ESET, spol. s r.o.

GLOBAL CARBON FOOTPRINT REPORT 2023

Digital Security
Progress. Protected.

EXECUTIVE SUMMARY

ESET is dedicated to transparency and accountability regarding our environmental impact. As a fact and data-based company, it's essential that we meticulously track our carbon footprint, encompassing all emissions within the organization and our value chain. By measuring and understanding this data, we aim to mitigate our environmental impact and progress towards a net-zero future.

Inspiring Sustainable Practices

At ESET, we strive to inspire our colleagues, communities, business partners and many others to align with our values, promoting respect for nature and its resources. The goal is to leave the planet in a better state for future generations.

Global Environmental Strategy (2023-2030)

In response to the first global carbon footprint assessment conducted in 2022, we developed a comprehensive Global Environmental Strategy for 2023-2030. This strategy outlines concrete steps to address our company's most significant sources of emissions, focusing on four key areas:

Data Accuracy: Ensuring precise measurement and reporting of environmental data.
Sustainable Buildings: Promoting eco-friendly infrastructure.
Transport and Travel: Reducing emissions from transportation.
Energy Efficiency and Hardware: Enhancing energy efficiency and optimizing hardware usage.

By targeting these areas, we aim to significantly reduce our environmental footprint and lead by example in the pursuit of sustainability.

General Overview

This report presents an overview of the greenhouse gases emitted across the value chain, identifies the primary contributors to the emissions, and provides a comparison with 2022 emissions. ESET Group collected data on direct and indirect greenhouse gas emissions under scope 1, 2 and 3 in accordance with the GHG Protocol, a pivotal carbon accounting standard. The calculation of the carbon footprint includes relevant greenhouse gases specified by the Kyoto Protocol, which are converted to CO_2 equivalents, ensuring comparability of values between input data. All ESET entities and offices participated in the intensive data collection. Compared to the first data collection for 2022, it was possible to also obtain partial data for 3 ESET offices, previously not included - Tokyo, Melbourne and Munich. A new location – Bratislava-Campus – was added to measure emissions on the construction site of our new headquarters and innovation hub in Bratislava.

Based on the origin of the emissions, they are divided into three scopes:

- Scope 1: Direct emissions: emissions from the company's combustion or refrigerants (e.g., for heating, cooling, and use of fuel by the company's fleet),
- Scope 2: Indirect emissions: emissions from purchased electricity, steam, heating, and cooling for own use
- Scope 3: Indirect emissions: all emissions not covered in scopes 1 and 2 created by the company's value chain.

ESET Group's Carbon Footprint for 2023

The total carbon footprint of ESET Group is 8,146.34 tonnes CO_2e using the location-based method and 7,835.06 tonnes CO_2e using the market-based method. GHG emissions per employee amount to 3.38 tonnes CO_2e. The majority of the total carbon footprint comes from indirect emissions that occur in ESET Group's value chain (scope 3), representing 79% of all emissions. The second largest contributor is scope 2 with 11%, the third is scope 1 that represents 10% of total ESET Group's emissions.

Electricity Consumption

According to specifications, electricity consumption (scopes 2 and 3) is divided into two approaches: market-based and location-based (table below). The market-based method takes into consideration the specific electricity mix of the contracted supplier. The location-based method considers the average electrical mix of the country. In countries with no available information on the electrical mix, calculations use the residual mix, which represents the remaining energy mix after the sale of green electricity certificates. The general results from the carbon footprint calculation in scopes 1, 2, and 3 are presented in the table below.

Emissions by GHG Scope (in tonnes CO_2e)		
GHG Scope	**Location-based**	**Market-based**
Scope 1	771.8	771.8
Scope 2	845.7	842.0
Scope 3	6,528.9	6,221.3
Grand Total	**8,146.3**	**7,835.1**

Year-on-Year Comparison

Compared to 2022, the total produced GHG emissions of the ESET Group increased by 25% and the GHG emissions per employee increased by 16%. Although scope 1 emissions decreased by 14%, scope 2 and scope 3 emissions increased in 2023. The main reasons for the increases in total emissions are:

- Inclusion of 3 additional offices and the Bratislava-Campus,
- Increase in business travel compared to 2022, which we attribute to the significant and lasting changes in how businesses operate, driven by the adaptations made during the COVID-19 pandemic,
- Increase in kilometres commuted due to more accurate measurement and an increase in the number of employees (by 7%), as well as a return to offices in most locations,
- Increase of 13% in electricity consumption globally,
- More accurate data collection of goods and services.

From Strategy to Impact: Our GHG Emissions Journey

Data accuracy

Our aim in this area is to ensure the accuracy and completeness of the data that goes into the calculation of emissions and our decision-making. For the 2023 calculations we have introduced new methodology to collect purchased and capitalized goods data based on our accounting. In ESET offices based in Slovakia, which is the biggest contributor to the ESET Group's carbon footprint in terms of total emissions due to the highest share of employees (59%), we conducted an employee commuting survey to obtain better quality data.

Sustainable buildings

ESET has 2,318 employees globally across 15 countries. Although we lease our office space, we feel a responsibility to use it economically and sustainably.

In this category of our Global Environmental Strategy, we are accounting for fugitive emissions and stationary combustion emissions from scope 1, purchased heat and electricity emissions from scope 2, and waste disposal, emissions from office related purchases and relevant WTT and T&D[1] emissions from scope 3.

We believe that the use of renewable energy helps create demand for more sustainable technologies, and our hope is that, where possible, we can contribute towards influencing more options and higher quality renewable energy sources. Purchasing renewable energy can be beneficial to the company's carbon footprint by reducing the Group's overall emissions. In 2023, **5 ESET offices and Bratislava Campus location used 100% renewable electricity**. In line with our Global Environmental Strategy, we will work to purchase more renewable energy, especially in offices with a higher number of employees. Emissions from purchased electricity category are contributing the most to our scope 2 emissions (87%).

We have implemented various measures to ensure efficient use of heating and cooling through timers, thermostats, and zoning in many of our offices. That has resulted in a **11% decrease in emissions from stationary combustion**, which is due to the use of natural gas and CNG for heating, a 82% decrease in fugitive emissions for A/C units leakages, and only a 1% increase in purchased heat emissions. This is a fantastic result, and we hope to continue this trend through improved efficiency and raising awareness among employees.

In our case, waste is associated with the use and construction of our offices. In particular, construction waste increased compared to 2022, as ESET started demolishing the site for the new headquarters building in Bratislava - the ESET Campus. In 2023, more than 38 thousand tonnes of waste were generated in the process of the demolition of the Bratislava-Campus site, but almost **98% of it was recovered**, resulting in only **50 tonnes of CO_2e** under the Bratislava-Campus location. However, ESET rents all our premises and in most cases waste disposal is estimated from the total waste generated by the buildings.

Currently, ESET does not own any premises, so the influence on heating sources in our offices is also dependent on building owners and other tenants. However, a new expansion policy is being prepared to define criteria for new ESET offices, including environmental criteria.

1 WTT (well-to-tank) and T&D (transmission and distribution) emissions include extraction, production, and transportation of fuels consumed by ESET and fuels consumed in the generation of electricity, steam, heating or cooling. This category also covers generation (upstream activities and combustion) of electricity, steam, heating, and cooling that is consumed (i.e. lost) in a transmission and distribution system.

Transport and Travel

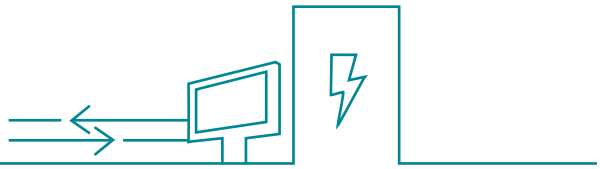
Under the Transport and Travel category within our Global Environmental Strategy, we include emissions from vehicle combustion in scope 1, electricity use for electric vehicles in scope 2, and business travel, employee commuting including working from home, vehicle purchase in the Capital goods category and relevant WTT and T&D emissions from scope 3.

Vehicle combustion is the largest part of our scope 1 emissions (50%). Between 2022 and 2023 we have seen a moderate increase of 6%. This is due to **increased usage of electric vehicles and plug-in hybrids within ESET's fleet, which accounted for 20%** of all vehicles owned or leased by ESET Group.

Our carbon footprint **includes optional data about our employees' commutes to work and about their work from home emissions**. Those contributed 22% and 13% to the overall scope 3 emissions. Car commuting accounts for 58% of the selected mode of transport that ESET employees travel to work, followed by 18% by bus, 12% by train and 11% are cycling or walking to work. In general, we have seen **employees coming back to the office more frequently which resulted in a 6% decrease in working from home emissions**. We believe regular awareness campaigns such as a regular "Bike to Work" campaign alongside other measures will contribute to a decrease of these emissions.

Business trips contribute the most to the scope 3 emissions. In 2023, we have seen an **increase of 64% overall and 90% of air travel emissions** as all covid-related measures were completely lifted and furthermost regions commuted more frequently to our Europe-based headquarters for core business strategy meetings and events.

Energy efficiency and Hardware



In this area, we want to focus on three key topics: energy-efficient IT equipment, reducing e-waste, and using sustainable data centers.

Emissions under this pillar of our strategy include scope 3 emissions from purchased personal, shared and data center hardware, emissions from electricity and coolants consumption in our external data centers, and relevant WTT and T&D emissions.

Although energy consumption has increased by 17% between 2022 and 2023, our **emissions from external data centers** (upstream purchased services category) **are almost zero** as we are using responsible providers and 100% renewable energy.

We strive to purchase IT equipment with low energy consumption and prolong its lifespan within the company. The purchased and capital goods and services categories have a significant impact on our carbon footprint contributing 17% to ESET Group´s scope 3 emissions. Personal hardware purchases are responsible for 19% of this category's emissions and data center hardware for 18%.

Even though we care deeply about minimizing e-waste, as a digital security leader, due to security reasons we need to upgrade our hardware more frequently. In 2023, we sold or donated 496 pieces of personal hardware to our employees, which represents 99% of all retired hardware in Slovakia. Globally, **51% of retired personal hardware was sold to employees, while 5% was donated to NGOs, schools, and other entities**, thus extending its lifespan.

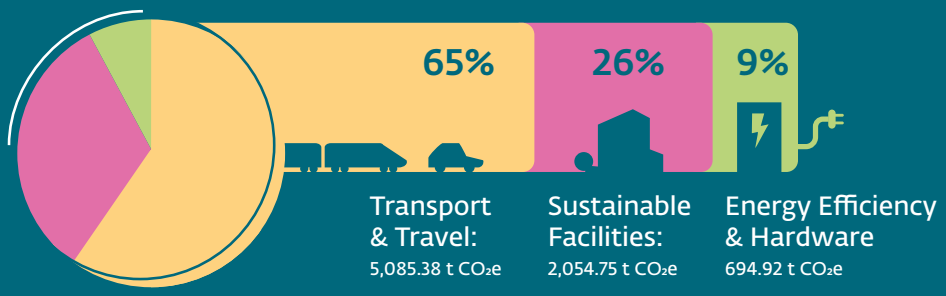
ESET CO_2 Footprint Breakdown: Sustainability in Action (2023)

ESET's Total Carbon Footprint:

7,835.1 t CO_2e

3.38 t CO_2e per employee

2,318 employees globally



Transport & Travel

5,085.38 t CO_2e (65%)

20% of vehicles in ESET's fleet are electric or plug-in hybrids.

Breakdown of commuting:

- 58% car
- 18% bus
- 12% train
- 11% cycling or walking.

Post-COVID travel impact: 64% overall travel emissions increase; 90% increase in air travel.

Sustainable Facilities

2,054.75 t CO_2e (26%)

36% of electricity is from renewable sources.

11% drop in emissions from lower natural gas and CNG use.

Purchased electricity accounts for 36% of building emissions.

ESET CAMPUS generated over 38,000 tonnes of waste, recovering 98%, with only 50 t CO_2e.

Energy Efficiency & Hardware

694.92 t CO_2e (9%)

External data centers have near-zero emissions with 100% renewable energy.

Hardware purchases (personal, data center) account for 7% of ESET's total footprint.

56% of retired personal hardware sold to employees or donated to NGOs and schools, extending lifespan.

Building a Greener Future Together.

eset Digital Security
Progress. Protected.

CONTENTS

INTRODUCTION

Objective

The objective of this report is to present results of the global corporate carbon footprint of ESET, spol. s r.o. **(further referred to as "ESET" or "Company" or "we")** and our subsidiaries (further referred to as "ESET Group", "ESET entities", "entities" or "subsidiaries).

To simplify the process of the global carbon footprint calculation and reporting, all entities are divided into 4 regions (EMEA, APAC, LATAM and NORAM) and HQ, as more than half (59%) of all ESET Group employees are from the ESET spol s r. o. entity. Table 3 below lists the regions with corresponding entities and offices.

The carbon footprint was calculated for the period 1 January 2023 – 31 December 2023 (further referred to as "the year 2023") and covers 19 ESET entities[2] with 25 offices in 15 countries. The calculation of ESET Group's carbon footprint was carried out for the first time in 2022 for the period 1 January 2022 – 31 December 2022 and thus serves as base year. This report also includes a comparison with the base year.

