Thinkproject group

ESG Report 2022

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Make intelligence your asset

Contents

I am excited to address you in our first annual Sustainability report, reflecting on the year 2022 and our ongoing commitment to environment, social, and governance (ESG) performance.

As a company dedicated to providing cutting-edge technological solutions for the Architecture, Engineering, Construction, and Operations (AECO) sector, Thinkproject embraces sustainability with a dual approach. We not only recognise the significance of integrating ESG principles into our daily operations, but also within the broader software industry. Moreover, we aim to empower our customers in the AECO industry to adopt sustainable practices through innovative solutions that enhance their ESG performance.

Thinkproject Group commits to reduce absolute scope 1 and 2 GHG (greenhouse gas) emissions 42% by 2030 from a 2021 base year, and to reduce absolute scope 3 GHG emissions from purchased goods and services by 25% within the same timeframe.

In 2022, we navigated through a complex landscape of geopolitical uncertainties, economic challenges, and profound impacts of climate change. The war in Ukraine, supply chain disruptions, energy crises, and rising inflation tested our resilience. However, these challenges only strengthen our determination to be a company that not only adapts to change, but leads in times of uncertainty. The general construction sector in which we operate experienced a decline in revenues, which reflect the broader economic challenges. Despite the headwinds faced by the construction sector, Thinkproject remained steadfast in its commitment to digital transformation, aligning with the industry's growing trend towards process digitisation.

Our response to the challenges of the past year has been multifaceted.

In 2022, we expanded our presence in France through the acquisition of Kairnial Group, based in Paris and Lyon. This strategic move reinforces our leadership as Europe's leading Software as a Service (SaaS) provider for construction and engineering projects. Our dedication to innovation led to the enhancement of our software functionality and the expansion of our service portfolio. We proudly launched Thinkproject Academy, our online learning platform, designed to deliver digital education to users of our Thinkproject solutions. Furthermore, Thinkproject ARCHIVE, our digital archiving solution was made available to our customers, offering another level of clarity and security when it comes to project data.

Additionally, we introduced RAMM, our leading-edge, smart asset management and maintenance tool in the UK, leveraging years of expertise and passion to enhance project teams' efficiency, cost-effectiveness, and improved health & safety practices.

In line with our commitment to environmental responsibility, we have successfully completed a comprehensive assessment of our carbon footprint across scopes 1, 2, and 3 in compliance with the Greenhouse Gas Protocol (GHG Protocol). We have set near-term company-wide reduction targets in line with the Science Based Targets initiative (SBTi). I am proud to announce that Thinkproject is now a participant of the United Nations Global Compact (UNGC), demonstrating Thinkprojects global commitment to promoting responsible business practices.

We acknowledge that our potential for positive impact is significant, especially given the construction sector's substantial environmental footprint, encompassing waste generation, water consumption, and greenhouse gas emissions. Through digitalisation, innovative project management solutions, data analytics, and (BIM) Building Information Modelling technologies, we can actively help to reduce energy consumption, construction waste, and CO_2 emissions. Our sustainability commitment is not confined to our operations; it can act as a catalyst for sustainability across the AECO sector.

Our efforts have not gone unnoticed. Thinkproject received an ESG risk rating of 9.3 from Morningstar Sustainalytics, placing us in the top 1% of rated companies in the Software and Services Industry. This recognition reaffirms our commitment to excellence in ESG practices.

As we look back on the last year it fills me with immense pride to have our 2022 achievements put to paper. This annual ESG report is not just data and statistics, we aim to provide transparency about our progress, share our achievements, and hold ourselves accountable. The milestones covered do not happen overnight. They show dedication from our Thinkproject team who have worked incredibly hard to help us on our journey. Sustainability is not a destination but a continuous journey of improvement, where our customers challenges fuel us towards more development and more innovation. We understand to achieve a more resilient and sustainable future in the AECO sector requires collective effort and contribution.

Best regards,
Renzo Taal, CEO

Making built assets a reality

At Thinkproject, we turn intelligence from data and people into an indispensable asset.

For asset owners, stakeholders, general contractors and developers, the right levels of insight and expertise elevate construction projects to a higher level of sustainability and efficiency.

Since 2000, we've helped our customers deliver more than 75,000 projects, achieving the fastest payback period in the sector.

75,000
PROJECTS

3,250
CUSTOMERS

300,000
USERS

60
COUNTRIES

650+
EMPLOYEES

21
OFFICES

Making built assets a reality
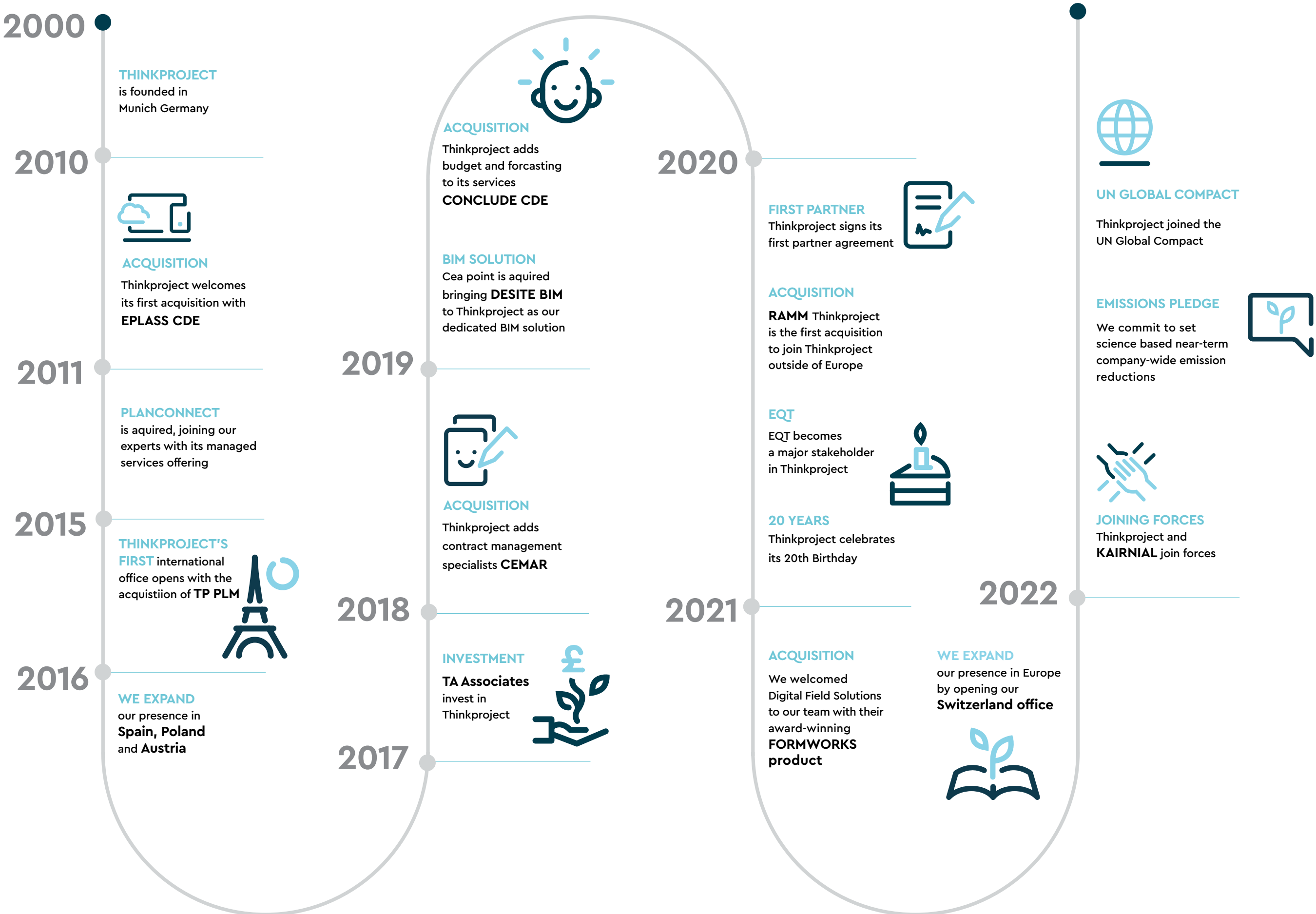

Valuable insights from data

With gold-standard industry digitalisation at the forefront, Thinkproject drives progress in the industry by accelerating collaboration and innovation. Our solutions are tailored to the Architecture, Engineering, Construction and Operations (AECO) sector, seamlessly unlocking the potential of data across the entire asset life-cycle.

Expert knowledge

The real-world experiences of our engineering and software experts are an invaluable tool to help us support the AECO sector. We combine this knowledge with the power of our platform to unlock the potential of data across the asset life-cycle, affording our customers clarity of their data, and the competitive edge.

