entering a SUSE office. This ensured that all employees entering SUSE offices were acting safely and with precaution to limit the spread of the virus.

Crisis24 Application

Rate of download of the Crisis24 app	500
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Total number of employees

Total number of employees	2,045
Total number of employees working from home	1,900

Explanation

During Covid the majority of employees are working from home.

Significant Location of Operation: Countries where there are 100 or more employees

Covid-19 Information

Number of confirmed Covid-19 cases in the Company	43
Number of work from home employees that were provided with furniture/equipment	1,200
Value of the provided furniture/equipment to employees working from home (USD)	262,000

Training and development

Employees who received a regular performance and career development reviews

	Number of employees	Percentage of employees (%)
By gender		
Male	1,183	79.1
Female	283	18.9
Undisclosed	29	1.9
By category		
Director and above	143	9.6
Non-Director people leader	98	6.6
Non-Director individual contributor	1,254	83.9
Total	1,495	

Explanation

The performance data comes from our Mid Year Review Conversation – which covers Performance and Career Development. 1,495 overall is up on numbers as compared to the previous year end conversation (1,411 in FY20), although down on % completion. The overall population of employees eligible for review at Mid Year was 1,847, for example in some geographies temporary employees with benefits would not be eligible for review but would be counted in overall HC.

Hence overall % completion is $1,495 / 1,847 = 81\%$ and the same principle applies for the other breakdowns such as gender and level.

In addition to this process we also request employees to complete their career profiles in Workday annually. This is a voluntary activity but acts as a stimulus for the career conversation. 547 employees completed this activity meaning that we now have 1,660 career profiles completed in Workday. This activity helps to drive our overall Company goal to ensure that in this financial year 10% or more of our employees have career moves (lateral and promotions). We over-achieved against this career moves target closing the year with 20.1% of employees gaining a career move or promotion.

Remuneration equality and transparency

Total compensation and benefits

Total compensation and benefits (USD)	470,190,000
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Explanation

- This Total Cost is primarily driven by the increase in headcount and is in line with our expectations.
- Benefits provided to full-time employees that are not provided to temporary or part-time employees
 - Part time employees have access to the same benefits as Full time employees, however temporary employees will not have access to benefits, leave or stock ownership unless legally required.
- Definition used for 'Significant locations of operation' – Countries where there are 100 or more employees.
- Significant location of operations – USA, Germany, China, Czech Republic, UK.

Employee attraction and retention

New employee hires

Total number of employee hires	800
New employee hire rate (% of total employees)	39.0

New employee hires, by age group

Age group	Number of new employee hires	Percentage of new employee hires (%)
Under the age of 30	204	25.5
Between the ages of 30 and 50	489	61.1
Over the age of 50	100	12.5
Undefined	7	0.9
Calculated total	800	

New employee hires, by gender

Gender	Number of new employee hires	Percentage of new employee hires (%)
Female	219	27.4
Male	575	71.9
Undisclosed	6	0.8
Calculated total	800	

New employee hires, by region

Region	Number of new employee hires	Percentage of new employee hires (%)
Asia Pacific	82	10.2
Europe, Middle East, and Africa (EMEA)	276	34.5
China	100	12.5
Latin America (LATAM)	25	3.1
North America	317	39.6
Calculated total	800	

Employee turnover

Employee turnover number	405
Employee turnover rate in percentage	21.2%

Explanation

Employee turnover rate:

= 405 (Total employee turnover) / 1914 (Average Employee HC over 12 months) = 21.16%

Employee turnover rate by type

Voluntary employee turnover rate	15.6%
Involuntary employee turnover rate	5.6%

Employee Volunteering

Total number of employee voluntary days	1224
Average number of voluntary days per employee	0.6

Explanation

All permanent employees are eligible for 1 x paid volunteering day per year.

Calculation: Total number of employee volunteer Hours vs. days/Total employee HC as of 31 October 2021 = 1224/2045 = 0.60

Pillar 2 – Social matters**Digital inclusion and education****Udacity and sponsor courses**

Number of students undertaking the course	15,000
Number of scholarships	300
Total value of the scholarships (USD)	300,000

Explanation

SUSE is pleased to have sponsored scholarships for 300 select learners to advance through Udacity's full Cloud Native Application Architecture Nanodegree program at no cost – valued at around US\$1600 per nanodegree.

openSUSE**Non SUSE contributors to OpenSUSE**

Number of nonSUSE contributors to OpenSUSE	139
Percentage of nonSUSE contributors to OpenSUSE	69.8%

Explanation

The above captures a recent survey regarding packagers and maintainers contributing to openSUSE. More information can be found on the wiki at https://en.opensuse.org/Maintainers-surveys_2021. These numbers are specific to the distribution and not to other openSUSE projects like the Open Build Service, software.opensuse.org, Kiwi, openQA. etc. Github stats indicate there are 111 teams comprised of a total of 369 people with contributor rights to openSUSE repositories.