Company profile and structure

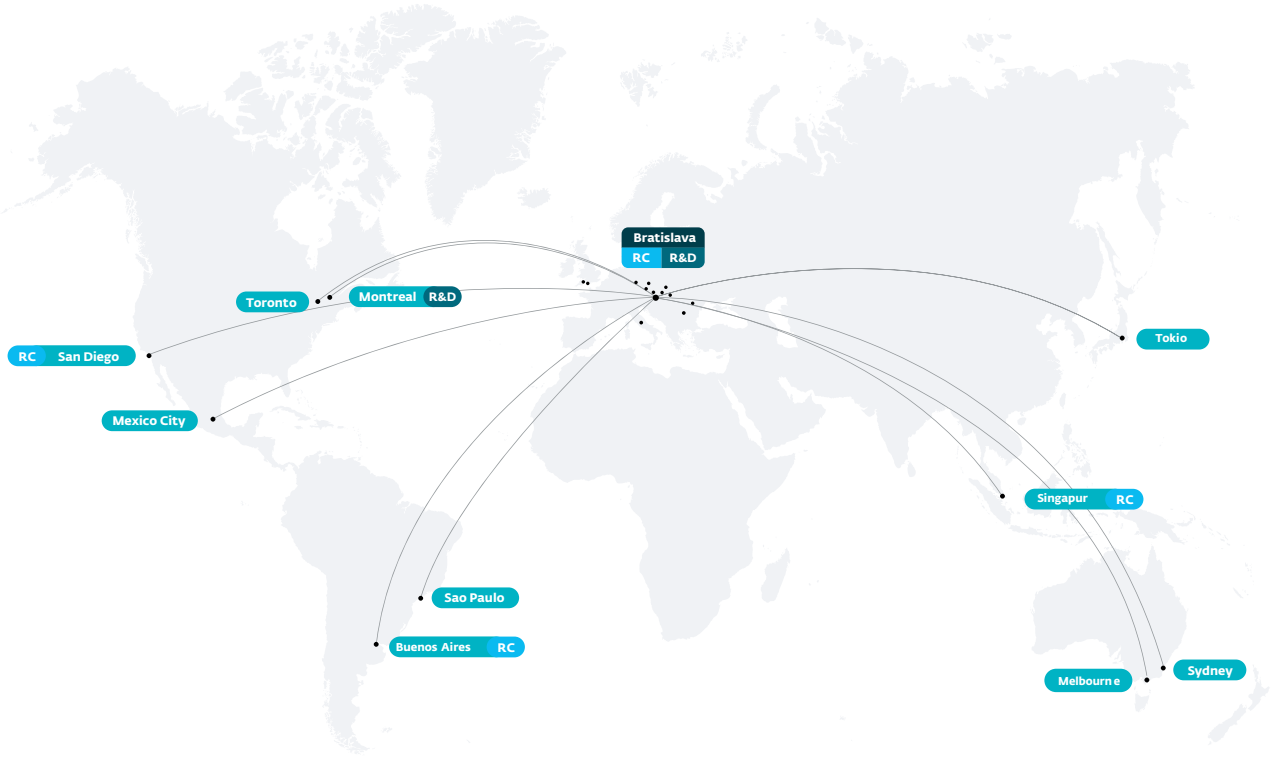
ESET is a global leader in digital security and is the largest supplier of security solutions in the European Union. It is also the largest and most valued IT company in Slovakia. It is represented in more than 200 countries and territories worldwide. Globally, it employs 2,318 people, has 24 offices in 15 countries, 10 of which are research and development centres.

ESET Group structure

ESET Group comprises ESET, spol. s. r. o. — the parent company headquartered in the Slovak Republic — and all its subsidiaries, which are involved in the distribution of antivirus software, service provision, and research and development activities (further referred to as "R&D" centres).

[2] ESET Foundation is not included in the calculation as it has no separate employees and operations.

Figure 1: ESET Group structure



HQ

Headquarters

Bratislava (SK)

RC

Regional Center

Bratislava (SK)
San Diego (US)
Buenos Aires (AR)
Singapur (SG)

Office

Europe

Bratislava (SK)
Košice (SK)
Žilina (SK)
Brno (CZ)
Jablonec nad Nisou (CZ)
Prague (CZ), 2 offices
Jena (DE)
Munich (DE)
Krakow (PL)
Bournemouth (GB)
Taunton (GB)
Milan (IT)
Iași (RO)

Global

San Diego (US)
Buenos Aires (AR)
Singapur (SG)
Toronto (CA)
Montreal (CA)
Melbourne (AUS)
Sydney (AUS)
Mexico City (MX)
Sao Paulo (BR)
Tokio (JP)

R&D

Research & Development

Bratislava (SK)
Košice (SK)
Žilina (SK)
Krakow (PL)
Brno (CZ)
Jablonec nad Nisou (CZ)
Prague (CZ)
Taunton (GB)
Montreal (CA)
Iași (RO)

HQ
Parent company

ESET, spol. s r.o. (SK)

Regional Centre (RC) and Research and Development Centre (R&D)

Table 1: ESET Group subsidiaries [3]

NAME	CATEGORY	FOUNDATION DATE	EQUITY PARTICIPATION %	
			2023	2022
ESET, LLC	Distributor of antivirus software	1999	100	100
ESET Canada Recherche Inc.	Research and development	2011	100	100
ESET Canada Inc.	Distributor of antivirus software	2015	100	100
ESET Deutschland GmbH	Distributor of antivirus software	2012	100	100
ESET software, spol. s r. o.	Distributor of antivirus software	2001	100	100
ESET Research Czech Republic, s. r. o.	Research and development	2012	100	100
ESET Polska Sp. z o. o.	Research and development	2012	100	100
ESET SOFTWARE UK Limited	Distributor of antivirus software	2016	100	100
ESET RESEARCH UK Limited	Research and development	2011	100	100
ESET Romania S.R.L. (1)	Research and development	2016	100	100
ESET ITALIA S.R.L.	Distributor of antivirus software	2019	100	100
Nadácia ESET	Foundation	2011	100	100
ESET ASIA PTE. LTD.	Service provider + Distributor of antivirus software	2010	100	100
ESET Software Australia, PTY, LTD.	Distributor of antivirus software	2013	100	100
ESET Japan Inc. (2)	Service provider	2017	90	90
ESET LATINOAMERICA S.R.L. (3)	Service provider	2009	100	100
ESET DO BRASIL MARKETING LTDA (4)	Service provider	2011	100	100
ESET MÉXICO S. de R.L. de C.V. (5)	Service provider	2017	100	100

(1) ESET, spol. s r.o., owns 99.9963% while the subsidiary ESET Research Czech Republic s.r.o. owns 0,0037%.

(2) The parent company owns 90% of the shares and Canon Marketing Japan Inc. owns the remaining 10%.

(3) The subsidiary ESET, LLC owns 90% of the shares and the parent company owns the remaining 10%.

(4) The parent company owns 90% of the shares and the subsidiary ESET, LLC owns the remaining 10%.

(5) The parent company owns 90% of the shares and the subsidiary ESET, LLC owns the remaining 10%.

[3] ESET (2023) Consolidated Annual Report. , ESET SPOL., S R.O.

METHODOLOGY

GHG Protocol

This report on the carbon footprint of ESET Group was prepared in line with the Corporate Accounting and Reporting Standard (revised edition), scope 2 Guidance Amendment to the GHG Protocol Corporate Standard[4], and Corporate Value Chain (scope 3)[5] Accounting and Reporting Standard - a supplement to the GHG Protocol Corporate Accounting and Reporting Standard' issued by the Greenhouse Gas Protocol (further referred to as "GHG Protocol")[6].

The GHG Protocol is the outcome of a partnership between the World Resources Institute (further referred to as "WRI") and the World Business Council for Sustainable Development. It is a set of voluntary standards for the accounting, reporting, and management of greenhouse gas emissions (further referred to as "GHG emissions") for product and corporate carbon footprints, and is the most widely used framework for these purposes.

The GHG Protocol provides guidelines and standards for companies preparing an inventory of GHG emissions. It covers the accounting and reporting of the six greenhouse gases covered by the Kyoto Protocol: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF_6).

To help delineate direct and indirect emission sources and improve transparency, three "scopes" (scope 1, scope 2, and scope 3) are defined for GHG accounting and reporting purposes in order to avoid double counting. According to the GHG Protocol, companies must separately account for and report on scopes 1 and 2 at a minimum. Reporting on categories within scope 3 depends on the availability and quality of the data needed, and the relevance and the importance of the categories for the company.

Organisational boundaries

Initially, a carbon footprint calculation requires a company to set organisational boundaries. The GHG Protocol sets out two approaches to be used to determine organisational boundaries: the equity and the control approach.

Under the equity share approach, a company accounts for GHG emissions from operations according to its share of equity in the operation. Typically, the share of economic risks and rewards in an operation is aligned with the company's percentage ownership of that operation, and the equity share will normally be the same as the ownership percentage.

[4] GHG Protocol Scope 2 guidance (2015) ghgprotocol.org. Available at: https://ghgprotocol.org/sites/default/files/ghgp/standards/Scope%202%20Guidance_Final_0.pdf (Accessed: 09 October 2023).
[5] Corporate value chain (scope 3) standard: GHG protocol (2011) Corporate Value Chain (Scope 3) Standard | GHG Protocol. Available at: https://ghgprotocol.org/corporate-value-chain-scope-3-standard (Accessed: 09 October 2023).
[6] GHG Protocol (2004) A Corporate Accounting and Reporting Standard – Revised Edition. Available at: http://www.ghgprotocol.org/sites/default/files/ghgp/standards/ghg-protocol-revised.pdf (Accessed 05 October 2023).

Under the control approach, a company accounts for 100% of the GHG emissions from operations over which it has control. It does not account for GHG emissions from operations in which it owns an interest but has no control. Control may be defined in either financial or operational terms. When using the control approach to consolidate GHG emissions, companies shall choose between operational control or financial control criteria. ESET elected to consolidate its emissions according to the operational control approach, which means that ESET Group accounted for 100% of emissions from operations over which it has operational control (i.e. it has the full authority to introduce and implement its operating policies at the operation).

The selection of the approach to determine organisational boundaries has implications for the reporting of certain data under individual scopes. As we decided on reporting according to the operational control approach, emissions from leased assets are reported under scopes 1 and 2 accordingly. Where ESET did not have any operational control over assets, such as external data centres operated by a third party, emissions were reported under scope 3.

Operational boundaries

Operational boundaries represent the scopes and categories that the company chose to report on. Under the GHG Protocol, companies must report on scopes 1 and 2; however, the selection of categories to report on within scope 3 is up to the company, depending on the availability of data, relevance, and their importance for the subject of the company's business.

In Table 2 below, we present the categories we included in our carbon footprint calculation for the year 2023 and a description of these categories. Compared to the categories reported in the year 2022, an additional category Capital goods was included in the year 2023.

Table 2: Overview of scopes and categories included in the ESET Group's carbon footprint calculation for the year 2023

Scope	Category	Description	Inclusion in Carbon Footprint
1	Energy consumption from combustion of vehicles (owned or controlled)	Emissions from fuel used by vehicles owned or controlled by the reporting company (e.g., leased vehicles)	Included
	Energy consumption from stationary combustion within a facility (owned or controlled)	Emissions from fuel combustion (for heating, cooling, power generation, or other applications) in facilities owned or controlled (e.g., leased) by the reporting company	Included
	Fugitive emissions	Emissions resulting from releases, e.g., equipment leaks; hydrofluorocarbon (HFC) emissions during the use of refrigeration and air conditioning equipment; methane leakages from gas transport	Included
2	Purchased electricity	Emissions associated with the production of electricity the reporting company purchased or acquired from an external supplier	Included
	Purchased steam	Emissions associated with the production of steam the reporting company purchased or acquired from an external supplier	Not applicable. No purchased steam
	Purchased heat	Emissions associated with the production of heat the reporting company purchased or acquired from an external supplier	Included
	Purchased cooling	Emissions associated with the production of cooling the reporting company purchased or acquired from an external supplier	Not applicable. No purchased cooling

3 upstream	Purchased goods and services	Extraction, production, and transportation of goods and services purchased	Included (limited to IT and other electronic devices, paper products, furniture and (re)construction materials, upstream purchased services – data centers)
	Capital goods	Extraction, production, and transportation of capital goods purchased or acquired by the reporting company	Included (capitalised tangible fixed assets)
	Fuel and energy-related activities (not covered in scopes 1 or 2)	Extraction, production, and transportation of fuels and energy not already accounted for in scope 1 or scope 2. In this report these emissions are also termed as WTT and T&D emissions (further referred to as "T&D")	Included
	Upstream transportation and distribution	Transportation and distribution of purchased products between tier 1 suppliers and the reporting company, T&D services purchased by the reporting company (e.g., of sold products), and T&D between own facilities (always in vehicles and facilities not owned or controlled by the company)	Not included
	Waste generation in operations	Disposal and treatment of waste generated in the company's operations (in facilities not owned or controlled by the reporting company)	Included
	Business travel	Transportation of employees for business-related activities (in vehicles not owned or operated by the reporting company) Hotel stays	Included
	Employee commuting	Transportation of employees between their homes and their worksites (in vehicles not owned or operated by the reporting company) Homeworking	Included
	Upstream leased assets	Operation of assets leased by the reporting company (lessee) and not included in scopes 1 and 2	Not included
3 downstream	Downstream transportation and distribution	T&D of products sold by the reporting company between the reporting company and the end consumer (if not paid by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company)	Not included
	Processing of sold products	Processing of intermediate products sold by downstream companies (e.g., manufacturers)	Not included
	Use of sold products	End use of goods and services sold by the reporting company in the reporting year	Not included
	End-of-life treatment of sold products	Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life	Not included
	Downstream leased assets	Operation of assets owned by the reporting company (lessor) and leased to other entities, not included in scopes 1 and 2	Not included
	Franchises	Operation of franchises in the reporting year, not included in scopes 1 and 2 - reported by franchisor	Not included
	Investments	Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scopes 1 and 2	Not included

Table 3 below lists all ESET entities, location of their offices, respective region, size of leased space and number of employees. The ESET Foundation entity is not listed as it has no employees and shares all the services with ESET spol. s r.o. The Melbourne, Tokyo and Munich offices previously excluded from the carbon footprint calculation due to a lack of available data, were included in 2023. However, for the Melbourne and Munich offices it is still not possible to obtain data for building operations as they are located in co-working spaces. The location Bratislava-Campus was also added in 2023 - this is the future ESET headquarters in Bratislava. In 2023, demolition work started and the calculations of the carbon footprint of this location were thus included in the report.

Table 3: Overview of ESET entities, their offices, location, the size of the leased premises where these entities are located and the number of employees working for these entities

Entity	Location / Office	Region	Country	Rented area (m^2)	# of employees (31 December 2023)
ESET, spol. s r. o.	Bratislava	HQ	Slovak Republic	19,322	1,263
	Košice			1,204	81
	Žilina			341	23
	Bratislava-Campus			N/A	N/A
ESET Research Czech Republic s. r. o.	Prague	EMEA	Czech Republic	671	51
	Brno			1,360	61
	Jablonec nad Nisou			623	21
ESET software, spol. s r. o.	Prague			1,335	73
ESET Deutschland GmbH	Jena		Germany	1,430	104
	Munich			78	9
ESET RESEARCH UK Limited	Taunton		UK	239	13
ESET SOFTWARE UK Limited	Bournemouth			913	75
ESET ITALIA S.R.L.	Milan		Italy	507	35
ESET Romania S.R.L.	Iasi		Romania	253	13
ESET Polska Sp. z o. o.	Krakow		Poland	1,639	84
ESET MÉXICO S. de R.L. de C.V.	Mexico City	LATAM	Mexico	125	21
ESET DO BRASIL MARKETING LTDA	Sao Paulo		Brazil	225	22
ESET LATINOAMERICA S.R.L	Buenos Aires		Argentina	600	91
ESET ASIA PTE. LTD	Singapore	APAC	Singapore	418	31
ESET Software Australia, PTY, LTD.	Sydney		Australia	434	18
	Melbourne			14	1
ESET Japan Inc.	Tokyo		Japan	260	8
ESET, LLC	San Diego	NORAM	USA	3,702	189
ESET Canada Inc.	Toronto		Canada	419	20
ESET Canada Recherche Inc.	Montreal			593	11
Total				**36,700**	**2,318**

Activity data

Introduction to activity data collection

In order to calculate emissions for a specific process (activity), an adequate conversion factor, i.e. the emission factor (further referred to as "EF"), must be used. This describes the amount of CO_2 or CO_2 equivalent (CO_2e) released when performing a certain activity. To calculate the total emissions for a process, the EF is multiplied by the respective activity data value (e.g., amounts of fuel consumed, weight of materials purchased, etc.).