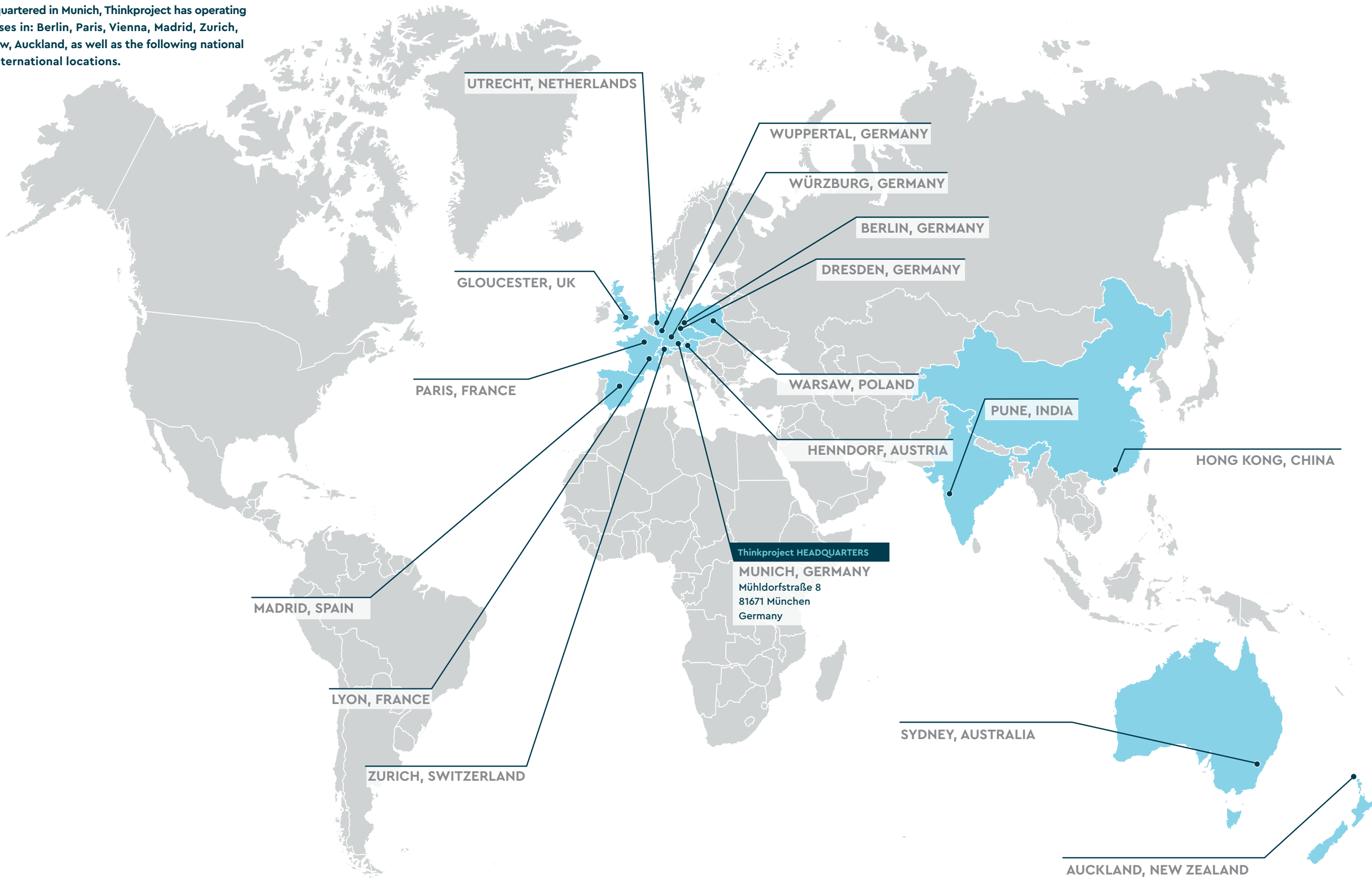## Sustainable collaboration

Successful collaboration is a crucial aspect of our platform, with our partnership approach based on the value-added collaboration of all parties. From developers, asset owners, architects, engineers and contractors, the ability to freely collaborate ensures all parties' successes. We work with a variety of partners, allowing market demands to converge with industry standards.

2000

THINKPROJECT
is founded in
Munich Germany

2010

ACQUISITION
Thinkproject welcomes
its first acquisition with
EPLASS CDE

2011

PLANCONNECT
is aquired, joining our
experts with its managed
services offering

2015

**THINKPROJECT'S
FIRST** international
office opens with the
acquistiion of **TP PLM**

2016

WE EXPAND
our presence in
Spain, Poland
and **Austria**

ACQUISITION
Thinkproject adds
budget and forcasting
to its services
CONCLUDE CDE

BIM SOLUTION
Cea point is aquired
bringing **DESITE BIM**
to Thinkproject as our
dedicated BIM solution

2019

ACQUISITION
Thinkproject adds
contract management
specialists **CEMAR**

2018

INVESTMENT
TA Associates
invest in
Thinkproject

2017

2020

FIRST PARTNER
Thinkproject signs its
first partner agreement

ACQUISITION
RAMM Thinkproject
is the first acquisition
to join Thinkproject
outside of Europe

EQT
EQT becomes
a major stakeholder
in Thinkproject

20 YEARS
Thinkproject celebrates
its 20th Birthday

2021

ACQUISITION
We welcomed
Digital Field Solutions
to our team with their
award-winning
**FORMWORKS
product**

UN GLOBAL COMPACT
Thinkproject joined the
UN Global Compact

EMISSIONS PLEDGE
We commit to set
science based near-term
company-wide emission
reductions

JOINING FORCES
Thinkproject and
KAIRNIAL join forces

2022

WE EXPAND
our presence in Europe
by opening our
Switzerland office

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Global impact through local presence

Thinkproject Holding GmbH, founded in Germany, is now the leading European provider of cloud-based software solutions in the AECO market. As Thinkproject has grown, so has our presence. From our start in Germany, we now provide support from several locations in Europe, as well as across the globe.

Headquartered in Munich, Thinkproject has operating premises in: Berlin, Paris, Vienna, Madrid, Zurich, Warsaw, Auckland, as well as the following national and international locations.

UTRECHT, NETHERLANDS

WUPPERTAL, GERMANY

WÜRZBURG, GERMANY

BERLIN, GERMANY

DRESDEN, GERMANY

GLOUCESTER, UK

PARIS, FRANCE

WARSAW, POLAND

PUNE, INDIA

HENNDORF, AUSTRIA

HONG KONG, CHINA

Thinkproject HEADQUARTERS
MUNICH, GERMANY
Mühldorfstraße 8
81671 München
Germany

MADRID, SPAIN

LYON, FRANCE

SYDNEY, AUSTRALIA

ZURICH, SWITZERLAND

AUCKLAND, NEW ZEALAND

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Note: The Pune office in India has been opened in 2023.

Leadership committed to sustainability

Upholding the highest standards of corporate governance is an integral part of Thinkproject's responsible business practices.

Our CXO team plays a pivotal role in overseeing the company's strategic direction, and is dedicated to promoting long-term value creation for our stakeholders.

We believe in leading by example, with our CXO team demonstrating integrity in all interactions and adhering to our Code of Conduct. Critical to effective governance, internal control systems and risk-management are seen as a priority for the CXO team. Robust risk management processes are in place, compliant with ISO 27001 and subject to annual external audit. Thinkprojects' Board of Directors serve as an independent advisory body, offering guidance and oversight to the management board. Comprising of 7 members, our directors bring a wealth of expertise and diverse perspectives, particularly drawn from their leadership roles within the software and technology industry.

CXO Team

CEO
CHIEF EXECUTIVE OFFICER

CFO
CHIEF FINANCIAL OFFICER

CRO
CHIEF REVENUE OFFICER

CMO
CHIEF MARKETING OFFICER

CPO
CHIEF PEOPLE OFFICER

CTO
CHIEF TECHNOLOGY OFFICER

CSO
CHIEF SERVICES OFFICER

Driving sustainability at Thinkproject | Our CXO team

Our C-level executives play a crucial role in establishing the vision for sustainability at Thinkproject, with the strategy for sustainability being approved at the highest governance level, our CXO team.

All ESG policies are first drafted by the sustainability team and must be approved by our Chief Executive Officer (CEO), before becoming operational. Specifically, the Code of Conduct, a document that defines our Thinkproject values and commitments, has been signed by both our CEO and the Chief Financial Officer (CFO).

Within the CXO team, our CEO is our Executive sponsor for sustainability. Functional responsibility is allocated to the sustainability team, including sustainability strategy development and implementation. Our CFO is then responsible for resource allocation, budgeting, compliance, legal matters, and risk management.

To ensure the entire Thinkproject family embody our strategy, the sustainability team works closely with the Chief of Staff to integrate sustainability into our day-to-day operations. The Chief People Officer, serves as an ambassador for sustainability, recognising our employees as one of the essential strategic pillars.

In addition to the CXO team, within the Board of Directors, the chairperson, provides leadership to champion our sustainability commitments on a broader scale.

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* Two managing directors - CEO and CFO

For us at Thinkproject, sustainability is an overarching goal that encompasses the products we offer, the way we do business, and the way we act as a company.

Renzo Taal

CEO

At the time of publishing this report, I have taken over from our CEO as Executive sponsor for sustainability at Thinkproject. I am proud to take on this role and understand the importance of embedding sustainability within our core business strategy. Working with our stakeholders to achieve tangible progress against our ESG targets, and generate purposeful momentum within the AECO industry, is crucial to creating a fairer and more sustainable society. By transparently sharing our journey through this, our first, Sustainability Report, we hope to inspire action.

Juliska Del Degan

(CMO)

OneTrust.

To support our overarching governance structure and processes, we have a suite of policies in place across Thinkproject.