OpenSUSE community engagement

Number of the events organized	3
Average number of SUSE participants per event	81
Average number of Non-SUSE participants per event	366

Explanation

Three main events in addition to weekly (and adhoc) community meetings:

- OpenSUSE Conference (global) – 246 registered and much higher attendees.
- OpenSUSE Asia Summit (global) – 187 registered and much higher attendees.
- OpenSUSE Workshop (Europe) – 14 registered and much higher attendees.

Total SUSE attendees average is at least 81 for the above three events average, but some SUSE attendees might not use SUSE email addresses which makes it difficult to track.

Pillar 3 – Environmental matters

Green ops – Emissions

Total direct (Scope 1) GHG emissions (t CO ₂ e)	Emissions from Electricity – Location based (t CO ₂ e)	Emissions from Electricity – Market based (t CO ₂ e)	Emissions from District cooling – Location based (t CO ₂ e)	Emissions from District cooling – Market based (t CO ₂ e)	Energy indirect GHG Emissions – Scope 2 location based (t CO ₂ e)	Energy indirect GHG Emissions – Scope 2 market based (t CO ₂ e)	GHG emissions – Scope 1 and 2 location based (t CO ₂ e)	GHG emissions – Scope 1 and 2 market based (t CO ₂ e)	GHG emission intensity (t CO ₂ e / square meter of office area)	Total other indirect (Scope 3) GHG emissions (t CO ₂ e)
257.2	3,159.8	4,382.1	63.7	63.7	3,223.6	4,445.8	3,480.7	4,703.0	0.2	17,299.0

Explanation

The reporting period is calendar year 2020 for the calculated fields. Due to the nature of SUSE's operation, only three greenhouse gases are considered to be released in significant quantities for tracking; CO₂, CH₄, and N₂O.

Emission calculation

- For the purposes of setting inventory organizational boundaries, SUSE has adopted the Operational Control Approach.
- Quantification methods used for the inventory are in accordance with best practice as followed by WRI/WBSCSD GHG Reporting Protocol, based on the most recently available factors. Please see Appendix C for details on emission factors datasets and calculations of the footprint.
- Scope 1: Direct Sources – are emissions from sources that are owned or controlled by SUSE directly. Activity data and emissions include on-site stationary combustion of fossil fuel burning equipment (e.g., heating boilers) or process-based emissions (e.g. back-up electricity generators). Also included, are emissions from Company-owned or leased vehicles, for whose fuel purchase SUSE is responsible.
- Scope 2: Indirect Sources – are emissions associated with the consumption of purchased or acquired electricity. Activity data and emissions include the purchase of electric power, steam, heating & cooling from the local utility.
- Scope 3: Indirect Sources – all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions. Scope 3 data was estimated for the purpose of materiality assessment using the Quantis Tool, linking input data on company activities and expenditures to a combination of economic input output and process life cycle inventory data.

GHG emission intensity:

= (Scope 1 + Scope 2 (MB))(metric ton of carbon dioxide equivalent)/office area (square meter)

Green ops – Energy

Energy consumed from Natural gas (kWh)	Energy consumed from Diesel (kWh)	Non-renewable district cooling (kWh)	Energy intensity (kWh / office area)	Total energy consumed within the organisation (kWh)	Total electricity purchased that is renewable (kWh)	Percentage of renewable electricity	Purchased non-renewable electricity (kWh)	Total purchased electricity (kWh)
1,125,736	109,530	28,800	467.1	9,362,069.6	3,811	0.05	8,094,193	8,098,004

Explanation

The reporting period is calendar year 2020 for the calculated fields.

Total energy consumed within the organization:

= the sum of all Scope 1 & 2 consumption (natural gas, diesel, electricity, district cooling)

Energy intensity:

= energy consumption (kWh)/ office area (square meter)

Glossary

Alternative Performance Measure Definitions

This document contains certain alternative performance measures (collectively, "APMs") including ACV, ARR, NRR, Adjusted Revenue, Adjusted EBITDA, Adjusted EBITDA margin, Adjusted Cash EBITDA, Adjusted Cash EBITDA margin, Adjusted uFCF, Cash Conversion, and Net Debt, Leverage that are not required by, or presented in accordance with, IFRS, Luxembourg GAAP or any other generally accepted accounting principles. Certain of these measures are derived from the IFRS accounts of the Company and others are derived from management reporting or the accounting or controlling systems of the Group.

SUSE presents APMs because they are used by management in monitoring, evaluating and managing its business, and management believes these measures provide an enhanced understanding of SUSE's underlying results and related trends. The definitions of the APMs may not

be comparable to other similarly titled measures of other companies and have limitations as analytical tools and should, therefore, not be considered in isolation or as a substitute for analysis of SUSE's operating results as reported under IFRS or Luxembourg GAAP. APMs such as ACV, ARR, NRR, ACV to Revenue Conversion, Adjusted Revenue, Adjusted EBITDA, Adjusted Cash EBITDA, Adjusted Cash EBITDA Margin, Adjusted uFCF, Cash Conversion, RPO and Net Debt are not measurements of SUSE's performance or liquidity under IFRS, Luxembourg GAAP or German GAAP and should not be considered as alternatives to results for the period or any other performance measures derived in accordance with IFRS, Luxembourg GAAP, German GAAP or any other generally accepted accounting principles or as alternatives to cash flow from operating, investing or financing activities.