Activity data for ESET Group was collected into excel templates from all ESET offices mentioned above. Each emission category included in the calculation within each scope had a separate template for data collection. The input data was then processed in automated tool for ESG reporting, using the emission factors available in the tool, except for items where custom emission factors were available.

Not all templates were relevant for all offices, for example some entities do not own cars and therefore will not produce emissions from the combustion of fuel from company owned cars. A summary of the data provided by each office is presented in Tables 4 and 5 below. Where the data to be collected was not relevant to a particular office, it has been marked as N/A (not applicable). Where data was relevant to a particular office but was not provided, it was marked with an 'X'. Where data were relevant and provided, they were marked '√'.

Table 4: Overview of data supplied by each office according to scopes 1 and 2, categories and completed templates

			Scope 1			Scope 2		
Categories defined in Table 2:			Energy consumption (mobile sources)	Energy consumption (stationary sources)	Fugitive emissions	Purchased electricity and Purchased heat		
Region	Country	Location / Office	Fleet-passenger	Fuel except fleet	Refrigerants	Fleet-electric	Purchased electricity	Purchased heat
HQ	Slovakia	Bratislava	√	√	√	√	√	N/A
		Košice	√	N/A	N/A	N/A	√	√
		Žilina	N/A	N/A	N/A	N/A	√	√
		Bratislava - Campus	N/A	N/A	N/A	N/A	√	N/A
EMEA	Czech Republic	Prague	N/A	√	N/A	N/A	√	N/A
		Brno	√	√	N/A	N/A	√	N/A
		Jablonec nad Nisou	√	√	N/A	N/A	√	N/A
		Prague	√	N/A	√	N/A	√	√
	Germany	Jena	√	N/A	x	√	√	√
		Munich	N/A	N/A	x	N/A	x	x
	United Kingdom	Taunton	N/A	√	N/A	N/A	√	N/A
		Bournemouth	√	√	N/A	√	√	N/A
	Italy	Milan	√	N/A*	N/A	√	√	N/A*
	Romania	Iasi	N/A	N/A	N/A	N/A	√	√
	Poland	Krakow	√	N/A	N/A	N/A	√	√
LATAM	Mexico	Mexico City	N/A	N/A	√	N/A	x	N/A
	Brazil	Sao Paulo	N/A	N/A	√	N/A	√	N/A
	Argentina	Buenos Aires	√	N/A	√	N/A	√	N/A
APAC	Singapore	Singapore	√	N/A	x	N/A	√	N/A
	Australia	Sydney	√	N/A	x	N/A	√	N/A
		Melbourne	N/A	N/A	x	N/A	x	x
	Japan	Tokyo	N/A	N/A*	N/A	N/A	√	N/A*
NORAM	United States	San Diego	N/A	√	N/A	N/A	√	N/A
	Canada	Toronto	N/A	√	N/A	N/A	√	N/A
		Montreal	N/A	N/A*	N/A	N/A	√	N/A*

Legend:

N/A - not applicable because the category is not relevant to ESET in the specific office or the activity is null
N/A* - heat consumption is included in the purchased electricity category and it is not possible to separate the data for heating in the offices in question
√ - data provided in a specific office
x - data not available for a specific office
√* - data was collected under the Bratislava/ Brno office and could not be proportionally matched to the Kosice and Žilina/ Jablonec nad Nisou and Prague Research offices

Table 5: Overview of data supplied by each office according to scope 3, categories and completed templates

			Scope 3								
Categories defined in Table 2:			Purchased goods and services	Capital goods	Waste generation	Business travel				Employee commuting	
Region	Country	Location / Office			Waste	Business trips - air	Business trips - car	Business trips - train and bus	Hotel stays	Employee commuting	Work from home
HQ	Slovakia	Bratislava	√	√	√	√	√	√	√	√	√
		Košice	√*	√*	√	√*	√*	√*	√*	√	√
		Žilina	√*	√*	x	√*	√*	√*	√*	√	√
		Bratislava - Campus	N/A	N/A	√	N/A	N/A	N/A	N/A	N/A	N/A
EMEA	Czech Republic	Prague	N/A	√*	√	√	N/A	√	√	√	√
		Brno	N/A	√	√	√	√	√	√	√	√
		Jablonec nad Nisou	N/A	√*	√	√	√	√	√	√	√
		Prague	√	√	√	√	√	√	√	√	√
	Germany	Jena	√	√	√	√	√	√	√	√	√
		Munich	N/A	N/A	x	√	N/A	√	N/A	√	√
	United Kingdom	Taunton	N/A	√	√	√	√	√	√	√	√
		Bournemouth	√	√	√	√	√	√	√	√	√
	Italy	Milan	√	√	√	√	N/A	√	√	√	√
	Romania	Iasi	√	√	√	√	N/A	N/A	√	√	√
	Poland	Krakow	√	√	√	√	√	√	√	√	√
LATAM	Mexico	Mexico City	√	√	√	√	√	N/A	√	√	√
	Brazil	Sao Paulo	√	√	√	√	√	N/A	√	√	√
	Argentina	Buenos Aires	√	√	√	√	√	N/A	√	√	√
APAC	Singapore	Singapore	√	√	√	√	N/A	N/A	√	√	√
	Australia	Sydney	N/A	√	√	√	N/A	N/A	√	√	√
		Melbourne	N/A	N/A	x	x	x	x	x	√	√
	Japan	Tokyo	N/A	√	x	√	N/A	N/A	√	√	√
NORAM	United States	San Diego	√	√	√	√	√	N/A	√	√	√
	Canada	Toronto	√	√	x	√	N/A	N/A	√	√	√
		Montreal	√	√	√	√	√	√	√	√	√

Legend:

N/A - not applicable because the category is not relevant to ESET in the specific office or the activity is null
N/A* - heat consumption is included in the purchased electricity category and it is not possible to separate the data for heating in the offices in question
√ - data provided in a specific office
x - data not available for a specific office
√* - data was collected under the Bratislava/Brno office and could not be proportionally matched to the Kosice and Žilina/ Jablonec nad Nisou and Prague Research offices

RESULTS

In this section, we present the results of the ESET Group's carbon footprint calculation for the year 2023. In the first part, we present the consolidated results for ESET Group as a whole and on a regional basis, broken down into individual scopes, and identify the largest contributors to ESET Group's total carbon footprint. In the second part. we summarize highlights of the results on an entity basis, identifying the largest contributors to the carbon footprint within each entity. When comparing the carbon footprint results, we present the data by the market-based approach, as this is the methodology ESET has chosen to present and compare data over the years in our reporting and 2030 ESG Strategy.

Consolidated results

Figure 2 shows the ESET Group's overall results by scope and distinguishes between market-based and location-based methodologies. As this approach is not relevant for scope 1, both market-based and location-based scope 1 emissions are identical. Scope 3 is the largest contributor to ESET Group's overall carbon footprint, accounting for approximately 79% of greenhouse gas emissions. Scope 3 includes indirect emissions from ESET's value chain that are not under the direct control of the company. In comparison, scope 1 accounts for approximately 10% of total emissions and scope 2 for approximately 11%.

Figure 2: Graph of GHG emissions (t CO_2e) by scopes and location and market-based methods

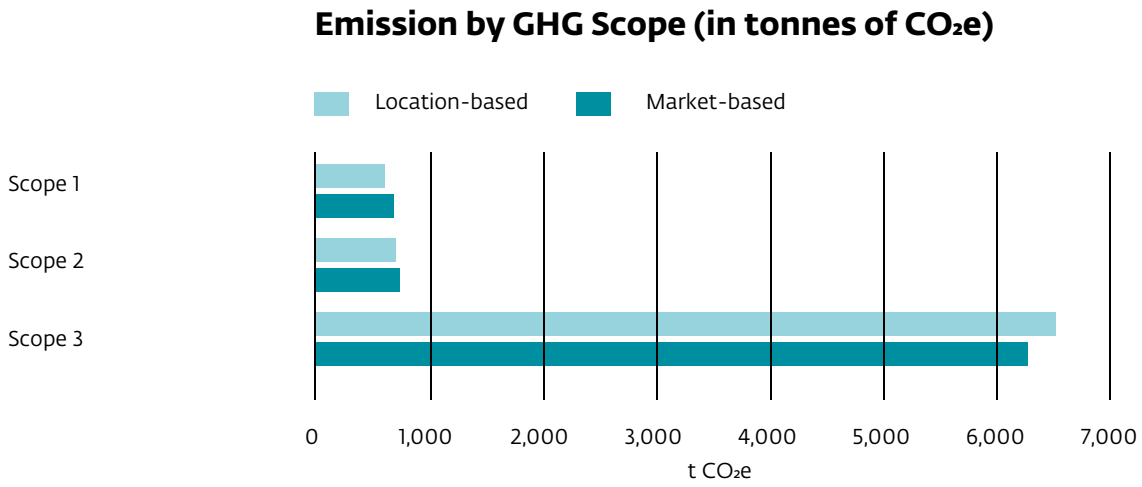


Table 6: Detailed overview of GHG emissions (t CO_2e) by scopes and location and market-based methods

Emissions by GHG Scope (in tonnes CO_2e)		
GHG Scope	**Location-based**	**Market-based**
Scope 1	771.8	771.8
Scope 2	845.7	842.0
Scope 3	6,528.9	6221.3
Outside of scopes [8]	0.1	0.1
Grand Total	**8,146.3**	**7,835.1**
Total per employee	**3.51**	**3.38**

[8] Outside of scopes CO_2 emissions from consumption of fuel with biogenic content in the Bournemouth office (UK).

In table 7 below, we present an overview of the individual gases emitted and their released amount converted into CO_2 equivalent.

Table 7: Emission data for GHGs in tonnes of CO_2 equivalent for both approaches

Gas type	Location based	Market based
	Released amount (in tonnes CO_2e)	**Released amount** (in tonnes CO_2e)
Carbon dioxide	3,412.7	3,412.7
CO_2e . unknown GHG gasses structure	4,711.7	4,400.4
Methane	2.5	2.5
Nitrous oxide	19.5	19.5
Grand Total	**8,146.3**	**7,835.1**

Compared to 2022, the total produced GHG emissions of the ESET Group increased by 25% and the GHG emissions per employee increased by 16%. Although scope 1 emissions decreased by 14%, scope 2 and scope 3 emissions increased by 6% and 35% respectively in 2023 (Table 8). The main reasons for the increase in total emissions are:

- Inclusion of 3 additional offices and the Bratislava-Campus,
- Increase in business travel compared to 2022, which we attribute to the significant and lasting changes in how businesses operate, driven by the adaptations made during the COVID-19 pandemic,
- Increase in kilometres commuted due to more accurate measurement and an increase in the number of employees (by 7%), as well as a return to offices in most locations,
- Increase in electricity consumption globally,
- More accurate data collection of goods and services.

The detailed reasons for changes are described in the Results by region and Entity specific highlights.

Table 8: Overview of GHG emissions (t CO_2e) increase and decrease between 2022 and 2023 by scopes (market,based method)

GHG Scope	2022	2023	Increase/ decrease
Scope 1	897.65	771.80	-14%
Scope 2	794.22	842.0	6%
Scope 3	4,597.99	6,221.3	35%
Grand Total	**6,289.86**	**7,835.1**	**25%**
Total per employee	**2.91**	**3.38**	**16%**

Below, we present the consolidated results of each scope in more detail.

Scope 1

Table 9 shows the consolidated results for scope 1. The activity that contributes most to the total emissions from this scope is vehicle combustion (49%) from company cars owned or controlled by ESET Group, followed by heating (48%) from the use of natural gas and compressed natural gas. The remaining 3% comes from air conditioning leaks at ESET offices.

Table 9: Detailed overview of GHG emissions (t CO_2e) within scope 1 by emission category

GHG Scope 1 Emissions by Category (in tonnes CO_2e)	
Fugitive emissions	**22.8**
Refrigerants and other GHG emissions (Kyoto Protocol)	22.8
Stationary combustion	**366.2**
Produced energy consumed	366.2
Vehicles combustion	**382.8**
Passenger vehicles	382.8
Total	**771.8**

As it is shown in Table 10, compared to last year, we have seen a significant reduction (82%) in fugitive emissions due to a lower number of refills of refrigerants in air conditioning units in 2023. Compared to last year, only 5 offices were unable to record refrigerant leaks, whereas in 2022 it was 12 offices, which represents a significant increase in data accuracy.

The decrease in stationary combustion (11%) can be attributed to more effective heating management, increased awareness of the employees of the impacts of excessive heating use, and a switch to biogas at our Bournemouth (UK) office. The decrease of emissions from heating was recorded even though the consumption of heating from the offices in Toronto and San Diego was moved from scope 2 (2022) to scope 1 (2023).

There was a smaller increase of 6% in the vehicle combustion category despite an increased number of electric vehicles and plug-in hybrids in our fleet, overall real fuel consumption increased owning to more frequent business travel.

Nonetheless, the total emissions from scope 1 decreased by 14% compared to the base year.

Table 10: Overview of GHG emissions (t CO_2e) increase and decrease between 2022 and 2023 within scope 1 (market-based method)

GHG Scope 1 Emissions by Category (in tonnes CO_2e)	2022	2023	Increase/ decrease
Fugitive emissions	**124.7**	**22.8**	**-82%**
Refrigerants and other GHG emissions (Kyoto Protocol)	124.7	22.8	
Stationary combustion	**412.5**	**366.2**	**-11%**
Produced energy consumed	412.5	366.2	
Vehicles combustion	**362.1**	**382.8**	**6%**
Passenger vehicles	351.8	382.8	
Plug-in hybrids	10.3	0.0	
Total	**897.7**	**771.8**	**-14%**

Scope 2

Emissions from this scope have been calculated using both market-based and location-based methods in accordance with the GHG Protocol. Within the market-based calculations, 87% of emissions are from purchased electricity used in ESET offices and 12% from purchased heat. The remaining negligible amount of emissions came from the use of electric vehicles. In comparison, according to the location-based method, 88% of emissions are from purchased electricity, followed by 12% of emissions from purchased heat and the rest from electric vehicles. Purchased electricity is the main driver of ESET Group's scope 2 emissions.

The difference between the two approaches is due to the different use of emission factors for non-renewable energy (see Appendix). The share of non-renewable electricity has a greater impact on the calculation in the market-based approach, as its emission factor does not take into account electricity with certificates. Therefore, the location-based emission factors may be lower than the market-based emission factors in some countries. Nevertheless, there was a clear reduction in emissions under the market-based approach in offices where renewable energy certificates were purchased.