These policies are hosted on our online platform, OneTrust, automatically allocated to the relevant team members, and mandatory review is tracked.

Throughout this report, the appropriate published policies are highlighted, and can be found on our website.

Published policies

Anti-Bribery & Anti-Corruption

Anti-Fraud

Political Involvement

People, planet & prosperity

Sustainability at Thinkproject is an overarching goal that encompasses the way we do business, and the way we act as a company. We are committed to delivering innovative solutions that enable the convergence of digitalisation and sustainability – throughout our operations and to our customers.

Globally, accounting for **50% OF STEEL PRODUCTION** and consuming greater than **3 BILLION TONNES OF RAW MATERIALS**, the engineering and construction industry is the world's largest consumer of raw materials. With the inclusion of demolition, the sector is also the largest contributor to waste, accounting for more than **30% OF ANNUAL GLOBAL GREENHOUSE GAS EMISSIONS** and **40% OF ENERGY CONSUMPTION**. Focusing on our major market of Europe, the construction sector is directly responsible for **OVER 35% OF THE EU'S TOTAL WASTE GENERATION**.

ARUP (2017) 'The Circular Economy in the Built Environment'.
The World Economic Forum (2016) 'Shaping the Future of Construction. A Breakthrough in Mindset and Technology'.

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At Thinkproject, our SaaS suite makes green construction easier.

As the sector is a key part of the **European Green Deal**, the main objective of which being that the **EU is carbon neutral by 2050,** it is imperative that the AECO industry adapts.

Our products and solutions help our customers to be more precise, saving time and resources. These solutions allow for different stakeholders to work in a collaborative, digital manner, avoiding the loss of information, and enabling the early identification of potential issues during a project, therefore ensuring both quality and efficiency.

In addition to savings that can be accounted for in time and money, our solutions bring environmental benefits, such as tangible CO_2 emissions reductions. Our BIM solutions facilitate the identification

of construction errors early in the building process, enabling savings in material waste, and in turn the associated production and transportation emissions for such materials. Savings that can also be extended to the efficient use of labour and construction tools, thanks to BIM synergies.

In summary, we unlock the potential of people and information through digital technologies for improved, sustainable performance across the construction value chain.

Plan. Build. Operate

Plan
Improve occupational health & safety
Increase Productivity
Improve cost & time predictability
Reduce emissions
Build
Increase quality
Adhere to local industry standards
Operate

Remaining one step ahead with our asset and construction management software

Our software solutions facilitate connected construction. This enables projects where people, data, tools, machinery, equipment and materials are linked to unlock valuable efficiencies; time, resources, productivity, and the strengthening of sustainable practices e.g., robust health & safety processes, and a reduction in carbon emissions.

	Common UX		Mobile Apps	Analytics & Insights	
SOFTWARE SOLUTION	**DOCUMENT COLLABORATION**	**BIM MANAGEMENT**	**FIELD MANAGEMENT**	**PROJECT CONTROLS**	**ASSET MANAGEMENT**
WHAT	Single source of truth for all project information.	Visualise, check, evaluate and extend digital building models in one central place.	Grant real-time access to all project information from anywhere, at any time and standardize QSHE and compliance procedures.	Manage your contracts, budget and cost.	Manage and maintain any asset class and type, in any location, at any time, in a single source of truth.
WHY	• Increase efficiency • Foster collaboration • Reduce carbon footprint and resource consumption	• Improve quality • Increase productivity • Facilitate sharing data	• Mobile-first • Streamline work • Save time • Improve quality	• Reduce risk • Simplify complex contract management • Ensure governance and compliance • Increase transparency	• Raise performance • Maximise lifetime value of assets • Increase transparency and efficiency • Mitigate risk • Ensure data accuracy and reliability
PRODUCT	CONCLUDE (& PLANCONNECT)	KAIRNIAL	KAIRNIAL	CEMAR	RAMM
	TP CDE	DESITE		TP CONTROL	BATIRIM
	EPLASS				
	TP PLM (on-prem only)				
	PLANTSUITE (on-prem only)				
	Single Identity	Shared Services	Open API & Integration Ecosystem	Common Data Lake	

Project success with
Deutsche Bahn – Thinkproject
paves the way for digital approval and aids construction of Munich's suburban rail network

Thinkproject's EPLASS CDE software has been supporting DB Netz AG since 2013. The complexities of the suburban rail network project show the importance of a collaborative tool, and also a team that embraces digitalisation.

When the first trunk line was built for Munich's suburban rail network in preparation for the 1972 Olympic Games, the plan was for the route to shuttle around 125,000 passengers per day from Munich East to Laim in the west of the city. Today, around 840,000 people use the line every day. In other words, it has long since reached the point of overload. DB Netz AG and its project partners have been planning a second trunk line since 2001. This is an express 'S-Bahn' line approximately 10 kilometres in length going from the east of Munich to the west and encompassing three new underground stations.

Subterranean Munich is already a busy space: in addition to infrastructure channels and the first trunk line,

it's home to the city's underground network. This is why the second trunk line must be built at a depth of approximately 40 metres, below all existing installations, tunnels and train stations, leading to a host of additional tasks for those planning and building the line. Particularly to ensure the safety and stability of all the installations and buildings located above the new line.

EPLASS CDE is an optimal solution for managing AECO projects in the infrastructure sector thanks to its integrated digital review processes. Designed to facilitate road and rail projects, it automates and clearly maps every complex, customer-specific workflow – saving valuable time and streamlining the construction process.

Thinkproject's solution has served as the data interface for major infrastructure projects overseen by DB Netz AG since a framework agreement was concluded in 2013. This tool allows professional planners and inspection bodies to access plans from any location, making work easier to coordinate and allowing workflows to be established that ensure nothing is overlooked.

Copyright: DB Netz AG

Reporting structure

As this is our first Sustainability Report, no restatements have been made.

We strive to provide transparency to all stakeholders and improve the quality and scope of our data.

The following report outlines Thinkproject's key material topics and has been drafted with the reference to the GRI (Global Reporting Initiative).

2022 – a landmark year.

Key milestones

Despite the many challenges facing the construction sector in 2022, the growing industry trend towards the digitisation of processes supports our sustainable development aspirations.

2022 has seen Thinkproject commit to the Science Based Targets initiative (SBTi), calculate our first carbon footprint, register for and be accepted as a participant of the UN Global Compact, and undertake a materiality assessment. The culmination of some of these efforts are found within this report, however, this is just the beginning of our journey and there will be more to come.

Accepted as a participant of the UN Global Compact

Named one of the Best Employers in ICT in Germany 2022

Integration of the Kairnial Group In France

Launch of RAMM In the UK bringing years of expertise to customers to boost their construction intelligence

Morningstar Sustainalytics rating, ranked amongst **TOP 1% of companies** in the Software and Services Industry

Undertaking of Thinkproject's **Materiality Assessemnt** and determination of material topics

Launch of Thinkproject Archive providing a fast and simple way for project teams to access their data

Named one of the **UK's Best Workplaces**

In Tech for 2022

For Women in 2022

For Well-being

Scoring high
with Sustainalytics

We were delighted to receive an ESG Risk Rating of 9.3 from Morningstar Sustainalytics in 2022.

Overall, our management of material ESG issues is strong (74.6), and moreover, we scored particularly well in the:

Risk management of Data Privacy and Security (100.0), Business Ethics (80.0), and Resource Use (78.0).

After conducting an exposure review, Sustainalytics assessed Thinkproject to be at negligible risk of experiencing material financial impacts from ESG factors.

With consideration of our strength of management and low exposure profile, Sustainalytics ranked us in the **top 1% of companies in the Software and Services industry, as well as in the subindustry of Enterprise and Infrastructure Software.**

Boosting construction
intelligence with RAMM

Since acquiring RAMM in 2020, we have been working to bring this **leading-edge, smart asset management and maintenance tool to the UK – in 2022 we made this a reality.**

RAMM is visually intuitive software for the operation and maintenance phase of an asset's life-cycle, connecting all asset stakeholders and asset classes within a single source of truth, and helping asset owners make informed, data-driven decisions, manage efficient operational process, and visualise multi-level 2D and 3D asset and infrastructure models.

In short, RAMM provides Asset Management, Work Management, and Field Management capabilities.

Of material importance

In early 2022, Thinkproject performed a comprehensive materiality assessment to identify our areas of most significant impact on the economy, environment, and people, including human rights.

Facilitated by Schneider Electric, industry and sector benchmarking were undertaken prior to engaging in dialogue with stakeholders. This included review of the Sustainability Accounting Standards Board (SASB) material topics for the Infrastructure and Transportation industries, in addition to the Technology industry.

We gathered input from throughout our organisation, including the senior leadership team, to ensure that the assessment contained the most accurate information and correctly reflected organisational priorities. External stakeholders were also surveyed to incorporate their expectations into Thinkproject's future sustainability strategy. These included key customers, strategic suppliers and partners, shareholders, customers, non-governmental organisations, and investors. In total, 600 stakeholders were surveyed and asked to rate the below topics on a scale from 1 to 5, both in terms of the internal impact on Thinkproject, and Thinkprojects' external impact on broader society.