SUSE has defined each of the following APMs as follows:

AI	Artificial Intelligence
Annual Contract Value or ACV	ACV represents the first 12 months monetary value of a contract. If total contract duration is less than 12 months, 100% of invoicing is included in ACV;
Annual Recurring Revenue or ARR	ARR represents the sum of the monthly contractual value for subscriptions and recurring elements of contracts in a given period, multiplied by 12. ARR is calculated three months in arrears, given backdated royalties relating to IHV and Cloud, and hence reflects the customer base as of three months prior;
Adjusted Cash EBITDA	this APM represents Adjusted EBITDA plus changes in contract liabilities in the related period and excludes the impact of contract liabilities – deferred revenue haircut;
Adjusted Cash EBITDA Margin	expressed as a percentage, this APM represents Adjusted Cash EBITDA divided by Adjusted Revenue;
Adjusted Gross Profit	this APM represents Adjusted Revenue less operating costs adjusted for non-recurring items;
Adjusted Gross Profit Margin	expressed as a percentage, this APM represents Adjusted Gross Profit divided by Adjusted Revenue;
Adjusted Earnings per share	is Adjusted PBT divided by weighted average at the end of the year shares
Adjusted EBITDA	this APM represents earnings before net finance costs, share of loss of associate and tax, adjusted for depreciation and amortization, share – based payments, fair value adjustment to deferred revenue, statutory separately reported items, specific non-recurring items and net unrealized foreign exchange (gains)/losses;
Adjusted EBITDA Margin	expressed as a percentage, this APM represents Adjusted EBITDA divided by Adjusted Revenue;
Adjusted Profit After Tax	is Adjusted EBITDA (post IFRS 15 and 16), less D&A (excluding intangible amortization for Customer relationships, intellectual property and non-complete agreements) less net financial expense, less notional tax;
Adjusted Revenue	Revenue as reported in the statutory accounts of the Group, adjusted for fair value adjustments;

Adjusted Unlevered Free Cash Flow or Adjusted uFCF	this APM represents Adjusted Cash EBITDA less capital expenditure related cash outflow, working capital movements (excluding deferred revenue, which is factored into Adjusted Cash EBITDA, and non-recurring items), cash taxes and the reversal of non-cash accounting adjustments relating to IFRS 15 and IFRS 16;
Cash Conversion	Expressed as a percentage, this APM represents Adjusted uFCF divided by Adjusted EBITDA
Cloud Computing / Cloud	The on-demand delivery of IT resources—applications, storage, databases, networking and more – over the Internet, providing anytime/anywhere access to servers, files, images, documents and application services from any device with an internet browser
Contractual Liabilities and Remaining Performance Obligations” or “RPO	RPO represents the unrecognized proportion of remaining performance obligations towards subscribers (e.g., the amount of revenue that has been invoiced, but not yet recognized as revenue) plus amounts for which binding irrevocable commitments have been received but have yet to be invoiced
Containers	Form of virtualization that bundles the complete runtime environment for an application into one package, making them lightweight, portable and platform independent
CSR	Corporate social responsibility
DevOps	Software development and IT operations
Edge Computing/Edge	A decentralization of computation and storage nodes in between the sensors and cloud/core data center, as well as a market segment in which the Company operates
Enterprise Container Management	Automates the deployment and management of containers and helps to deploy the same application across different environments without needing to redesign it
Enterprise Linux	Open source Linux operating system packaged with software tools and services designed for corporate, academic or business use
Enterprise Operating Systems	Refers to an operating system packaged with software tools and services for corporate, academic or business use as well as one of the market segments in which the Company operates
HPC	High performance computing
Hybrid Cloud	Describes the integration of public and private cloud, based on orchestration of platforms and software
Kubernetes Management	Open source container orchestration platform that helps manage distributed, containerized applications at massive scale
Linux	Freely distributable, cross platform operating system that can be installed on PCs, laptops, netbooks, mobile an table devices, servers and supercomputers
ML	Machine learning
Leverage	Expressed as a multiple, Leverage is Net Debt divided by Adjusted Cash EBITDA
Net Debt	This APM represents the sum of current and non-current interest bearing borrowings (net of un-amortized capitalized arrangement fees, gains or losses on loan modifications), current and non-current lease liabilities, less cash and cash equivalents
Net Retention Rate or NRR	expressed as a percentage, NRR indicates the proportion of ARR that has been retained over the prior 12-month period, which is inclusive of up-sell, cross-sell, down-sell, churn and pricing. It excludes ARR from net new logo End user customers. The NRR is calculated three months in arrears, aligned to the calculation of ARR
Paid Linux	Linux operating system, typically includes software subscription with proprietary add-on tools, packages and services plus certifications
Public Cloud	Off-premise cloud computing infrastructure for the general public provided by the Internet

SUSE financial calendar

17 March 2022	Release of Q1 results
24 March 2022	Annual General Meeting
7 July 2022	Release of Q2 results and H1 financial report
22 September 2022	Release of Q3 results
19 January 2023	Release of Q4 and FY22 results
19 January 2023	Publication of FY22 Annual Report