Table 11: Detailed overview of GHG emissions (t CO_2e) within scope 2 by emission category and location and market-based methods

GHG Scope 2 Emissions by Category (in tonnes CO_2e)		
Category	**Location-based**	**Market-based**
Electric vehicles	**4.91**	**10.34**
Electric vehicles	4.91	10.34
Purchased electricity	**742.4**	**733.3**
Electricity consumption	742.2	733.3
Purchased heat	**98.38**	**98.38**
Heat consumption	98.38	98.38
Total	**845.7**	**842.0**

Table 12 shows the differences of each scope 2 category between the years 2022 and 2023. The increase in the use of electric vehicles has also led to an increase in emissions, although emissions from the use of electric vehicles still represent a negligible amount within the ESET Group. In 2023, we have also seen a 6% increase in emissions from electricity consumption based on the market-based method, which can be attributed use of renewable energy within ESET offices (36% in 2023). The increase in electricity consumption in absolute terms (in kWh) was approximately 12% between 2022 and 2023.

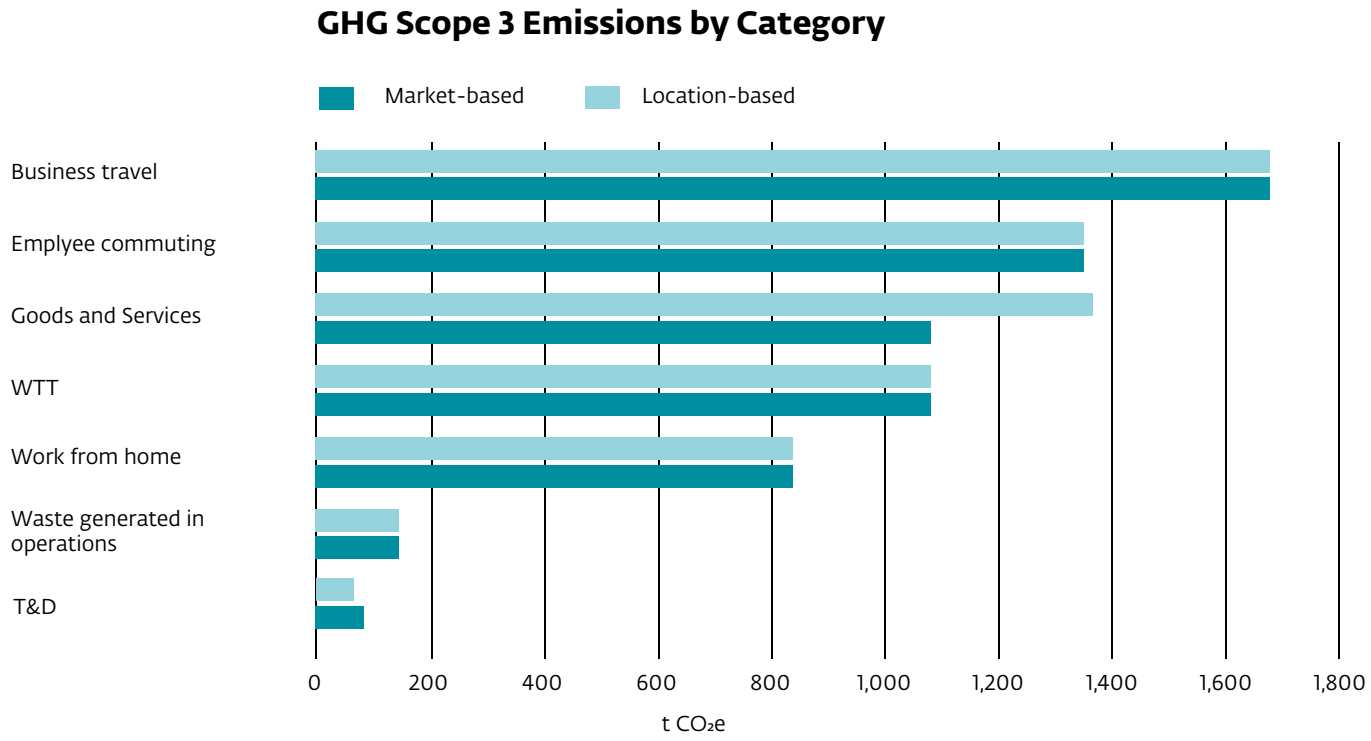
Table 12: Overview of GHG emissions (t CO_2e) increase and decrease between 2022 and 2023 within scope 2 (market-based method)

GHG Scope 2 Emissions by Category (in tonnes CO_2e)			
Category	**2022**	**2023**	**Increase/ decrease**
Electric vehicles	**1.80**	**10.34**	**475%**
Electric vehicles	1.80	10.34	
Purchased electricity	**693.86**	**733.3**	**6%**
Electricity consumption	693.86	733.3	
Purchased heat	**96.97**	**98.38**	**1%**
Heat consumption	96.97	98.38	
Total	**792.64**	**842.0**	**6%**

Scope 3

For scope 3, as shown in Figure 3, the largest contribution to total scope 3 emissions comes from business travel (27%), which includes business travel by air, car, bus and train, as well as hotel stays. The number of trips and distances travelled increased in 2023, with business trips by air being the largest contributor to the carbon footprint, accounting for 88% of emissions in the business travel category. As shown in Figure 4, emissions from the business travel category have increased by 64% overall, with a 90% increase in air travel, a 68% increase in bus and train travel, but a 33% decrease in car travel and a 15% decrease in hotel stays, when compared with the values in 2022.

Figure 3: Graph of contributions of each scope 3 category to total emissions from scope 3



The second largest contributor to scope 3 emissions (22%) is employee commuting, which includes employee commuting by bus, car, motorcycle, train, taxi and walking or cycling. 78% of the emissions in this category are attributed to car commuting, although only 58% of the total distance travelled to work by ESET employees is done by car. The second most popular mode of transportation for commuting to work is the bus (18%), followed by train (12%) and cycling or walking (11%).

The 63% increase between 2022 and 2023 is likely due to more frequent commuting as the COVID restriction is fully lifted in 2023, and increase in km commuted due to more accurate measurement in our largest HQ entity, which represents 59% of ESET's workforce.

The third largest source of emissions is WTT (Well-toTank) emissions, which includes all upstream emissions from the production of fuels and energy used within the ESET Group. This category corresponds to the fuel and energy used reported in scopes 1, 2 and 3 and represents 17% of total scope 3 emissions. A similar category of T&D (Transmission and Distribution) losses covers generation (upstream activities and combustion) of electricity, steam, heating, and cooling that is consumed (i.e. lost) in a transmission and distribution system and represents less than 1% of scope

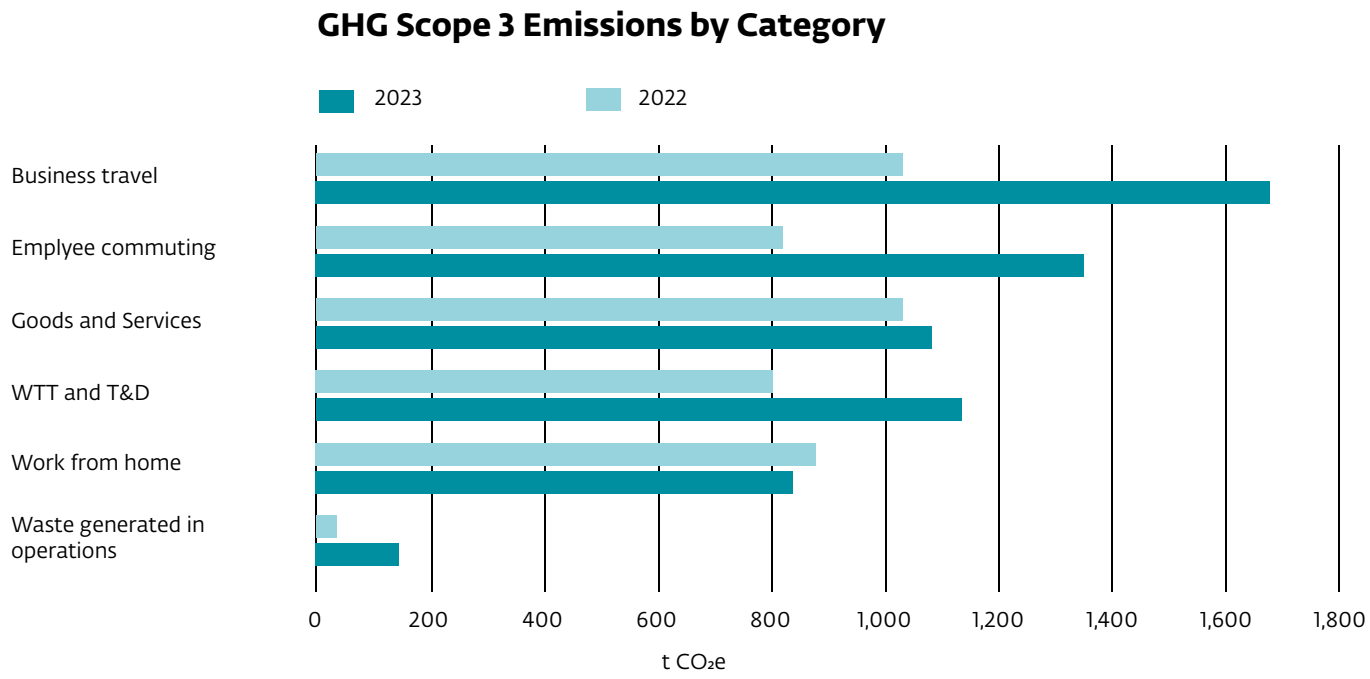
3 emissions in 2023. In 2022, WTT and T&D emissions were calculated together, so if we add WTT and T&D emissions for 2023, we arrive at approximately 1,132.4 tonnes of CO_2e. Compared to 2022, there was a significant increase in emissions (42%). This can be attributed to extensive use of cars for commuting and business travel, followed by increased air travel and its associated WTT emissions, and T&D losses associated with electricity consumption from non-renewable sources.

Approximately 17% of scope 3 emissions are from goods and services procured in 2023. This category is subdivided into purchased goods and services and capital goods. See Table 2 and Activity data section in the Appendix for more details. The capital goods category makes up 63% of the total emissions from these two categories. For upstream purchased services, the emission source are external data centres whose purchased electricity is renewable, so the market-based approach shows zero emissions for this subcategory.

In 2022, we did not follow this categorisation and only reported the purchased goods and services subcategory. Compared to the total goods and services category from the 2022 dataset, we see only a slight increase in emissions (4%).

Approximately 13% of scope 3 emissions came from employees working from home. The average number of days per employee working from home was 132.7, which represents approximately 58% of all working days excluding holidays. The highest number of days worked from home was recorded in our Polish office and the lowest in our Australian office. The 6% decrease in emissions confirms that ESET employees spent more days in the office in 2023 than in 2022.

Figure 4: Comparison of GHG emissions (t CO_2e) in scope 3 (market-based method) between 2022 and 2023



The final category included in ESET's global carbon footprint is waste from operations, consisting mainly of office and construction waste. Notably, construction waste increased compared to 2022, as ESET started demolishing the site for its new headquarters in Bratislava - the ESET Campus, represented in this report by Bratislava-Campus location. In 2023, more than 38 thousand tonnes of waste was generated, but almost 98% of it was recovered, resulting in only 50 tonnes of CO_2e. However, ESET rents all our premises and in most cases waste disposal is estimated from the total waste generated by the buildings. Therefore, the input data in this category has a high level of uncertainty and it is difficult to estimate the impact of ESET's actions in the offices on total waste generation and how effective these actions are.

Table 13: Detailed overview of scope 3 categories and their contribution to the total amount of scope 3 emissions

GHG Scope 3 Emissions by Category (in tonnes CO_2e)		
Category	**Location-based**	**Market-based**
Business trips	**1,682.3**	**1,682.3**
Air	1,471.2	1,471.2
Bus	1.0	1.0
Car	32.1	32.1
Train or bus	165.6	165.6
Hotel stays	12.4	12.4
Employee commuting	**2,181.0**	**2,181.0**
Bus	207.4	207.4
Car	1 064.3	1 064.3
Cycling / Walking	0.0	0.0
Homeworking	821.6	821.6
Motorbike	10.3	10.3
Taxi	29.5	29.5
Train	47.9	47.9
Goods and Services	**1,372.1**	**1,074.3**
Capital goods	673.7	673.7
Purchased goods	400.6	400.6
Upstream purchased services	297.8	0.0
T&D	**66.0**	**56.2**
Purchased electricity	50.2	47.9
Purchased heat	6.1	6.1
Upstream leased assets	9.4	1.6
Vehicles combustion	0.3	0.6
Waste generated in operations	**151.3**	**151.3**
Waste disposal	151.3	151.3
WTT	**1,076.2**	**1,076.2**
Business travel	259.7	259.7
Employee commuting	351.6	351.6
Purchased electricity	212.5	212.5
Purchased heat	18.3	18.3
Stationary combustion	73.7	73.7
Upstream leased assets	60.5	60.5
Vehicles combustion	99.9	99.9
Total	**6,528.9**	**6,221.3**

Results by region

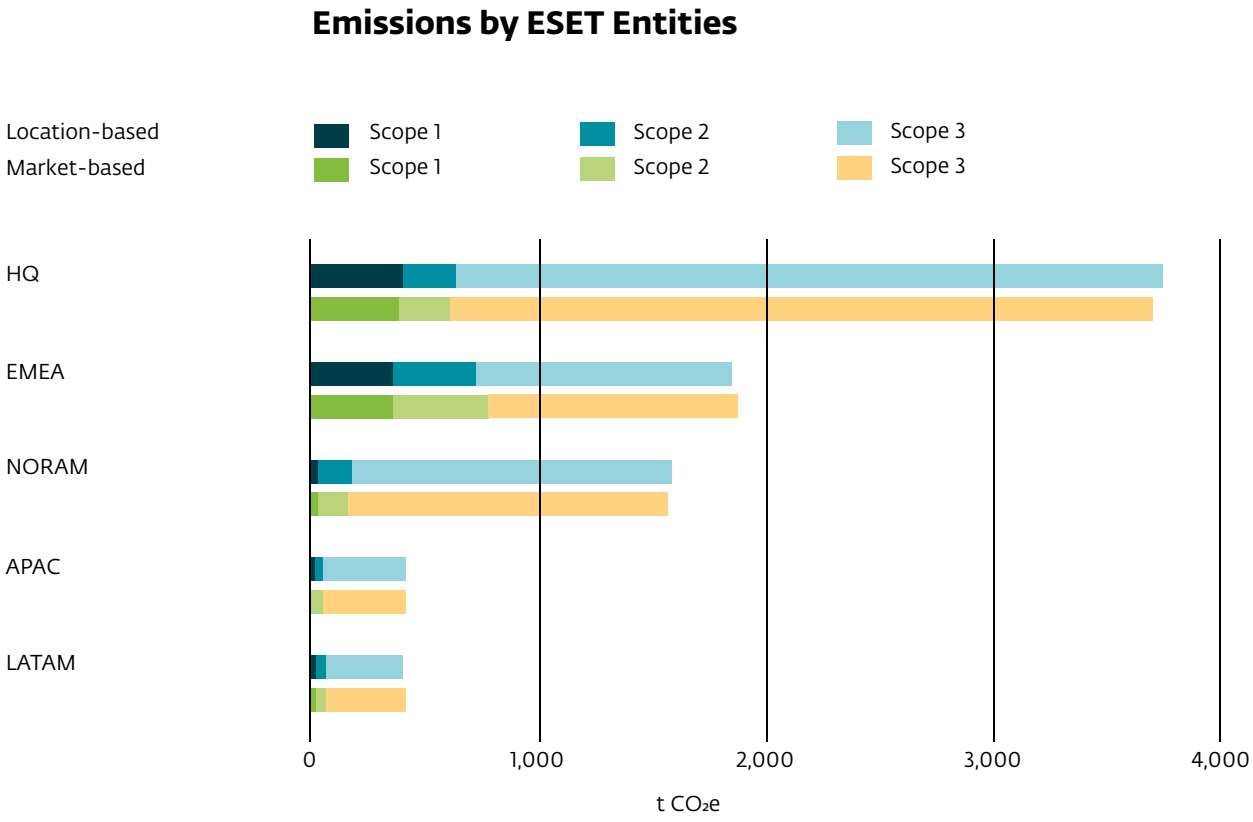
In this section, the emission results will be broken down by the regions where ESET operates. ESET Group operates globally - all 18 entities were included in the carbon footprint calculation. The entities are divided into 4 regions (EMEA, APAC, LATAM and NORAM) and HQ, as more than half (59%) of all ESET Group employees are from the ESET spol s r. o. entity. Table 14 below shows the regional distribution of ESET entities, their respective offices and number of employees.