Environmental

Energy consumption, intensity and reduction

GHG emissions measurement and reduction

Materials used (weight, volume, type)

Materials recycling

Measuring and managing waste generation and significant waste-related impacts

Social

Diversity of governance bodies and employees

Ratio of basic salary and remuneration of women to men employees

Incidents of discrimination and corrective actions taken

Employees 'Health & Safety'

Employee well-being and benefits

New employee hires and employee turnover

Training on digital skillset

Operations with significant actual and potential impacts on local communities

Governance

Environmental and social compliance in the supply chain

Compliance with anti-corruption

Customer Privacy and Data Security

Material topics

Following the prioritisation exercise, we identified five topics that underpin the Thinkproject sustainability strategy, set the foundations to implement long-term targets, and foster enhanced transparency and trust with our stakeholders.

Subsequent to determination of the final materiality matrix, interactive workshop sessions were held with our Thinkproject teams to identify appropriate targets and Key Performance Indicators (KPIs)

Prioritised material topics

○ Environment   ● Social   ● Governance

Organisation:
material topics & direction

- PRIVACY & DATA SECURITY
- TRAINING ON DIGITAL SKILLSET
- DIVERSITY & INCLUSION
- EMPLOYEE WELL-BEING
- GHG EMISSIONS & ENERGY

EXTERNAL STAKEHOLDERS

INTERNAL STAKEHOLDERS

4.5

3.5

2.5

2.5   3.5   4.5

Materiality matrix with top 5 material topics

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Meaningful collaboration

At Thinkproject, we adopt a partnership approach with our stakeholders. We work together to create shared value.

Thinkproject defines stakeholders as;

'any individual or organisation that is impacted by, or directly impacts, our activities.'

On review of our value chain, we have identified the following groups as those who are most impacted by Thinkproject's decisions, or those who we rely on for the delivery of sustainable services.

The Stakeholder Community

Employees

Customers

Communities

Investors

Partners/Suppliers

Stakeholder engagement

Stakeholder definitions		Type of engagement	Benefit of engagement
Employees	Individuals working for Thinkproject and its legal entities.	• TP Cafe • All Hands • Ideas Portal • Great place to work Employee Survey • Materiality Assessment	✓ Align and engage with employee sustainability values ✓ Build momentum and motivation for employees to engage with Thinkprojects sustainability strategy ✓ Empower employees to live a sustainable life outside of the workplace
Partners/Suppliers	Partners are other companies or organisations that collaborate with Thinkproject to enhance products, offer complementary services, or reach new markets. Suppliers are individuals or businesses that provide essential resources or components for Thinkproject's operations, such as hardware, software licenses, or office supplies.	• Materiality Assessment • Code of Conduct • Engagement scoping	✓ Align values throughout the value chain ✓ Promote shared ownership, and challenge stakeholders to further sector progress against sustainable agendas ✓ Define and set an industry minimum standard in relation to sustainable construction methods within AECO
Customers	Customers are individuals or companies who use or purchase Thinkproject software products or services. Users, are considered a subcategory of customers, as they directly interact with the software regardless of being the inital purchasers.	• Customer Advisory Board • Construction Circle Events • Experts Forum Austria • Thinkproject Newsletter • Materiality Assessment	✓ Align and engage with customer expectations ✓ Create a product that customers feel proud to own ✓ Increase transparency and build customer confidence around Thinkproject's sustainability strategy
Communities	Communities refers to individuals or groups of individuals who have a vested interest in the regions in which Thinkproject operates.	• Local initiatives	✓ Engage with and support local communities in which Thinkproject operates ✓ Learn from and listen to local communities about issues that matter to them
Investors	Investors provide financial capital to Thinkproject in exchange for ownership or equity.	• EQT Annual Audit • Regular meetings • Board of Directors • Materiality Assessment	✓ Align and engage with investor expectations ✓ Increase confidence in Thinkproject and its ability to meet and exceed sustainability commitments

Connection and collaboration in our business

As an organisation, we are committed to providing Thinkproject employees with opportunities to voice feedback on our business, as well as providing a welcoming and safe workplace environment that makes a meaningful impact. Below are ways we engage with each other and our communities.

TP Café

Every month our employees have the opportunity to voice questions and suggestions to our CXO team in this no-slide-deck discussion. This informal format can cover many different topics, with questions submitted in advance or ad hoc during the meeting, with the ability to ask anonymously if preferred.

All Hands

Our All-Hands session is the formal counterpart to TP Café. We use these monthly meetings to deliver updates on both internal and external news. Any team member can request a slot in advance to share information on their projects, results or latest developments.

Community engagement

Having a strong relationship with the communities that we live and work within is significant for Thinkproject and our employees. Across the Group, we are proud of our team members who dedicate their time to support local charities or community groups. Highlights this year include:

WINGS FOR LIFE

Team members participated in a global charity run in support of the Wings for Life Foundation, with donated funds going towards spinal cord injury research projects.

NHS BRISTOL

Our UK team hosted an auction for the sale of artwork created by children receiving care at a local hospital.

GLOUCESTER PRIDE

In 2022, Thinkproject became a stage sponsor for Pride in Gloucestershire. As Gloucestershire's largest Pride event, the community participate in a march through the city centre, listen to educational and topical talks, as well as socialise in a safe environment whilst enjoying performances from local artists.

MÜNCHNER GESCHENKEREGEN:

This 'Munich shower of gifts' allowed team members to spread some Christmas magic for 36 children from the Inner Mission Munich, a support service for refugee children and adolescents.

TREES THAT COUNT

For every RAMM Academy Course enrolment, we work with Trees that Count, a local organisation dedicated to protecting Aotearoe's native trees in New Zealand.

DES MACH MA.

Our ongoing participation with Des mach ma.

In 2022, for the second year, Thinkproject supported 'Des mach ma.', an organised volunteering initiative in Munich for businesses within the city looking to support the local community. Divided into groups, our team members participated in two projects:

NATURSCHUTZ BUND BAYERN E.V.

Working in the Perlacher Forst, our volunteers took part in general maintenance tasks such as pruning, mowing, and clearing undergrowth, with the aim of maintaining the unique biotope and preserving the habitat for local wildlife.

SOCIAL SERVICE CATHOLIC WOMEN'S WELFARE SERVICE (SKF)

The SkF supports former homeless women, and women with challenging social and physical backgrounds, to provide them with housing.

Our team members, along with representatives from the SkF, accompanied a group of women on a field trip to a camel farm in Bavaria. Whilst interacting with the animals, everyone shared stories of their backgrounds and lessons learned growing up, appreciating the opportunity to hear different perspectives and experiences.

Our contribution to the UN SDGs

Build a better world

In line with the SDGs, Thinkproject is a signatory to the United Nations Global Compact and will provide its first Communication on Progress (COP) in 2023
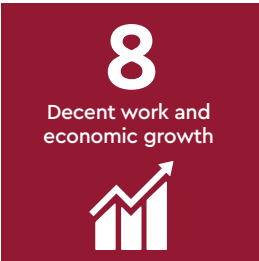
Our contribution to the UN SDGs

To support the achievement of the United Nation's Sustainable Development Goals (SDGs), Thinkproject has aligned our Sustainability Strategy to the following SDGs.

5 Gender equality

8 Decent work and economic growth

9 Industry, innovation and infrastructure

11 Sustainable cities and communities

13 Climate action

GOAL 5
Gender equality

We want to ensure an inclusive and supportive work environment, where all employees feel valued and have equal opportunities for growth and development.

In 2020, we signed the Charter of Diversity (Charta der Vielfalt) to formalise our commitment to promote a diverse workplace.

GOAL 8
Decent work and economic growth

We are committed to create high-quality jobs by improving the well-being of our employees, providing competitive employee benefits, and skill development opportunities. All our employees can access training and development opportunities through the Thinkproject Academy and Udemy platforms.

GOAL 9
Industry, innovation and infrastructure

As Europe's leading SaaS provider for construction and engineering projects, we are continuously improving and innovating our portfolio. We are not only launching new functionalities on a regular basis, but also introducing new solutions that simplify our customer's business processes and services, enhancing project management or enabling data analysis.

GOAL 11
Sustainable cities and communities

All our products are used to facilitate collaboration between stakeholders by building more sustainable resilient transport systems, infrastructure, and cities.

We recognise that the AECO sector has an essential role to play in the implementation of energy-efficient buildings, climate-resilient infrastructure and smart urban planning.

GOAL 13
Climate action

Thinkproject has calculated our scope 1, 2 and 3 GHG emissions across the company and value chain for the years 2021 and 2022, to identify areas for action and set reduction targets.
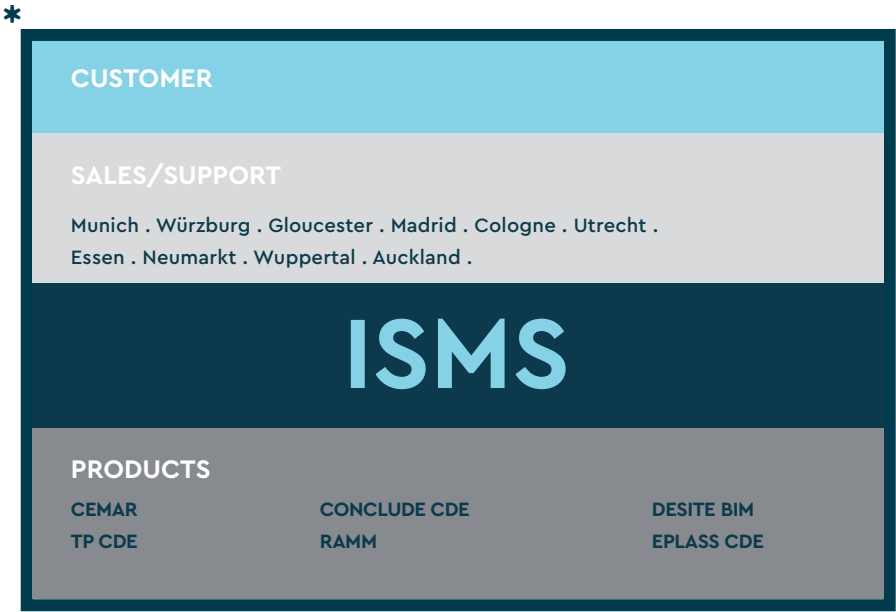
In 2022, we committed to set reduction targets in line with the Science Based Targets initiative.

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Privacy & data security

CUSTOMER

SALES/SUPPORT

Munich . Würzburg . Gloucester . Madrid . Cologne . Utrecht .
Essen . Neumarkt . Wuppertal . Auckland .

ISMS

PRODUCTS

CEMAR	CONCLUDE CDE	DESITE BIM
TP CDE	RAMM	EPLASS CDE

Privacy & Data Security are
the foundations that protect
Thinkproject's information,
in addition to that of our
employees and customers.

Our leadership team understands
the critical requirement for
high-level IT security throughout
the organisation, and as such,
has implemented an Information
Security Management System
(ISMS) in line with the requirements
of ISO 27001.

Management

The ISMS Board manages all centralised
ISMS processes such as asset, risk,
and control management. The ISMS
Board, which includes our CXO team,
meet regularly, and with responsibilities
for the strategic orientation and
improvement of the ISMS.

Together with the ISMS Board, the
Group Information Security Officer
runs all centralised processes for
the ISMS. This includes ensuring that
products and locations satisfy the
relevant controls of ISO 27001,
including processes for:

Operations

Professional Services

Product Management

Product Development

Quality Management

Marketing

Administration

Finance

Every Thinkproject location within
scope of the ISMS, has an appointed
Local Information Security Officer.
These Officers participate in ISMS
Board meetings and are responsible
for conducting awareness training and
monitoring processes at a local level.

Although the appointment of Data
Protection Officers is regulated
by national legislation, Thinkproject
requires that every location within
scope of the ISMS has an individual
responsible for data protection on site.
Specific responsibilities include GDPR
compliance, maintenance of local
records, and liaising with customers
on data protection queries.

Thinkproject has a comprehensive
set of Privacy & Data Security policies,
guidelines, and procedures. These are
all set in the foundation of ISO 27001,
against which, an annual audit
is conducted

Published policies

**Information
Security Policy**

**Data
Security Policy**

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54

55

* The scope of the information represented in the illustration corresponds to the year 2022.

2022 | SUSTAINABILITY REPORT

Progress & measures

In 2022, 11 locations and six products were in scope for the ISMS. We have a target to roll this out to 13 additional locations throughout 2023, therefore continually working to improve Thinkprojects' security capabilities.

Eight KPIs were tracked in 2022, including, satisfaction with ISMS of stakeholders, number of risks per location, and attendance rate per training.

We are currently working on developing a comprehensive list of new key performance indicators. This new management system will be completed in the 2023 fiscal year and shared in our next Sustainability Report.

Training on a digital skillset

Thinkproject's 'Building Talent' Suite is our answer to growing talent and developing our people.

With Building Talent we've implemented people development tools that support the cultural journey of #onethinkproject, ensuring that we act upon our values and drive the growth story of our company.

Lifelong learning (and sometimes unlearning) is an essential skill to cope with the complex and dynamic changes of the modern world.

Whilst we encourage our teams to spend as much time learning as they want, development is much more than just training. We therefore take a structured approach to developing our people on an ongoing basis.

Our Building Talent Suite consists of different elements:

- **Onboard talent**
- **FeedForward**
- **Train Talent**
- **Talent Talk**
- **Succession Planning**
- **Talent Pools**
- **Promotion Frameworks**

Management

Onboard Talent
kick starts our team members' journey with Thinkproject.

This global onboarding week is an opportunity for new joiners to connect with existing employees, to receive structured induction plans and to gain a clear understanding of role expectations. This induction, in addition to regular feedback throughout the first few months, acts as a perfect introduction to Thinkproject, our values and an individual's role.

Train Talent facilitates various tools, trainings, and learning opportunities for both professional and personal development. These training opportunities are focused on individual or functional needs, and cover leadership skills, language, and our products and solutions. All employees are empowered to take advantage of these opportunities, which are accessible via our own internal

training platform, the Thinkproject Academy, and via an online learning platform, Udemy.

Thinkproject Academy hosts mandatory compliance and security courses, training on our products and tools, in addition to courses related to personal development and well-being. As we continuously strive to improve our talent offering, on completion of each course feedback is requested by the user. A recent example of process improvement includes translations into German and French for our mandatory compliance courses, therefore making them more accessible for all.

In addition to the on-demand Train Talent platforms, our team members receive an annual FeedForward session

designed to focus on short-term development and unlocking potential in their current role. With a longer-term focus, we then offer Talent Talk, aimed to foster a dialogue surrounding career development and growth opportunities over 2–3 years.

Finally, our recruitment team utilises internal Talent Pooling to develop and empower our existing teams, while also offering valuable career opportunities to our team members.

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Targeted learning with **Thinkproject Academy**

Further to the internal capabilities of Thinkproject Academy demonstrated above, in 2022 we were delighted to expand the Academy's coverage to external stakeholders. Initially focused on digital learning and training for our CDE and BIM software, with the platform's interactive training, users can learn at their own pace and in a hands-on manner to harness the software's potential in their projects.

Through combining specialised software with a comprehensive training platform, Thinkproject allows customers to focus on their core business and leverage their innovation to increase productivity. Currently, Thinkproject Academy supports **CEMAR, KAIRNIAL and CONCLUDE CDE.** However, we will gradually:

- **EXPAND THE SCOPE OF SUPPORTED SOLUTIONS**

- **PROVIDE TRAINING FOR NEW FEATURES**

- **OFFER CUSTOMISABLE TRAINING PACKAGES FOR SPECIFIC PROJECT REQUIREMENTS.**
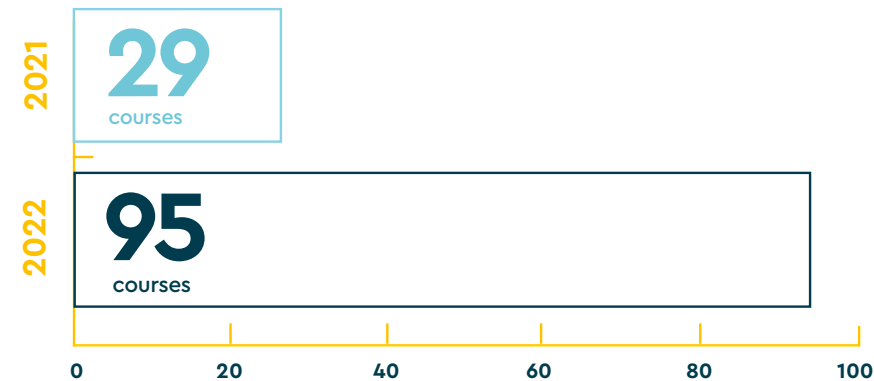
Training on a digital skillset

Progress & measures

At Thinkproject, we have a target of 10hrs of general training per employee. Throughout 2022, we reported 19.92hrs, almost double our target value. Further to the hourly data, we more than tripled the number of courses that we have on offer.
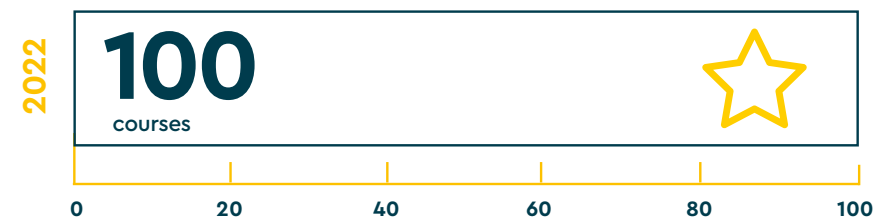
Employee Training hours

TARGET	**10**hrs per employee	TARGET HOURS
ACTUAL	**19.92**hrs per employee	ACTUAL HOURS
	14.77hrs per employee specifically on a digital skillset	ACTUAL HOURS

0 5 10 15 20

TP Academy no. of courses

| 2021 | **29** courses |
| 2022 | **95** courses |

0 20 40 60 80 100

Mandatory training completion

| 2022 | **100** courses ⭐ |

0 20 40 60 80 100

Thinkproject and AccXel partner to drive digitisation in construction

In 2023, Thinkproject and AccXel have exciting partnership plans, aiming to inspire, train, and connect the next generation of construction workers using digital technology. Thinkproject will create and deliver bespoke modules on digital technology and the digitisation of construction projects for each of AccXel's Skill STEPS Programmes.