Table 14: Overview of regional distribution of ESET´s entities, offices and locations as reported in this Report

	Entity	Location/ Office	Number of employees
HQ	ESET spol. s r. o.	Bratislava	1,263
	ESET spol. s r. o.	Košice	81
	ESET spol. s r. o.	Žilina	23
	ESET spol. s r. o.	Bratislava-Campus	N/A
	HQ Total		**1,367**
EMEA	ESET Research Czech Republic s. r. o.	Prague	51
	ESET Research Czech Republic s. r. o.	Brno	61
	ESET Research Czech Republic s. r. o.	Jablonec nad Nisou	21
	ESET software spol. s r.o.	Prague	73
	ESET Deutschland GmbH	Jena	104
	ESET Deutschland GmbH	Munich	9
	ESET RESEARCH UK Limited	Taunton	13
	ESET SOFTWARE UK Limited	Bournemouth	75
	ESET ITALIA S.R.L.	Milan	35
	ESET Romania S.R.L.	Iasi	13
	ESET Polska Sp. z o.o.	Krakow	84
	EMEA Total		**539**
APAC	ESET ASIA PTE. LTD.	Singapore	31
	ESET Software Australia. PTY. LTD.	Sydney	18
	ESET Software Australia. PTY. LTD.	Melbourne	1
	ESET Japan Inc.	Tokyo	8
	APAC Total		**58**
NORAM	ESET. LLC	San Diego	189
	ESET Canada Inc.	Toronto	20
	ESET Canada Recherche Inc.	Montreal	11
	NORAM Total		**220**
LATAM	ESET MÉXICO S. de R.L. de C.V.	Mexico City	21
	ESET DO BRASIL MARKETING LTDA	Sao Paulo	22
	ESET LATINOAMERICA S.R.L	Buenos Aires	91
	LATAM Total		**134**

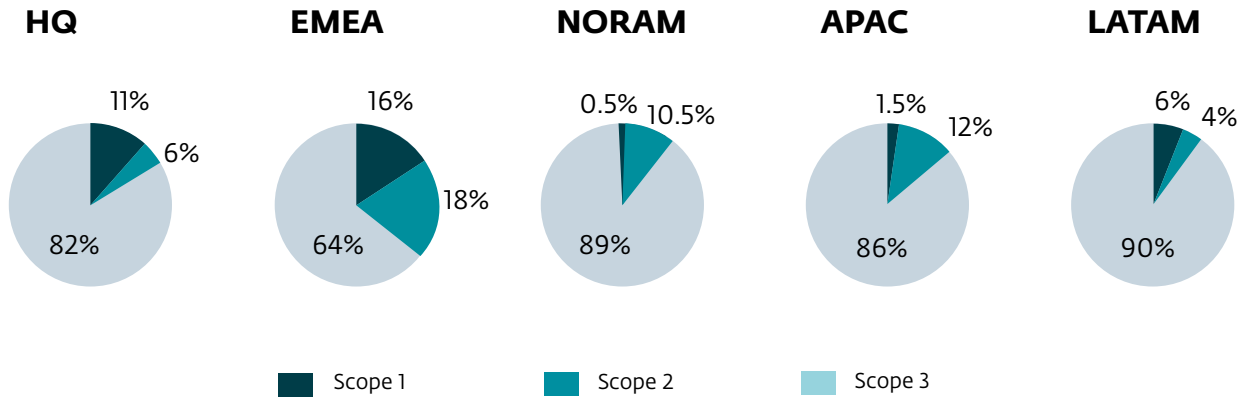
As shown in Figure 5, ESET HQ is the largest contributor to the ESET Group's total carbon footprint, accounting for 47% (in the location-based approach) and 46% (in the market-based approach) of the ESET Group's total emissions. ESET EMEA is the second largest contributor to ESET Group emissions, accounting for 23% and 24% of total ESET Group emissions in the location-based and market-based approaches, respectively. The third largest share of ESET Group emissions comes from ESET NORAM and represents approximately 20% of the total ESET Group carbon footprint. ESET LATAM and ESET APAC regions equally contribute 5% in the location and market based approach.

Figure 5: Graph of the contribution of the ESET entities to the total emissions by scopes, regions and approaches



In terms of the contribution of each scope to total emissions, scope 3 dominates in all regions. Figure 6 illustrates the differences between the regions. In 2022, we reported that 2 entities had the highest share of emissions stemming from other scopes than scope 3 – ESET Italy and ESET Software Czech Republic. For 2023, we can report that this is no longer the case. ESET Italy changed air conditioning units in 2022, which resulted in lower scope 1 emissions in 2023. And ESEST Software Czech Republic provided all data for the remaining scope 3 categories for the 2023 reporting period, as this entity provided data only for scopes 1 and 2, and purchased goods and WTT and T&D categories within scope 3 in 2022.

Figure 6: Graphs of the contribution of different scopes to the total emissions by region



Taking into account the number of employees in different regions, the ESET HQ, although the largest region in terms of total GHG emissions (3,482.43 tonnes of CO_2e), has the lowest emissions per employee (2.5 tonnes of CO_2e). On the other hand, the highest emissions per employee were recorded in the ESET NORAM region (7.4 tonnes of CO_2e), followed by ESET APAC with 7.2 tonnes of CO_2e per employee.

In both regions, business travel accounts for approximately half of the emissions generated in the region, with the majority of emissions coming from air travel. This is also the case for LATAM.

However, for HQ and EMEA, the majority of emissions are generated by employee commuting, including working from home (32% for HQ and 28% for EMEA). This category is also significant for NORAM and LATAM, contributing 23% and 25% respectively to the regional carbon footprint.

For more details on the regional and office specific overview of the emissions category, please refer to Tables 15 and 16.

Table 15: Detailed overview of the emissions by regions, entities, offices, scopes and emissions per employee (location-based)[9]

	Location-based						
Region	**Entity**	**Office/Location**	**Scope 1**	**Scope 2**	**Scope 3**	**Total emissions**	**Total per employee**
HQ	ESET spol. s r. o.	Bratislava	423.7	201.5	2,861.8	3,487.0	2.8
	ESET spol. s r. o.	Košice	2.0	29.3	198.3	229.7	2.8
	ESET spol. s r. o.	Žilina		10.0	29.3	39.3	1.7
	ESET spol. s r. o.	Bratislava -Campus		5.8	51.6	57.4	n/a
HQ Total			**425.7**	**246.6**	**3,141.0**	**3,813.3**	**2.8**
EMEA	ESET Research Czech Republic s. r. o.	Prague	4.9	12.5	48.2	65.6	1.3
	ESET Research Czech Republic s. r. o.	Brno	32.5	22.7	121.1	176.2	2.9
	ESET Research Czech Republic s. r. o.	Jablonec nad Nisou	18.9	14.9	25.1	58.9	2.8
	ESET Research Czech Republic s. r. o. Total		56.3	50.0	194.4	300.7	2.3
	ESET software spol. s r.o.	Prague	67.0	56.6	231.9	355.5	4.9
	ESET Deutschland GmbH	Jena	108.7	64.2	275.7	448.6	4.3
	ESET Deutschland GmbH	Munich			6.4	6.4	0.7
	ESET Deutschland GmbH Total		108.7	64.2	282.1	455.0	4.0
	ESET SOFTWARE UK Limited	Bournemouth[10]	0.7	25.6	221.6	247.9	3.3
	ESET RESEARCH UK Limited	Taunton	2.1	4.0	21.2	27.4	2.1
	ESET ITALIA S.R.L.	Milan	62.0	11.8	74.6	148.3	4.2
	ESET Romania S.R.L.	Iasi		1.8	20.2	22.0	1.7
	ESET Polska Sp. z o.o.	Krakow	8.9	136.1	165.5	310.5	3.7
EMEA Total			**305.6**	**350.1**	**1,211.6**	**1,867.3**	**3.5**
APAC	ESET ASIA PTE. LTD.	Singapore	1.0	36.0	221.4	258.4	8.3
	ESET Software Australia. PTY. LTD.	Sydney	5.7	5.5	79.1	90.4	5.0
	ESET Software Australia. PTY. LTD.	Melbourne			2.0	2.0	2.0
	ESET Software Australia. PTY. LTD. TOTAL		5.7	5.5	81.1	92.3	4.9
	ESET Japan Inc.	Tokyo		9.4	54.6	64.0	8.0
APAC Total			**6.7**	**50.9**	**357.1**	**414.8**	**7.2**
NORAM	ESET. LLC	San Diego	3.6	147.3	1,282.0	1,432.9	7.6
	ESET Canada Inc.	Toronto	5.7	11.6	75.7	93.0	4.7
	ESET Canada Recherche Inc.	Montreal		22.5	93.3	115.8	10.5
NORAM Total			**9.3**	**181.5**	**1,450.9**	**1,641.7**	**7.5**
LATAM	ESET LATINOAMERICA S.R.L	Buenos Aires	9.4	15.6	298.6	323.6	3.6
	ESET MÉXICO S. de R.L. de C.V.	Mexico City	8.7	0.0	40.2	48.9	2.3
	ESET DO BRASIL MARKETING LTDA	Sao Paulo	6.3	1.1	29.6	37.0	1.7
LATAM Total			**24.4**	**16.6**	**368.4**	**409.5**	**3.1**
ESET Group Total			**771.8**	**845.7**	**6,528.9**	**8,146.3**	**3.5**

[9] The significant differences between individual entities and offices are caused by the nature of their activities as well as the availability of data for each office. For information on the availability of data for individual offices, refer to Table 4 and 5.
[10] Outside of scopes CO_2 emissions from consumption of fuel with biogenic content in the Bournemouth office (UK) equal 0.121 t CO_2e and are not included in the Table 15 and 16.

Table 16: Detailed overview of the emissions by regions, entities, offices, scopes and emissions per employee (market-based) [11]

	Location-based						
Region	**Entity**	**Office/Location**	**Scope 1**	**Scope 2**	**Scope 3**	**Total emissions**	**Total per employee**
HQ	ESET spol. s r. o.	Bratislava	423.7	163.7	2,564.2	3,151.6	2.5
	ESET spol. s r. o.	Košice	2.0	43.3	189.7	235.0	2.9
	ESET spol. s r. o.	Žilina		15.0	29.4	44.4	1.9
	ESET spol. s r. o.	Bratislava -Campus		0.0	51.4	51.4	n/a
HQ Total			**425.7**	**222.0**	**2,834.7**	**3,482.4**	**2.5**
EMEA	ESET Research Czech Republic s. r. o.	Prague	4.9	17.8	48.4	71.1	1.4
	ESET Research Czech Republic s. r. o.	Brno	32.5	32.4	121.6	186.4	3.1
	ESET Research Czech Republic s. r. o.	Jablonec nad Nisou	18.9	21.3	25.4	65.6	3.1
	ESET Research Czech Republic s. r. o. Total		56.3	71.5	195.4	323.2	2.4
	ESET software spol. s r.o.	Prague	67.0	72.8	232.7	372.6	5.1
	ESET Deutschland GmbH	Jena	108.7	90.6	276.8	476.1	4.6
	ESET Deutschland GmbH	Munich			6.4	6.4	0.7
	ESET Deutschland GmbH Total		108.7	90.6	283.2	482.4	4.3
	ESET SOFTWARE UK Limited	Bournemouth[12]	0.7	2.1	219.5	222.2	3.0
	ESET RESEARCH UK Limited	Taunton	2.1	0.3	20.9	23.3	1.8
	ESET ITALIA S.R.L.	Milan	62.0	4.4	74.0	140.4	4.0
	ESET Romania S.R.L.	Iasi		1.5	20.2	21.7	1.7
	ESET Polska Sp. z o.o.	Krakow	8.9	150.2	166.5	325.6	3.9
EMEA Total			**305.6**	**393.4**	**1,212.3**	**1,911.4**	**3.5**
APAC	ESET ASIA PTE. LTD.	Singapore	1.0	36.0	221.4	258.4	8.3
	ESET Software Australia. PTY. LTD.	Sydney	5.7	5.5	79.1	90.4	5.0
	ESET Software Australia. PTY. LTD.	Melbourne			2.0	2.0	2.0
	ESET Software Australia. PTY. LTD. TOTAL			5.5	81.1	92.3	4.9
	ESET Japan Inc.	Tokyo	5.7	9.4	54.6	64.0	8.0
APAC Total			**6.7**	**50.9**	**357.1**	**414.8**	**7.2**
NORAM	ESET. LLC	San Diego	3.6	147.3	1,282.0	1,432.9	7.6
	ESET Canada Inc.	Toronto	5.7	11.6	75.7	93.0	4.7
	ESET Canada Recherche Inc.	Montreal		0.1	91.1	91.2	8.3
NORAM Total			**9.3**	**159.0**	**1,448.8**	**1,617.2**	**7.4**
LATAM	ESET LATINOAMERICA S.R.L	Buenos Aires	9.4	15.6	298.6	323.6	3.6
	ESET MÉXICO S. de R.L. de C.V.	Mexico City	8.7		40.2	48.9	2.3
	ESET DO BRASIL MARKETING LTDA	Sao Paulo	6.3	1.1	29.6	37.0	1.7
LATAM Total			**24.4**	**16.6**	**368.4**	**409.5**	**3.1**
ESET Group Total			**771.8**	**842.0**	**6,221.3**	**7,835.1**	**3.4**

[11] The significant differences between individual entities and offices are caused by the nature of their activities as well as the availability of data for each office. For information on the availability of data for individual offices, refer to Table 4 and 5.
[12] Outside of scopes CO_2 emissions from consumption of fuel with biogenic content in the Bournemouth office (UK) equal 0.121 t CO_2e and are not included in the Table 15 and 16.