Speaking ahead of the partnership Thinkproject's Director of Product Management, Bruce Gordon has said "we are excited to be a part of AccXel, we recognise the challenges faced by the entire construction industry due to the skills shortage and want to make sure we play our small part in inspiring, training and connecting with the next generation of construction workers coming through with the latest technologies they will be using on site as the construction industry progresses towards digitisation."

"Whilst we encourage our teams to spend as much time learning as they want, development is much more than just training. We therefore take a structured approach to developing our people on an ongoing basis."

Lifelong learning with our Thinkproject Academy learning challenge – we want to build a classroom together

In July of this year, Thinkproject Academy invited our team members to complete a personal development course within the month.

For each course completed, Thinkproject donated €3 to Oxfam,

so that together, we could equip a classroom and support children to get a better education.

Diversity & inclusion

At Thinkproject, we believe that having a diverse, equitable and inclusive workforce is the key to success.

We also recognise the importance of fostering a culture of respect and responsibility towards people, communities, and the environment.

We are committed to being a role model and advocate for diversity and inclusion. This includes the following pledges:

1 Maintaining a diverse and inclusive work environment in which all employees are treated with respect, feel valued, and can be themselves

2 Ensuring equal opportunities and maintaining a safe work environment free from discrimination and harassment, as outlined in our Non-Discrimination and Anti-Harassment Policy

3 Attracting, hiring, and developing individuals with diverse backgrounds, experiences, and perspectives

4 Providing the necessary training and guidance to educate our teams on relevant topics such as inclusive behaviour and unconscious bias

By way of formalising our dedication to the above, we are signatories to the Charter of Diversity (Charta der Vielfalt) since 2020.

Management

Thinkproject's Chief People Officer oversees all measures relating to diversity and inclusion. Supported by the People & Culture department, progress against our commitments and the effectiveness of our diversity and inclusion initiatives are monitored.

Current initiatives include:

Dedicated training and guidance via Udemy.

Designed to empower our employees to take advantage of opportunities for personal and professional development, the course offering includes specific options on diversity & inclusion such as, 'How to recognise and overcome bias' and 'Cultivating Diversity, Inclusion and Belonging at Work'.

Corporate language and communication reviews.

It is important to us that we use gender neutral language, particularly as a company working within the construction and engineering industry. After a suggestion from our employees, we have also made it possible for all employees to use pronouns in email signatures.

Promotion and support of employee affinity and networking groups.

We are proud of our diverse workforce which has developed and implemented our Women's network. This is run for our employees by our employees and is open to all, regardless of social identity or characteristics.

Non-Discrimination and Anti-Harassment Policy

In the event that an individual violates our Diversity and Inclusion principles, we have established clear reporting procedures which are set out in our Non-Discrimination and Anti-Harassment Policy. This Policy not only complies with all applicable laws, but also follows relevant international standards such as the ILO's declaration on Fundamental Principles and Rights at Work within its scope of influence. Should an individual wish to make a report anonymously, Thinkproject has a dedicated whistleblowing system available to both internal and external stakeholders.

Published policies

Diversity & Inclusion Report

Code of Conduct

Supplier Code of Conduct

Human Rights Policy

Non-Discrimination and Anti-Harassment Policy

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Spotlight on Women's Network

Our Women's Network serves as an inclusive community designed to empower individuals in various fields. Its primary objectives include fostering connections amongst colleagues, enabling the exchange of valuable professional and personal experiences, knowledge, and opportunities.

What sets our Women's Network apart is its inclusive nature – it welcomes participation from individuals of all genders and backgrounds, emphasising the importance of diversity and collaboration in the workplace. In our network, every member can raise relevant topics and host engaging sessions. Throughout 2022, we facilitated knowledge-sharing by inviting two external experts and organising multiple sessions led by our dedicated employees.
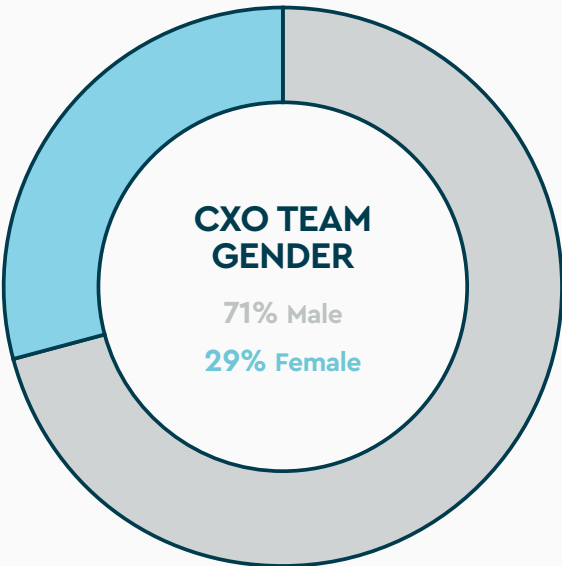
The Women's Network meets once per quarter, and in April 2022, we were delighted to host Vivian Oosterbaan.

Vivian has developed a successful vision on personal and professional leadership during her 25+ years as a Senior Project Manager with Shell. As a Certified Senior Coach, she teaches professionals and leaders to deliver high-end performance by strengthening their own style.
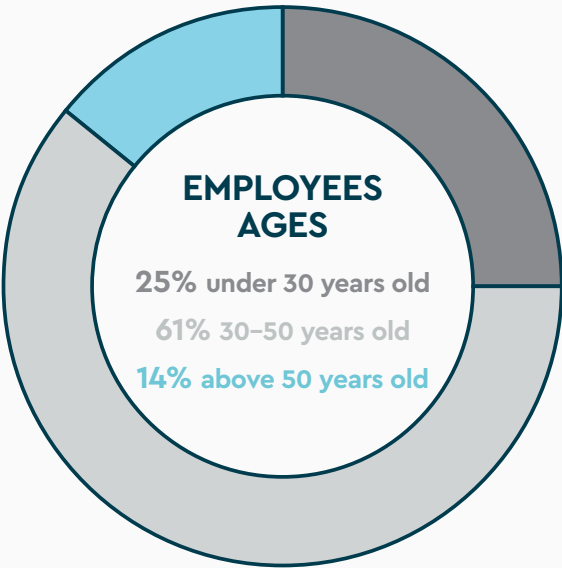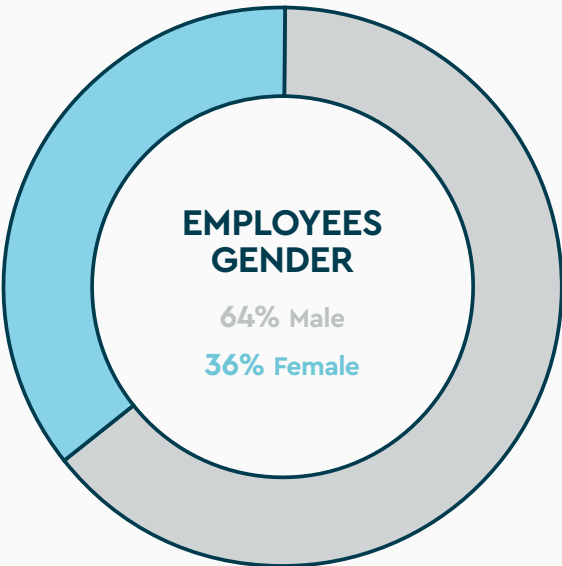
We invited Vivian to share her thoughts on how personal behaviours can influence your role, and how to leverage your leadership style to deliver great results. The session also touched on the differences in nurture and nature between genders, and how these subconscious rules can have an impact on individuals from a personal and professional perspective.

Progress & measures

Our CXO team is made up of five males and two females. This illustration further breaks down our CXO demographics into age and background.

Looking further than our leadership, Thinkprojects' workforce is shown by gender and age in the illustration below.

CXO TEAM GENDER
71% Male
29% Female

EMPLOYEES GENDER
64% Male
36% Female

CXO TEAM AGES
0% under 30 years old
86% 30–50 years old
14% above 50 years old

EMPLOYEES AGES
25% under 30 years old
61% 30–50 years old
14% above 50 years old

Employee well-being

Thinkproject strives to protect and improve the well-being of our employees. We understand that well-being is fundamental to the overall health of our teams, enabling individuals to achieve their goals and successfully overcome challenges.

Management

The People & Culture Team, headed up by our Chief People Officer, and supported by our line managers, are responsible for the management of our Well-being initiatives. All team members have access to the following Group-wide benefits:

1 Access to the Headspace Community
Through a smartphone App, Headspace provides access to guided meditations. Meditation has been shown to help people stress less, focus more, and even sleep better. **Headspace is meditation made simple.**

2 Continuous learning via Udemy
Udemy for Business is an online learning platform which offers hundreds of courses in soft skill areas and technical topics such as Leadership, Marketing, Sales, Programming, IT and more. **Our team can learn anytime and anywhere.**

3 Language confidence
To make collaboration simple, we offer digital English Classes for all of our employees with one language school. Our teams can learn with colleagues from other office locations, and even other departments through tailored 1-hour weekly sessions.

4 Emotional support
Thinkproject supports employees through periods of challenge and change. We have partnered with an external consultant to provide international confidential support at such times.

2022 served as an opportunity to integrate lessons learned from the COVID-19 pandemic, and our 'Hybrid First' approach is designed to give our team flexibility to work remotely in their country of employment, or further afield via our Work Abroad benefit. This worldwide option affords our team members up to two calendar weeks working from a destination of their choice, to suit their lifestyle.

Further Thinkproject benefits such as company pension contributions, health insurance, social benefits, vary dependent on the country jurisdictions.

> It is so important to us that we provide a safe and innovative environment for our new and existing talent. Not only does this mean a happy workforce, but also a great service for our customers.

Christina Hüebschen,
Chief People Officer

Thinkproject Health Days
27th June – 7th July 2022

Over a two-week period, we invited our team members to join us for a set of digital sessions focused on health and well-being. With most sessions run multiple times, we aimed to offer flexibility, appreciating that self-care is personal. This initiative was run in partnership with our external provider, CHAMPS Consulting.

1 Beating burn out and sustaining a high performance

2 Discover your strengths: for energy, confidence and joy at work

3 Effective stress management and well-being troubleshooting

4 Working with your inner critic to reduce self-sabotage

5 Staying meaningfully connected in a hybrid working world

6 Building and maintaining boundaries

7 Spotting signs and symptoms of declining well-being and how to support anyone showing them

8 Resilience. The foundation building blocks of movement, sleep, exercise, hydration and play

Employee well-being

Progress & measures

On an annual basis, we conduct an employee survey with an independent service provider to gain insights into how our employees perceive their working environment, and to identify potential areas for improvement.

Our Great Place To Work survey

Our Great Place to Work survey was sent out to over 500 employees to rate us on several different areas of the business, from our commitment to justice (such as equality and diversity), to our leadership style and transparency throughout the business.

In 2022, we achieved the Great Place To Work certification in France, Germany and the UK.

The "Great Place to Work® Certified" certification program of the International Research and Consulting Institute recognises special commitment by

employers to design the right workplace culture and is awarded on the basis of a vetted procedure, Including independent, anonymous feedback from employees and an analysis of human resources activities and programmes.

Published policy

Health & Safety Policy

COUNTRY	FEMALE	MALE
Australia	1	3
Austria	3	8
France	64	99
Germany	137	180
India	5	30
The Netherlands	5	10
New Zealand	11	29
Poland	4	8
Spain	6	7
Switzerland	2	7
UK	40	67
United States	0	1
TOTAL	278	449

GHG emissions & energy

Further to our focus on the digitalisation of the AECO industry outlined throughout this report, Thinkproject are committed to continually seeking opportunities to progress sustainable development within our own sector: **the software industry.**

In 2022, we calculated our greenhouse gas (GHG) emissions for the second year, across scopes 1, 2 and 3, aligned with GHG Protocol Corporate Standard (2004) and GHG Protocol Value Chain Standard (2011).

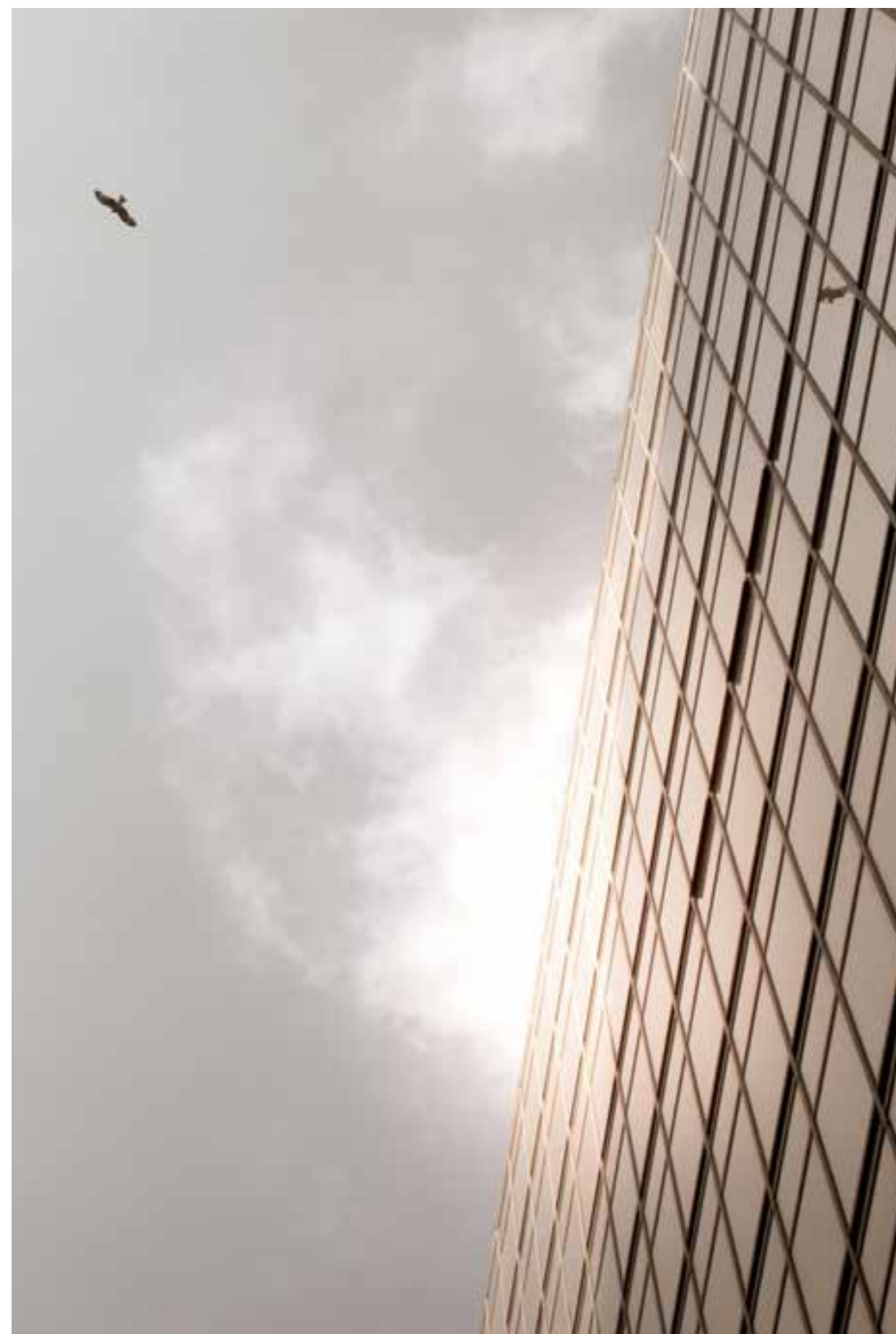## Scope 1

Direct emissions from sources owned or controlled by Thinkproject

Scope 2

Indirect emissions from the generation of purchased electricity

Scope 3

All indirect emissions that occur within the value chain

GHG emissions & energy

We are committed to taking meaningful actions
to mitigate the environmental impact
of our own operations and across our value chain.

Management

For this reason, in July 2022, Thinkproject committed to set near-term company-wide emission reductions in line with the Science Based Targets initiative (SBTi) and we are working with external experts to develop an action plan to achieve these reduction targets.

Scope 1 & 2

From a 2021 base year, Thinkproject commits to;

reduce absolute scope 1 & 2 emissions 42% by 2030

Scope 3

In 2022, the main contributors to our carbon footprint were purchased goods and services, followed by software usage.

With this in mind, we also commit to;

reducing absolute scope 3 emissions from purchased goods and services 25% by 2030

Environmental Management System (EMS)

Thinkproject has an Environmental Management System (EMS) that describes how we identify, manage and measure the environmental impacts of our products and business activities, in addition to outlining specific commitments in relation to managing and mitigating our impact.

In line with our governance structure, the CXO team is actively involved in overseeing and approving our decarbonisation and reduction targets.

thinkproject

Progress and measures

Our carbon footprint for 2022 amounts to 5,410.68 tonnes of carbon dioxide equivalent (tCO$_2$e).

Our total electricity consumption for the reporting period is; 439.687,8 kWh.

In 2022, 85% of our electricity came from green sources, primarily through a combination of purchased Environmental Attribute Certificates (EACs) and green electricity contracts.

Whilst this represents a substantial step towards reducing our environmental impact, it's important to acknowledge that we have not yet achieved our goal of 100% green electricity procurement. Our aim is to reach that milestone within the next year, and we are actively working to make this transition.

Overall result (2022)	
Scope 1	226.73 tCO$_2$e
Scope 2	108.0 tCO$_2$e
Scope 3	5,075.95 tCO$_2$e
Total	**5,410.68 tCO$_2$e**

Making connections, the sustainable way

With traditional business cards being environmentally taxing, and many ending up unused and discarded, we looked to technology for a solution in 2022.

Partnering with Lemontaps, we will be able to facilitate the transfer of contact details directly to an individual's phone through a QR code in 2023. Contact details will be managed through an online database, meaning that cards can 'grow' with their owner throughout their career, never going out of date, and allowing re-use or re-allocation at any time.

This innovation offers significant environmental advantages. Firstly, by eliminating the need for physical paper business cards we contribute to a substantial reduction in paper consumption and reducing the associated carbon footprint. Secondly, our shift to digital cards results in less waste as these cards do not become obsolete and can be easily updated.