Entity-specific highlights

In this section we focus on entity-specific highlights to summarize the country differences, shares and main emissions drivers for the ESET Group's global carbon footprint.

ESET HQ

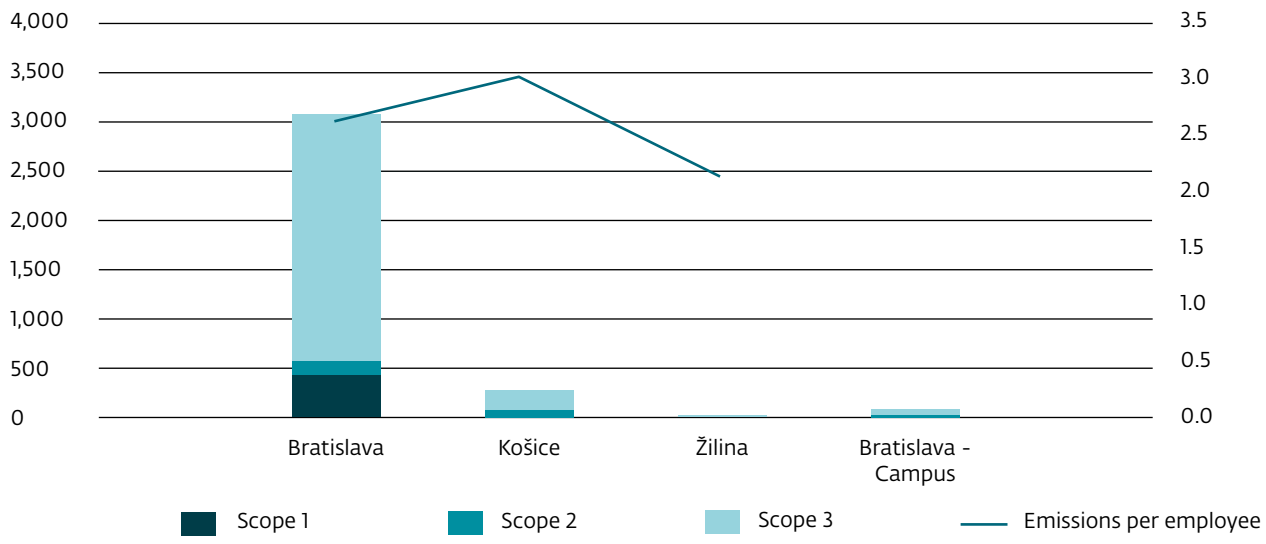
ESET spol. s r.o. in Slovakia, with 1,367 employees, is the largest entity within the ESET Group, and its contribution to the Group's carbon footprint is also the largest (44%). However, its emissions per employee are one of the lowest in the ESET Group (2.5 t CO_2e). Of the 4 offices reported under this entity (Bratislava, Košice, Žilina and Bratislava-Campus), the Bratislava office has the highest emissions, accounting for 91% of ESET HQ's emissions.

The overall decrease in emissions of 8% between 2022 and 2023 is driven by decreases in all scope 1 categories as well as 13% decrease in work from home and 11% decrease in Goods and services emissions. No refrigerants were reported in 2023 and natural gas consumption was 3% lower than in 2022. The decrease in vehicle combustion, which represents the consumption of petrol and diesel in company cars, is due to the increased use of electric vehicles.

Although, the increase in energy consumption in all our offices was 41% compared to 2022, thanks to 60% use of renewable energy, the carbon footprint increased only by 35% in market-based method.

The largest driver of emissions is the goods and services category, as the majority of hardware purchases and construction are associated with this entity. The second largest driver is employee commuting, followed by emissions from working from home. The largest increase in emissions is in this category due to more accurate data collection in 2023. The questionnaire with a response rate of 67% was distributed at all offices in 2023 and the average distance travelled to work was 2.5 times higher than estimated in 2022.

Figure 7: Overview of the emissions by HQ offices, scopes and emissions per employee in t CO_2e (market-based)



ESET EMEA

The EMEA region is represented by 8 entities and 11 offices. The highest carbon footprint within the region was calculated in the ESET Deutschland entity with 455 CO_2e in the location based approach and 482.4 CO_2e in the market based approach. This entity had the highest total emissions increase (36%) among the EMEA entities. The increase is driven by the commuting category, where the smaller Munich office has been included in the 2023 calculations, followed by business travel, vehicle combustion and associated WTT and T&D emissions.

ESET Software Czech Republic has the second highest carbon footprint, accounting for 5% of the ESET Group's total emissions. In scope 3, the largest driver of emissions is goods and services (37%), driven by the purchase of cars in 2023. The second largest driver of emissions is employee commuting (25%).

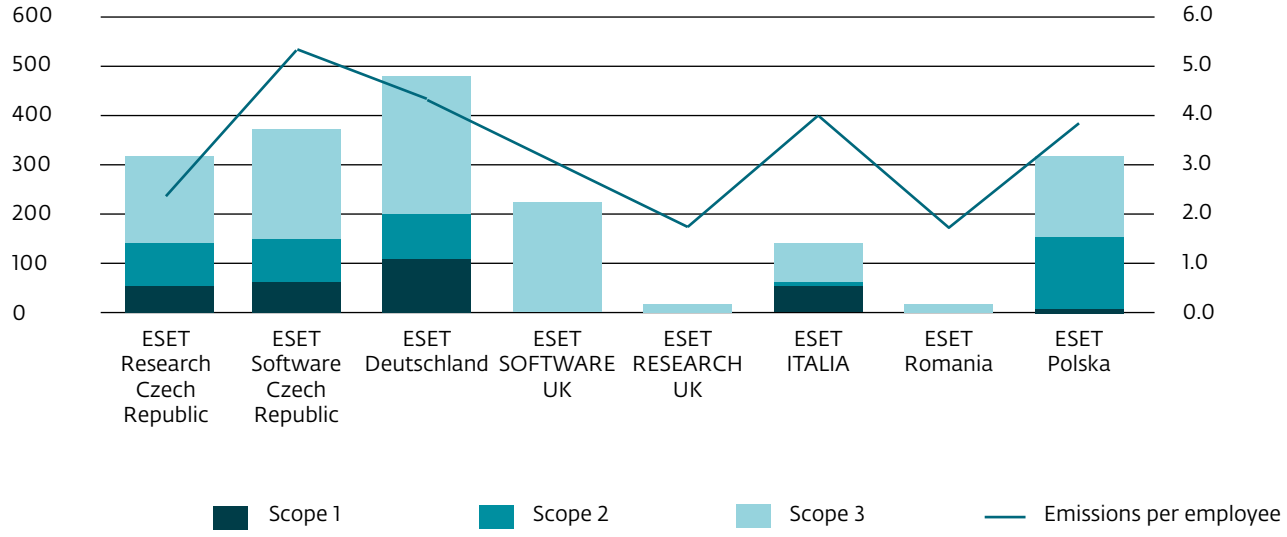
ESET Polska ranks third with 310,5 tonnes of CO_2e in the location-based method and 325.6 tonnes of CO_2e in the market-based method. Compared to 2022, ESET Poland has achieved an overall reduction in emissions of 13%, which is attributed to the reduction in scopes 2 and 3. Purchased electricity accounts for the majority of scope 2 emissions, as the Polish energy mix is heavily based on fossil fuels. The largest contributors to scope 3 emissions are WTT (27%), working from home (25%) and business travel (18%), closely followed by employee commuting (17%).

Apart from the Polish office, we have seen a 26% reduction in emissions at ESET Research Czech Republic and a 13% reduction at ESET Software UK entities. For our Czech R&D entity, the largest scope 3 reduction (58%) was in business travel, where emissions decreased in all subcategories. Lower emissions were also recorded in the waste, WTT and T&D categories. There was also a significant decrease in scope 1, driven by a reduction in natural gas consumption for heating and fugitive emissions as no leaks were reported in 2023.

In the case of ESET Software UK, the increased use of electric vehicles, renewable energy and the use of biogas instead of natural gas for heating have contributed significantly to the reduction in emissions. It is also worth noting the reduction in the employee commuting category (34%), where many of our other offices are struggling. Compared to last year, we see an increase from 8% in 2022 to 13% in 2023 in zero emission commuting by bike or on foot.

On the other hand, our smaller R&D offices in Taunton, UK and Iasi, Romania have the lowest emissions in the EMEA region. In general, R&D offices have below average emissions per employee.

Figure 8: Overview of the emissions by EMEA entities, scopes and emissions per employee in t CO_2e (market-based)



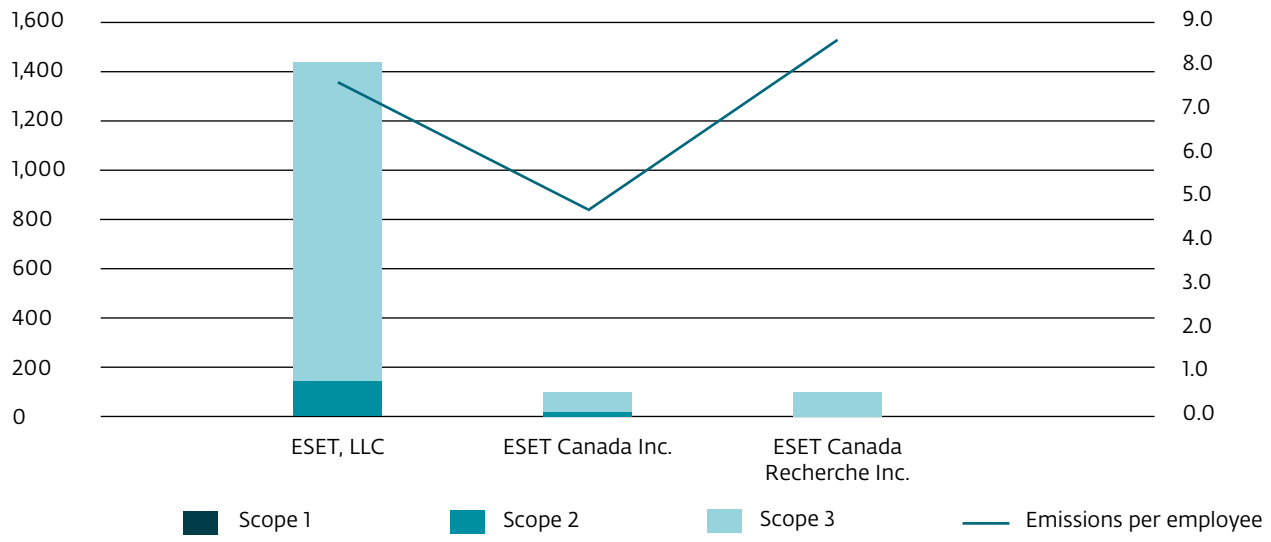
ESET NORAM

ESET, LLC is our second largest entity and the second largest contributor to total Company emissions (18%). It is based in San Diego, USA. 89% of ESET, LLC's emissions in the location and market-based approach are scope 3, of which 54% are from business travel and 20% from employee commuting, closely followed by the WTT category (17%). As in many other offices, business travel has become more frequent in 2023, resulting in a 73% increase in emissions between 2022 and 2023.

ESET Canada Inc. in Toronto is one of the offices reporting an overall decrease in GHG emissions (3%), driven by a 6% decrease in scope 3. The largest reduction in emissions was reported in the goods and services category (80%), followed by a 15% reduction in business travel and a 14% reduction in working from home.

ESET Canada Recherche Inc. is a research and development centre located in Montreal. With only 11 employees, it has the highest emissions per employee in the region - 8.3 tonnes of CO_2e per employee. Although the Montreal office uses almost 100% renewable electricity and has the lowest emissions from employee commuting within the ESET Group, emissions from business travel have increased by 134% between 2022 and 2023.

Figure 9: Overview of the emissions by NORAM entities, scopes and emissions per employee in t CO_2e (market-based)



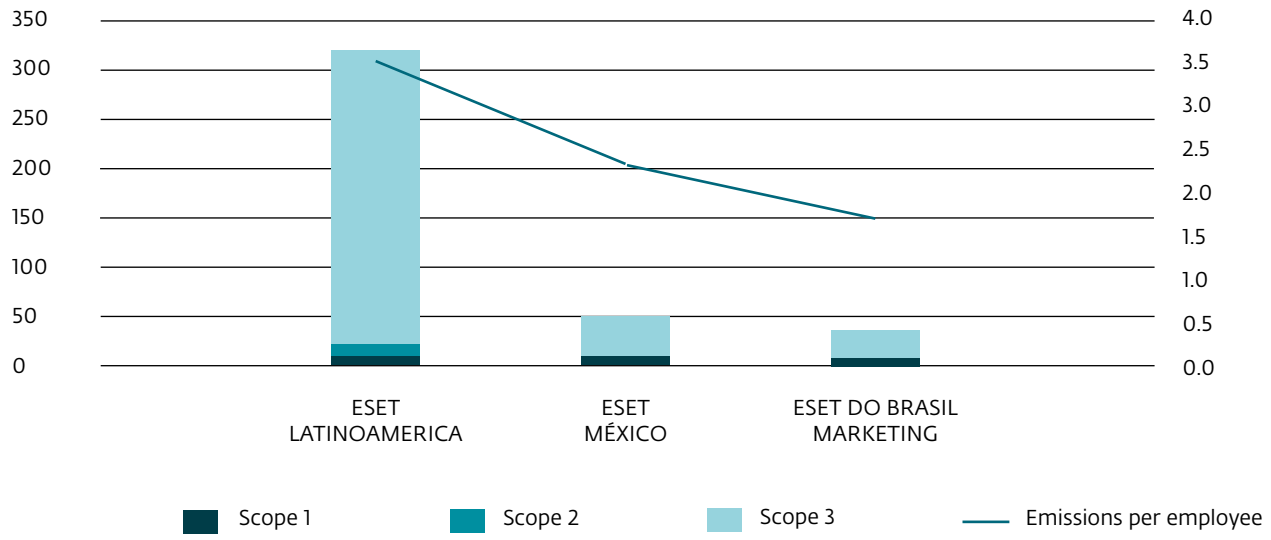
ESET LATAM

ESET LATINOAMERICA, located in Buenos Aires, Argentina, contributes approximately 4% of the ESET Group's total carbon footprint. Scope 3 accounts for the majority (92%) of ESET LATINOAMERICA's emissions, of which 63% are from business travel and 14% from working from home.