Published policies

Environmental   Green Procurement   Sustainability

Governance

GRI 2–21

Annual total compensation ratio	
Annual total compensation ratio	12,05

GRI 2–27

Compliance with laws and regulations	
Total number of significant instances	0
Monetary value of fines	0 €

GRI 2–28

Membership associations	
Sustainability related	United Nations Global compact
AECO related	New Zealand – Apopo
	New Zealand & Australia – IPWEA
	Thinkproject – buildingSmart International

Social

GRI 2–7 EMPLOYEE DATA

Employees by country and gender

Country	Australia	Austria	France	Germany	India	The Netherlands	New Zealand	Poland	Spain	Switzerland	UK	United States	TOTAL
Female	1	3	64	137	5	5	11	4	6	2	40	0	278
Male	3	8	99	180	30	10	29	8	7	7	67	1	449
Total employees	4	11	163	317	35	15	40	12	13	9	107	1	727

Social (continued)

Employees by employment type and gender	Male	Female	Employee
Permanent employees	429	265	694
Apprenticeship	13	2	15
Internship	0	1	1
Temporary employee	3	5	8
Working student	4	5	9
Total employees	449	278	727

Employees by employment type and gender	Male	Female	Employee
Full time	415	196	611
Part time	34	82	116
Total employees	449	278	727

GRI 2–30

Collective bargaining agreements	
% of employees covered	24%

GRI 405–1 Diversity

CXO team by gender	Male	Female
	5	2
Total by %	71%	29%

CXO team by age		
Under 30 years old	0	0%
30 – 50 years old	6	86%
Over 50 years old	1	14%

Functional areas by gender

Functional area	Male	Female	Total
Marketing	7	16	23
Services	125	117	242
R&D	215	43	258
F&A	17	44	61
P&C	2	21	23
Sustainability	1	1	2
CXO	5	2	7
Sales	77	34	111
Total employees	449	278	727

Functional area	% Male	% Female
Marketing	30%	70%
Services	52%	48%
R&D	83%	17%
F&A	28%	72%
P&C	9%	91%
Sustainability	50%	50%
CXO	71%	29%
Sales	69%	31%
Total employees	62%	38%

Functional areas by age

Functional area	Under 30 years	30 – 50 years	Over 50 years	Total
Marketing	3	19	1	23
Services	55	150	37	242
R&D	58	166	34	258
F&A	12	38	11	61
P&C	7	15	1	23
Sustainability	1	1	0	2
CXO	0	6	1	7
Sales	22	76	13	111
Total employees	158	471	98	727

Functional area	Under 30 years	30 – 50 years	Over 50 years
Marketing	13%	83%	4%
Services	23%	62%	15%
R&D	22%	64%	13%
F&A	20%	62%	18%
P&C	30%	65%	4%
Sustainability	50%	50%	0%
CXO	0%	86%	14%
Sales	20%	68%	12%
Total employees	22%	65%	13%

GRI 404–1

Average hours of training

Total per employee	19,92
Digital skills hours per employee	14,77

GRI 406–1

Discrimination

Incidents of discrimination in the period	0

Environmental

GRI 302–1

Electricity consumption

Country	Total consumption (kWh)
Austria	8.790,97
France	115.338.7
Germany	206.422,4
The Netherlands	4.633,56
New Zealand	50.739,51
Poland	15.982,57
Spain	2.462,76
Switzerland	1544,52
United Kingdom	33.772,86
Total	439.687,8

GRI 302-2

Energy Intensity	
Total consumption (kWh)	439.687,8
Total FTE (year end)	682
Energy intensity per FTE	644,99
Total consumption (kWh)	439.687,8
Revenue (EUR '000)	105.868
Energy intensity per revenue	4,15

GRI 305-1/2/3

(tCO_2e)	2022
Scope 1 emissions	226,73
Scope 2 emissions	108
Scope 3 emissions	5075,95
Total emissions	5410,68

GRI 305-4

Scope 1 & 2 Corporate Carbon Footprint (in tons of CO_2e)	334,73
Scope 1-3 Corporate Carbon Footprint (in tons of CO_2e)	5410,68
Total FTE (year end)	682
Scope 1 & 2 Emissions intensity per FTE	0,491
Scope 1 & 2 Emissions intensity per FTE	7,934
Scope 1 & 2 Corporate Carbon Footprint (tCO_2e)	334,73
Scope 1-3 Corporate Carbon Footprint (tCO_2e)	5410,68
Revenue (EUR '000)	105.868
Scope 1 & 2 Emissions intensity per revenue	0,003
Scope 1-3 Emissions intensity per revenue	0,051

Statement of use

Thinkproject GmbH has reported the information cited in this GRI content index for the period: 1 Jan 2022 – 31 Dec 2022 with reference to the GRI Standards.

GRI 1 used   GR1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	Pages 6-13 . 22-29 . 42-49
	2-2 Entities included in the organization's sustainability reporting	Pages 12-13
	2-3 Reporting period, frequency and contact point	2022 calendar year contact. contact.sustainability@thinkproject.com
	2-4 Restatements of information	Page 30
	2-5 External assurance	Policy and practice for external assurance in general
	2-6 Activities, value chain and other business relationships	Pages 6-13 . 22-29 . 42-49
	2-7 Employees	Page 84-88
	2-8 Workers who are not employees	During the reporting period, precise data for this KPI isn't available; any estimation might not accurately reflect the situation. We're actively working to enhance our tracking systems for future reporting periods.
	2-9 Governance structure and composition	Pages 14-21
	2-10 Nomination and selection of the highest governance body	Pages 14-21

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (Continued)	2–11 Chair of the highest governance body	Pages 14–21
	2–12 Role of the highest governance body in overseeing the management of impacts	Pages 14–21
	2–13 Delegation of responsibility for managing impacts	Pages 14–21
	2–14 Role of the highest governance body in sustainability reporting	Pages 14–21
	2–15 Conflicts of interest	Pages 14–21
	2–16 Communication of critical concerns	Pages 14–21
	2–17 Collective knowledge of the highest governance body	Pages 14–21
	2–18 Evaluation of the performance of the highest governance body	Pages 14–21
	2–19 Remuneration policies	Pages 14–21
	2–20 Process to determine remuneration	Pages 14–21
	2–21 Annual total compensation ratio	Pages 84–88
	2–22 Statement on sustainable development strategy	Page 16
	2–23 Policy commitments	Find comprehensive details here **https://thinkproject.com/lp/esg-report-navigation/**
	2–24 Embedding policy commitments	Find comprehensive details here **https://thinkproject.com/lp/esg-report-navigation/**
	2–25 Processes to remediate negative impacts	Find comprehensive details here **https://thinkproject.com/lp/esg-report-navigation/**

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (Continued)	2–26 Mechanisms for seeking advice and raising concerns	Find comprehensive details here **https://thinkproject.com/lp/esg-report-navigation/**
	2–27 Compliance with laws and regulations	N/A – no instances occurred
	2–28 Membership associations	**Āpōpō (formerly IPWEA NZ)** **The Institute of Public Works Engineering Australasia (IPWEA)** **buildingSMART International** **United Nations Global Compact**
	2–29 Approach to stakeholder engagement	Pages 36–49
	2–30 Collective bargaining agreements	Pages 84–88
GRI 3: Material Topics 2021	3–1 Process to determine material topics	Pages 36–41
	3–2 List of material topics	Pages 36–41
	3–3 Management of material topics	Pages 36–41
GRI 302: Energy 2016	302–1 Energy consumption within the organization	Pages 84–88
	302–3 Energy intensity	Pages 84–88
GRI 305: Emissions 2016	305–1 Direct (Scope 1) GHG emissions	Pages 84–88
	305–2 Energy indirect (Scope 2) GHG emissions	Pages 84–88
	305–3 Other indirect (Scope 3) GHG emissions	Pages 84–88
	305–4 GHG emissions intensity	Pages 84–88

GRI Standard	Disclosure	Location
GRI 305: Emissions 2016 (continued)	305–5 Reduction of GHG emissions	Pages 84–88
GRI 401: Employment 2016	401–2 Benefits provided to full-time employees that aren't provided to temporary or part-time employees	Pages 58–77
	401–3 Parental leave	Pages 84–88
GRI 403: Occupational Health and Safety 2018	403–6 Promotion of worker health	Pages 72–77
GRI 404: Training and Education 2016	404–1 Average hours of training per year per employee	Pages 64 . 84–88
	404–2 Programs for upgrading employee skills and transition assistance programs	Pages 58–65
GRI 405: Diversity and Equal Opportunity 2016	405–1 Diversity of governance bodies and employees	Pages 84–88
	405–2 Ratio of basic salary and remuneration of women to men	At Thinkproject, we take the disclosure of pay equality seriously, reflecting our commitment to diversity and inclusion as highlighted in our materiality analysis. Given our growth via mergers and acquisitions, we are currently focused on integrating the payroll systems, data formats and job roles. This process aims to harmonise payment structures and comprehend diverse compensation frameworks, laying for a comprehensive gender pay gap analysis. Despite the complexity, we are committed to working towards accurate information. Our goal is to provide our stakeholders with a detailed gender pay gap report in 2024.
GRI 406: Non-discrimination 2016	406–1 Incidents of discrimination and corrective actions taken	Pages 84–88
GRI 418: Customer Privacy 2016	418–1 Substantiated complaints concerning breaches of customer privacy & losses of customer data	No substantiated complaints in the reporting period

Building a better world

Thinkproject Group's purpose is to transform construction to build better lives. If you would like to find out more about our sustainability journey please contact us.

contact.sustainability@thinkproject.com

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