In general, the countries in this region have lower than average emissions per employee. Business travel is the largest contributor to the region's emissions and to the increase between 2022 and 2023.

For our smaller offices in the region, ESET Brazil and ESET Mexico, scope 1 is quite significant, accounting for 17% and 18% of total emissions for the respective entities. Only fugitive emissions have been reported under this scope, which for these offices is air conditioning refrigerant.

Figure 10: Overview of the emissions by LATAM entities, scopes and emissions per employee in t CO_2e (market-based)



ESET APAC

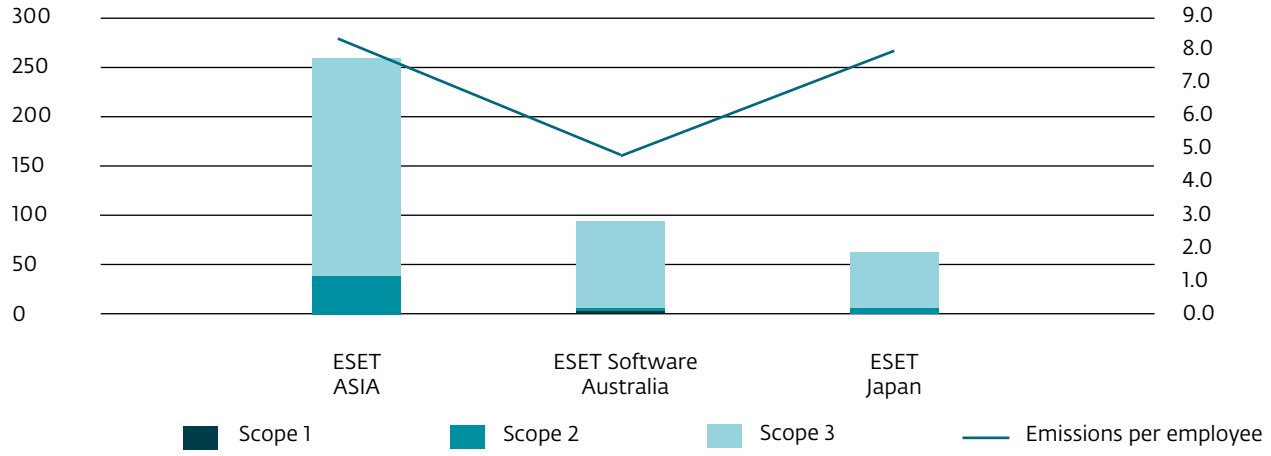
Scope 3 emissions have significant impact on the total emissions of entities based in the APAC region. 50% of all emissions generated in 2023 are from business travel and 16% from commuting, affecting the average emissions per employee, which is second highest after NORAM region (7.2 t CO_2e per employee).

The largest entity, ESET ASIA, based in Singapore, produces the highest amount of GHG emissions within the region. However, it represents only 3.2% of the ESET Group's total carbon footprint. Our Singapore office has the largest increase in emissions compared to 2022, at approximately 239%. The increase is visible in all scopes, but the most significant is in scope 3, especially in the business travel category and the related WTT category.

Our Australian entity, with 2 offices, has significantly lower emissions per employee (4.9 t CO_2e) than the regional average. The main contributors to ESET Australia's carbon footprint are employee commuting and business travel.

ESET Japan submitted carbon footprint data for the first time, resulting in 64 t CO_2e, or 0.8% of the ESET Group's total emissions. Business travel accounts for the majority of emissions emitted at the Tokyo office. Similar to our Singapore office, employee commuting is not a significant emitter due to frequent use of public transport (90% by train and 10% by bus).

Figure 11: Overview of the emissions by APAC entities, scopes and emissions per employee in t CO_2e (market-based)



CONCLUSION

Twenty-five ESET locations (24 offices and Bratislava-Campus location) were assessed for their emission sources to calculate the ESET Group's carbon footprint. The total carbon footprint of ESET Group is 8,146.3 tonnes CO_2e using the location-based method and 7,835.1 tonnes CO_2e using the market-based method. Compared to 2022, the ESET Group's carbon footprint has increased by 25% in market-based approach. The majority of the carbon footprint comes from indirect emissions that occur in ESET Group's value chain (scope 3). The largest absolute contributor to the carbon footprint is ESET spol. s r. o., which accounts for 44% of the total emissions.

Looking at each scope in more detail, the largest source of emissions in scope 1 is vehicle combustion, closely followed by heating. In order to decrease emissions from vehicle combustion, a part of ESET's environmental strategy is to increase the number of electric vehicles and plug-in hybrids in our fleet, which has been increased to 20% by the end of 2023. Currently, ESET does not own any premises, so the influence on heating sources in our offices is also dependent on building owners and other tenants. However, a new expansion policy is being prepared to define criteria for new ESET offices, including environmental criteria. In addition, recording refrigerant leakage is extremely important for the carbon footprint and was implemented at each office as these gases have a strong global warming potential. In 2023, only 5 out of 25 offices were unable to provide data for the fugitive emissions category.

Purchasing renewable energy can be beneficial to the company's carbon footprint by reducing the Group's overall emissions. In line with our environmental strategy, we will strive to purchase more renewable energy, especially in offices with a higher number of employees. As mentioned above, scope 3 is the largest contributor to the Group's total emissions, with business travel being the largest contributor, followed by employee commuting. These categories of emissions are difficult to address without compromising business objectives and require further analysis, as well as constant and innovative communication within ESET.

In 2023, ESET prepared its global environmental strategy until 2030 to address measures to reduce our carbon footprint, and we have been working on translating the strategy into local action plans throughout 2024.

APPENDIX

Glossary of Terms

AIB	Association of Issuing Bodies
APAC	Asia Pacific
AR	Argentina
AUS	Australia
BR	Brazil
BEVs	Battery Electric Vehicles
CA	Canada
CH4	Methane
CNG	Compressed natural gas
CO_2	Carbon dioxide
CO_2e	Carbon dioxide equivalent
CZ	Czech Republic
DACH	Germany (D). Austria (A). and Switzerland (CH)
DDR	Double Data Rate
DE	Germany
DEFRA	Department for Environment Food & Rural Affairs
DESNZ	Department for Energy Security and Net Zero
EF	Emission Factor
eGRID	Emissions & Generation Resource Integrated Database
EIB	European Investment Bank
EPA	Environmental Protection Agency
EU	European Union
EU taxonomy	Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment. and amending Regulation (EU) 2019/2088
EV	Electric vehicle
GHG emissions	Greenhouse Gas emissions
GHG Protocol	Greenhouse Gas Protocol
GRI	Global Reporting Initiative
HDD	Hard Disk Drive
HDF	High Density Fibreboard
HDPE	High-density polyethylene
HFCs	Hydrofluorocarbons
HVAC	Heating. ventilation. and air conditioning
IT	Information technology
IT	Italy
JP	Japan
LATAM	Latin America
LDT	Low-density timber
MFP	Multi-Function Panel
MX	Mexico
n/a	Not applicable
N2O	Nitrous oxide
NORAM	North America
OSB	Oriented Strand Board

PE	Polyethylene
PE_RT	Polyethylene of raised temperature resistance
PET	Polyethylene terephthalate
PFCs	Perfluorocarbons
PL	Poland
PMMA	Polymethyl methacrylate
PPR	Polypropylene Random Copolymer
PVC	Polyvinyl chloride
PwC	PricewaterhouseCoopers
R&D	Research and Development
RE-DISS II	Reliable Disclosure Systems for Europe – Phase II.
RO	Romania
S&M	Sales and Marketing
SF6	Sulphur hexafluoride
SG	Singapore
SK	Slovak Republic
t	Tonne
T&D	Transmission and distribution
UK	United Kingdom
US	United States
WRI	World Resources Institute
WTT	Well-to-tank

Detailed activity data and emission factors

Scope 1

Emission sources

Within scope 1, direct emission sources are taken into account. For the ESET Group, this includes the fuel consumption of company vehicles (petrol, diesel) for mobile combustion. For stationary combustion, this is the consumption of natural gas and compressed natural gas in boilers at ESET offices. Leakage of refrigerants from air conditioning is also reported in this scope. Electricity consumption for electric cars belongs to scope 2.

As ESET reports its emissions according to operational control, the consumption of heating from rented space was allocated to scope 1 if the landlord provides information on the fuel used for heating on the invoice to the tenant.

Data origin

The fuel consumption of passenger company cars is taken from the fuel cost statements and consumption data reported by the leasing provider. Heat consumption data is taken from utility bills provided by the landlord of the buildings leased by ESET or directly by the energy provider. Refrigerant leakage data was provided by the landlord of the buildings or measured and recorded in the air conditioning service books.

Data gaps

Where fuel consumption was not known, it was extrapolated. If costs were known, consumption was calculated using average fuel consumption per cost. Where the distance travelled by cars was measured but fuel consumption was not known, it was calculated by multiplying the distance travelled by the average fuel consumption of that car.

To calculate the consumption of heat and refrigerants in premises where ESET does not rent the whole building, the consumption was estimated proportionally based on the rented area within the building (see Table 3 above).

Country-specific features

None.

Changes in data compared to 2022

In 2022, for the San Diego and Toronto offices, we reported heat consumption under scope 2 as purchased heat; in 2023, heat consumption is reclassified to scope 1 under operational control.

Emission factors

Category	Type of emission factor	Emission data source	Emission data issued
Fugitive emissions	Kyoto protocol blends - R410A	Department for Energy Security & Net Zero (further referred to as "DESNZ") (formerly known as Department for Environment Food & Rural Affairs - DEFRA)	2023
Stationary combustion	Biogas		
Stationary combustion	CNG		
Stationary combustion	natural gas		
Vehicles combustion	Battery Electric Vehicles (BEVs)		
Vehicles combustion	Plug-in Hybrid Electric Vehicles (PHEVs) - diesel		
Vehicles combustion	Plug-in Hybrid Electric Vehicles (PHEVs) - petrol		
Vehicles combustion	Diesel		
Vehicles combustion	petrol		

Scope 2

Emission sources

Scope 2 includes all emissions from purchased energy needed to run the company. For ESET, this encompasses the purchased electricity needed to run the companies' offices and facilities, as well as the company's electric cars and purchased heat.

As ESET reports its emissions according to operational control, the consumption of heating from rented space was allocated to scope 2 if the landlord only provides information on the amount of heat consumed on the invoice to the tenant, but does not specify which fuel was used for heating.

The purchase of electricity is accounted for using two approaches within scope 2. A distinction is made between market-based and location-based methods. The market-based approach looks at the emissions of the individually purchased electricity mix. For ESET, this is only purchased renewable electricity. When purchasing renewable electricity, there are lower emissions (GHG Protocol assumes this to be zero-emission energy) in the market-based approach compared to the location-based approach. If the individually purchased electricity mix is not known, the emissions are calculated on the basis of the residual mix, which represents the remaining energy source mix that remains after the sale of certificates. For the location-based approach, emissions from electricity consumption are calculated using the emission factor of the average electricity mix of the respective country. In this case, the purchase of renewable electricity is not taken into account.

At the locations where ESET purchases renewable electricity, this electricity consumption was calculated to have zero emissions. In addition, for the offices where the exact percentage of renewable electricity was supplied, this proportion of their respective electricity consumption was calculated to have zero emissions, and the remaining consumption was multiplied by the emission factor depending on the location- or market-based approach.

Data origin

Regarding the electricity consumption of electric vehicles, the data was calculated from cost statements or measured and provided by the leasing provider. Electricity and heat consumption in facilities and offices was measured in real time based on meter data in some countries; in other countries, consumption data was collected from utility bills or provided by the landlord or energy supplier.

Data gaps

Where electricity consumption for EVs was not known, it was extrapolated based on mileage and expense reports.

For the calculation of electricity and heating consumption in premises where ESET does not rent the entire building, consumption was estimated proportionally based on the rented area in the building. Where consumption data was only available for a few months of 2023, the remaining months of 2023 were estimated based on consumption patterns from previous months.

Country-specific features

For the Kosice office, the amount of heat purchased was estimated based on 2022 data, as the office moved during 2023 and it was not possible to obtain 2023 data before the collection was completed.

The Milan, Iasi, Montreal, Bournemouth and Bratislava offices purchase electricity from renewable sources with a certificate of origin, therefore their electricity consumption has a zero-emission factor.

The Taunton office in the UK estimated the amount of energy consumed from January to July 2023. From August 2023 onwards, energy has been purchased from renewable sources with a certificate of origin.

For the Jena office, the amount of heat purchased was estimated based on 2022 data, as billing for the reporting year was available after data collection process has been completed.
For ESET Mexico purchased electricity is not reported as is not yet possible to obtain the consumption data for this office.

Electricity consumption was calculated for Bratislava-Campus location, even though this site is at the moment demolition site only. In this location we also purchase electricity from renewable sources with a certificate of origin, therefore electricity consumption has a zero-emission factor.

Emission factors, location-based method

Category	Type of emission factor	Emission data source	Emission data issued
Electric vehicles	Battery Electric Vehicles (BEVs)	European Investment Bank (further referred to as "EIB")	2022
Electric vehicles	Plug-in Hybrid Electric Vehicles (PHEVs) - diesel		
Electric vehicles	Plug-in Hybrid Electric Vehicles (PHEVs) - petrol		
Electric vehicles	Plug-in Hybrid Electric Vehicles (PHEVs) - petrol		
Purchased electricity	Fossil - coal		
Purchased electricity	Fossil - Natural gas, conventional power plant		
Purchased electricity	Fossil- not specified		
Purchased electricity	Fossil - oil		
Purchased electricity	Nuclear - not specified		
Purchased electricity	Other		
Purchased electricity	Renewable - not specified		
Purchased electricity	Renewable - solar		
Purchased electricity	Renewable - water		
Purchased electricity	Renewable - wind		
Purchased heat	Fossil - coal	DESNZ (formerly known as DEFRA)	2023
Purchased heat	Fossil - not specified		
Purchased heat	Other		

Emission factors, market-based method

Category	Type of emission factor	Emission data source	Emission data issued
Electric vehicles	Battery Electric Vehicles (BEVs)	Association of Issuing Bodies (further referred to as "AIB")	2023
Electric vehicles	Plug-in Hybrid Electric Vehicles (PHEVs) - diesel		2023
Electric vehicles	Plug-in Hybrid Electric Vehicles (PHEVs) - petrol		2023
Electric vehicles	Plug-in Hybrid Electric Vehicles (PHEVs) - petrol		2023
Purchased electricity	Fossil - coal (Poland, Slovak Republic)		2023
Purchased electricity	Fossil - Natural gas, conventional power plant (Slovak Republic)		2023
Purchased electricity	Fossil - Not specified (Czech Republic, Romania, Slovak Republic)		2023
Purchased electricity	Fossil - Oil (Slovak Republic)		2023
Purchased electricity	Nuclear - Romania, Slovak Republic		2023
Purchased electricity	Other - Germany, Slovak Republic, United Kingdom)		2023
Purchased electricity	Fossil - not specified (Canada, Mexico, United States)	EIB	2022
Purchased electricity	Nuclear - Canada		2022
Purchased electricity	Other - Argentina, Australia, Brazil, Japan, Singapore		2022
Purchased heat	Fossil - coal	DESNZ (formerly known as DEFRA)	2023
Purchased heat	Fossil - not specified		2023
Purchased heat	Other		2023

Scope 3

Category 1: Purchased goods and services

Emission sources

This category includes all upstream, cradle-to-gate emissions (i.e. emissions from the point of sourcing the raw materials to produce the product to the point at which it leaves the manufacturer's gates) from the production of products purchased or acquired by ESET in a given year. These products included IT and electronic equipment with an acquisition cost less than €500, paper products and materials, and furniture used or acquired in the construction or renovation of ESET's offices with an acquisition cost of less than €1,700. Information on recycled content was also collected. The Upstream purchased services subcategory includes external data centres and their power and refrigerant consumption. ESET Group leases a total of 5 data centres in this way. Four of the five external data centres have been included in the calculation.

Data origin

The data used to calculate the carbon footprint of purchased goods was taken from ESET's internal invoice and inventory databases. The quantity of purchased goods was calculated in tonnes, kg or pieces based on the excel template request. Electricity consumption generated by the external data centres was measured and supplied by the landlord. Since all the electricity consumed in these facilities is from renewable sources, the emission factor for this electricity is zero in the market-based approach. This is based on certificates and a purchased power agreement between the utility provider and the landlord, provided to ESET by the landlord.

Data gaps

Where no specific emission factors were available for IT equipment, equipment was first classified into small and large equipment and industry average emission factors were used as appropriate based on the classification (see Table 17 below for the classifications).

Table 17: Classification of electrical equipment purchased in the year 2023 into small or large devices

Type of equipment	Classification
Kitchen equipment: Microwave oven, Milk frother, Electric oven	Small device
Office IT equipment: Web camera, Connector, Set keyboard + mouse, Reduction, Mouse, Converter, Cables, Headset, Phone foil, Docking station, DDR, Adapter, HDD server, USB, Other IT	Small device
Other: Luminaires	Small device

Where no specific emission factors for other purchased goods were available, assumptions were made about the highest proportion of a material in a given product. Based on this assumption, the emission factor of the selected material was used for the carbon footprint calculation.

Table 18: Classification of paper products, (re)construction materials, furniture and other materials purchased in the year 2023

Type of purchased goods	Classification
Beverages in returnable glass	Glass (close-loop)
Glass	Glass
Beverages in PET bottles	Plastics: PET
Insulation (sound insulation)	Insulation
Beverages in cans	Metals: aluminium cans and foils
Metals: HVAC + cooling	Metals
Metals: profiles for SDK partitions	
Metals: other (specify) frames, aluminium glazed partitions	
Metals: convectors	
Office desk chair adjustable	
Chair simple non-adjustable upholstered	
Plasterboard	Plasterboard
Plastic: PVC pipes	Plastics: PVC
Beverages in tetra packs	
Other material: vinyl flooring	
Plastic: PPR pipes	Plastics: PP
Plastic: PPTH pipes	Plastics: average plastic rigid
Plastic: pipes PE_RT + aluminium	
Plastic: PE pipes	Plastics: HDPE
Other material: paintings/plaster/rubbings	Average of three different materials
Other material: ceramic tiles	Ceramics
Other material: toilet bowl	
Other material: urinal	
Other material: washbasins and sinks	
Other material: Corning FutureCom Cat.6A S-STP550/23,4P cable	Copper Wire
Other material: other cabling	
Kitchen island - corian 60%	60% Aluminium Hydroxide 40% Poly methyl methacrylate (PMMA)
Built-in furniture - wood	Wood
Office desk 1600x800mm (worktop=LDT laminated chipboard, metal base)	
Container for office desk	
Dining and meeting table for 4 persons	
Bar stool	
Simple non-adjustable wooden chair	
Wooden rack	
Kitchen cabinet	
Other material: double Linder floor	
Wood (partitions and wall cladding)	
Other boards (OSB, MFP, HDF, other...)	
Paravan for office desk 1600x400mm	Clothing
Armchair upholstered	
Other material: carpets	
Paper towels	Napkins
Toilet paper	Toilet paper

Paper block, normal standard paper	Paper
Stickers on box	
Datasheets B2B normal standard paper	
Licence cards normal standard paper	
Canon Printing Paper	
Notebooks - Welcome Kit	
Office Paper	
Paper A4	
Paper bags standard paper	
Vouchers A3 thicker paper	
Brochure EMS	Mixed (25% paper, 75% board)
Retro box , brochure	

Due to the difficulty of obtaining data, the quantity of IT and electronic equipment, paper products and materials was estimated based on 2022 data, taking into account increases or decreases in the number of employees at the office. Going forward, we plan to modify our internal systems to more accurately capture data on purchased goods and services.

Country-specific features

None.

Emission factors

Category	Type of emission factor	Emission data source	Emission data issued
Purchased goods	Goods - cable, coffee maker, consumer electronics, mobile device, smartphone, dishwasher, dryer, furniture, wooden, television, toner module, washing machine	Ecoinvent	2023
Purchased goods	Materials - metal, fibers, other		
Purchased goods	Materials - construction, electrical items, paper and cardboard, plastic	DESNZ (formerly known as DEFRA)	2023
Purchased services	Fugitive emissions - Kyoto protocol blends - R410A		2023
Purchased services	Purchased electricity - Renewable	EIB	2022

Category 2: Capital goods

Emission sources

This category includes all upstream, cradle-to-gate emissions (i.e. emissions from the point of sourcing the raw materials to produce the product to the point at which it leaves the manufacturer's gates) from the production of products purchased or acquired by ESET in a given year. This category includes all products that are included in capitalised tangible fixed assets in accordance with ESET's accounting policy. This represents all computers, laptops, mobile phones and monitors regardless of their acquisition cost, other IT assets with an acquisition cost of more than €500 and other property and equipment with an acquisition cost of more than €1,700.

Data origin

The data used to calculate the carbon footprint of capital goods was taken from an internal database of tangible fixed assets. The quantity of capital goods was calculated in units (number of devices) or kg based on the excel template requirement. Where available, specific emission factors of capital goods obtained from suppliers were used to calculate the carbon footprint.

Data gaps

None.

Country-specific features

None.

Emission factors

Category	Type of emission factor	Emission data source	Emission data issued
Capital goods	Emissions facotrs for capital goods	Ecoinvent	2023
Capital goods	Emission factors for specific capital goods - laptops, mobile phones, desktops, monitors	PCF by specific supplier directly	n.d.

Category 3: Fuel and energy-related activities (not covered in scopes 1 or 2)

Emission sources

This category includes emissions related to the production of fuels and energy purchased (i.e. upstream or also called well-to-tank (WTT) emissions of fuel and energy production) and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2. This includes extraction, production, and transportation of fuels consumed by ESET and fuels consumed in the generation of electricity, steam, heating or cooling. This category also covers generation (upstream activities and combustion) of electricity, steam, heating, and cooling that is consumed (i.e. lost) in a transmission and distribution system. For the ease of understanding, this category is named in the Results section as WTT and T&D . Examples of the upstream activities include mining of coal, refining of gasoline, transmission and distribution of natural gas, production of biofuels, etc.

Data origin

The data for the calculation of the fuel and energy upstream chains corresponds to the data used for the calculation of fuel and energy consumed in scopes 1, 2 and 3. In other words, depending on the consumption of the specific fuel or energy in scopes 1, 2 and 3 corresponding amounts of upstream emissions were calculated for this emission category. The calculation is based on specific emission factors found in databases. For the databases used for the calculation refer to table Emission Factors below.

Data gaps

None.

Country-specific features

None.

Emission factors

Category	Type of emission factor	Emission data source	Emission data issued
WTT	Business travel - air	DESNZ (formerly known as DEFRA)	2023
WTT	Business travel - coach, local bus		
WTT	Business travel - Car - battery electric vehicle, diesel, petrol, plug-in hybrid electric vehicle		
WTT	Business travel - international, national train		
WTT	Employee commuting - bus, car motorbike, taxi, train		
WTT	Purchased electricity - fossil, nuclear, other		
WTT	Purchased heat - fossil, other		
WTT	Stationary combustion - natural gas, CNG, biogas		
WTT	Vehicles combustion - BEVs, PHEVs-diesel, PHEVs-petrol, diesel, petrol		
WTT	Purchased electricity - renewable	RE-DISS II	2023
WTT	Upstream purchased services - purchased electricity - renewable		

Category 5: Waste generation in operations

Emission sources

This category includes emissions from third-party disposal and treatment of waste generated at ESET offices in the year 2023. The waste generated was categorised into hazardous and non-hazardous categories. Within hazardous waste, only batteries were reported by ESET offices. As regards non-hazardous waste, the reported waste type included construction waste, plastics, glass, paper and paperboard, organic, metal, and residual household waste. Each office provided information on the type of disposal for each waste type.

Data origin

Waste disposal and treatment data was measured by a contracted waste management company at ESET's offices in the UK, Argentina and for the Bratislava – Campus in Slovakia.

Data gaps

As waste management systems vary across the globe, different methods were applied to calculate the amount of waste generated in ESET offices. Where waste generation was not measured, it was estimated based on information supplied by landlords on the waste generation of the whole building. The waste generation of ESET offices in these buildings was then calculated proportionally based on the rented space in the buildings. In some offices, waste generated was estimated based on daily observations, which then served as a proxy to extrapolate the data for the whole year. In other offices, the maximum capacity of bins multiplied by the frequency of waste collection per week was also used to derive the amount of waste generated by the offices per year. Where the type of disposal was unknown, it was assumed waste went to a landfill.

Country-specific features

Our Polish office only provided data on waste generation in m^3. Therefore, in order to convert the volume into tonnes, the density of the waste types was searched for and subsequently used to calculate the tonnes of the waste type generated. If there was a range for the density factor, the middle range was applied for the calculation. The sources of the density factors are presented in the Table 18 below.

Table 19: Sources of density factors of certain waste types

Waste type	Source of density factor:
Glass	Physical properties of glass (2020) [13]
Organic waste	Food waste quantification (2020) [14]
Paper and board	Density of Paper and Paperboard [15]
Metal	Densities of metals and elements table [16]
Plastics	Density of plastics: Technical Properties [17]

In the UK and Argentina, waste was sorted only into recyclables and non-recyclables. Recyclables were then treated as "Other waste" and type of disposal was closed-loop recycling. In case of non-recyclables the waste was treated as going to landfill.

Emission factors

Category	Type of emission factor	Emission data source	Emission data issued
Waste generated in operations	Waste disposal - construction waste, commercial and industrial waste, electronic waste, glass, household residual waste, metal, organic waste, other waste, paper and board, plastics, wood	DESNZ (formerly known as DEFRA)	2023

Category 6: Business travel

Emission sources

This category includes emissions from the transportation of employees for business-related activities in employees' private vehicles, rental cars, taxis, or other means of transport operated by third parties, such as aircraft, trains, or buses. Flights were divided into short-, medium-, and long-haul flights. Train and bus rides were categorised into coach, local bus, international train, or national train. ESET also opted to report hotel stays, which is optional under the GHG Protocol in this category.

Data origin

In some offices, the distance travelled by means of transport on business trips was measured and reported by travel agents. For hotel stays, the number of nights spent in a particular country was recorded. Where available, the specific emission factors of a given business trip were used to calculate the carbon footprint.

Data gaps

Where data was not measured, it was estimated from employee expense reports for specific business travel, corporate bookings and invoices. In addition, where distance was not known, Google Maps or equivalent map applications were used to estimate distance travelled. When the number of nights in a hotel was not known, it was estimated based on the length of the business trip or the amount spent on the hotel stay recorded on the invoice divided by the average price per night.

Country-specific features

None.

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[13] Physical properties of glass (2020) Physical properties of glass | Saint Gobain Building Glass UK. Available at: https://www.saint-gobain-glass.co.uk/en-gb/architects/physical-properties#:~:text=The%20density%20of%20glass%20is,or%202500%20kg%20per%20m3.&text=The%20compressive%20strength%20of%20glass,load%20of%20some%2010%20tonnes. (Accessed: 10 October 2023).
[14] Kamaruddin A., et al. (2020) Food waste quantification and characterization as a ... - iopscience. Available at: https://iopscience.iop.org/article/10.1088/1757-899X/743/1/012041 (Accessed: 10 October 2023). (Accessed: 10 October 2023).
[15] Typical density and bulk of some papers (no date) Density of Paper and Paperboard. Available at: https://www.paperonweb.com/density.htm (Accessed: 10 October 2023).
[16] Edge, E. (no date) Densities of metals and elements table, Engineers Edge - Engineering, Design and Manufacturing Solutions. Available at: https://www.engineersedge.com/materials/densities_of_metals_and_elements_table_13976.htm (Accessed: 10 October 2023).
[17] Density of plastics: Technical properties (no date) Density of Plastics Material: Technical Properties Table. Available at: https://omnexus.specialchem.com/polymer-properties/properties/density (Accessed: 10 October 2023).

Emission factors

Category	Type of emission factor	Emission data source	Emission data issued
Business travel	Business trip - short-, medium-, long-haul flights (business, economy, unknown)	DESNZ (formerly known as DEFRA)	2023
Business travel	Business trips - hotel stays		
Business travel	Business trips - bus and train - national train, international train,coach, local coach		
Business travel	Business trips - cars - BEVs, PHEVs, petrol, diesel		

Category 7: Employee commuting

Emission sources

This category includes emissions from the transportation of employees between their homes and their worksite. These emissions arise from automobile, bus, rail and other modes of transport. ESET employees drove, walked, cycled, and took the bus and train to work. Within this category, emissions from working from home (WFH) were also calculated.

Data origin

All data was estimated within this category.

Data gaps

Each office included in the carbon footprint calculation was required to report on the commuting patterns of its employees. Some offices prepared a survey for their employees asking about their mode of transport, the number of days per week they usually commute to the office and the distance to work. Some smaller entities monitored the habits of their employees and organised interviews with them. In general, when employees reported the number of days per week they commuted to work, the rest of the days of the week were considered working from home. The number of vacation days was also taken into account. In offices where no surveys or interviews were conducted, different methods were used to estimate the necessary data. For example, the distance travelled to work from the employees' place of residence was estimated using Google Maps. The number of vacation days and working from home were based on reports from the employee attendance system. Where no modes of transport were known, official databases for the respective countries were used to estimate commuting mode.

Country-specific features

None.

Emission factors

Category	Type of emission factor	Emission data source	Emission data issued
Employee commuting	Employee commuting - bus, car, homeworking, motorbike, train	DESNZ (formerly known as DEFRA)	2023