ESET, spol. s r.o.

# GLOBAL CARBON FOOTPRINT REPORT 2024

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# EXECUTIVE SUMMARY

ESET is dedicated to transparency and accountability regarding our environmental impact. As 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

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 and 2023 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.

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 2024

The total carbon footprint of ESET Group in 2024 is 8,983.6 tonnes $CO_2e$ using the location-based method and 8,649.5 tonnes $CO_2e$ using the market-based method. GHG emissions per employee amount to 3.6 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 80% of all emissions. The second largest contributor is scope 2 with 11%, the third is scope 1 that represents 9% of total ESET Group´s emissions.

| Emissions by GHG Scope (in tonnes $CO_2e$) | | |
|---|---|---|
| **GHG Scope** | **Location-based** | **Market-based** |
| Scope 1 | 808.5 | 808.5 |
| Scope 2 | 946.8 | 942.5 |
| Scope 3 | 7,228.3 | 6,898.5 |
| **Grand Total** | **8,983.6** | **8,649.5** |

## Year-on-Year Comparison

Compared to 2023, the total produced GHG emissions of the ESET Group increased by 10% and the GHG emissions per employee increased by 6%. Since this is the third year we've been measuring ESET's global carbon footprint, we're now able to identify some trends.

- Our total emissions are increasing, mainly due to the yearly rise in business travel emissions, where we've seen a 33% year-over-year increase.
- Purchased goods and services also contributed to the rise, largely because we've expanded the categories included in our calculations.
- We've observed a significant increase in electricity consumption as well — a 22% year-over-year jump — which is partly due to improved reporting, especially at our headquarters.
- When it comes to commuting, emissions have remained relatively stable. However, the downward trend in emissions from working from home suggests that employees are commuting to the office more frequently compared to 2023 and 2022.
- Thanks to a growing share of electric and hybrid vehicles in our fleet, we're seeing a gradual decline in emissions from fuel combustion, along with a corresponding rise in the category of electric vehicle emissions.

## 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 2024 calculations we have introduced new improved methodology to collect purchased and capitalized goods data based on our accounting and we managed to include all purchased goods within the company into our calculations using spent-based method for the start. To improve our data quality and ease of reporting, we started company-wide process for data automation.

### Sustainable buildings

ESET has 2,405 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 2024, **5 ESET offices and ESET Campus location used 100% renewable electricity**. Renewable electricity accounts for 45% of all electricity consumed in our offices in 2024. 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 (95%).

We have implemented various measures to ensure efficient use of heating and cooling through timers, thermostats, and zoning in many of our offices. That resulted in **decrease in heating consumption by 6% compared to 2023.** 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. However, ESET rents all premises and in most cases waste disposal is estimated from the total waste generated by the buildings. In 2024, preparatory works for our new HQ in Bratislava (location ESET Campus) continued, during which the original buildings were removed, and demolition process was finished. Out of a total of 42,106 tonnes of waste, above **99% was either reused or recycled.**

[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

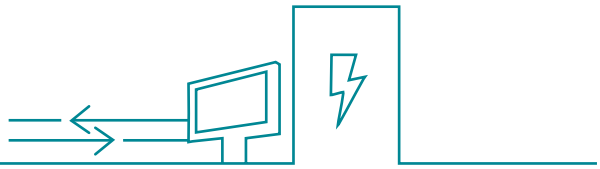
Under the Transport and Travel category within our Global Environmental Strategy, we include emissions from vehicle combustion in scope 1, electricity use for electric vehicles in scope 2, and business travel, employee commuting including working from home, vehicle purchase in the Capital goods category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

Vehicle combustion is the largest part of our scope 1 emissions (39%). Between 2023 and 2024 we have seen a 17% decrease in emissions. 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 20% and 10% to the overall scope 3 emissions. Car commuting accounts for 53% of the selected mode of transport that ESET employees travel to work, followed by 18% by bus, 17% by train and 10% are cycling or walking to work. In general, we have seen **employees coming back to the office more frequently which resulted in a 14% decrease in working from home emissions.** We believe regular awareness campaigns such as Commute. Protected. alongside other measures will contribute to a decrease of these emissions.

Business trips contribute the most to the scope 3 emissions. In 2024, we have seen an **increase of 33% overall and 32% of air travel emissions.** Air travel accounts for 87% of emissions in business travel category. Globally we have seen overall 10% decrease of short-haul flights of total business travel.

## 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 centres and cloud services.

Emissions under this pillar of our strategy include scope 3 emissions from all IT related purchased and capital goods, emissions from electricity and coolants consumption in our external data centres (reported under purchased services), emissions from use of cloud services and relevant WTT and T&D emissions.

Although energy consumption has increased by 14% between 2023 and 2024, our **emissions from external data centers** (purchased services category) equal only 30 tonnes of $CO_2e$ as we are using responsible providers and 94.2% renewable energy.

In 2024, we managed to include into our emissions also cloud services, which account for 3% of our total global carbon footprint.

We strive to purchase IT equipment with low energy consumption and prolong its lifespan within the company. The purchased goods and services and capital goods categories has a significant impact on our carbon footprint contributing 19% to ESET Group's scope 3 emissions. Personal hardware purchases are responsible for 36% of this categories' emissions and data centre hardware for 3%.

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 2024, up to **50% of the global retired personal hardware (laptops, desktops, mobile phones and monitors) was sold to employees and 6% was donated to NGOs, schools or other entities**, ensuring the lifetime of HW was extended. **In our HQ, we re-sold to employees 81% and donated to schools or NGOs 12% of all retired personal HW. Only 7% was send to recycling.**

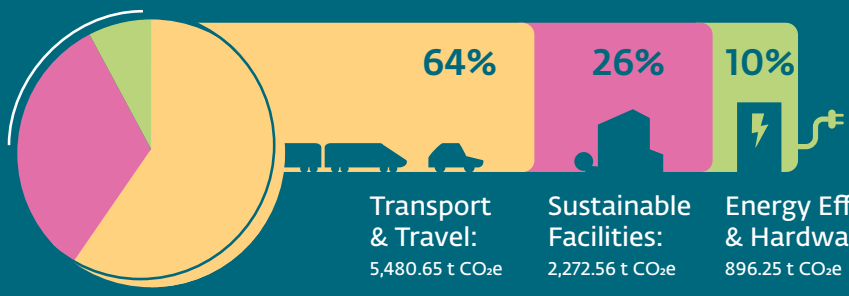
# ESET $CO_2$ Footprint Breakdown: Sustainability in Action (2024)

**ESET's Total Carbon Footprint:**

**8,649.5 t $CO_2e$**

**3.6 t $CO_2e$** per employee

**2,405** employees globally




## Transport & Travel

5,480.65 t $CO_2e$ (64%)

Electric vehicles and hybrids make up 20% of ESET's global fleet

ESET employees worldwide travelled a total of 11 million kilometres **commuting to work in 2024 :**

- 53% car
- 18% bus
- 17% train
- 10% cycling or walking

94% of all travel-related emissions were **caused by flights**

Homeworking emissions decreased by 14% compared to 2023

## Sustainable Facilities

2,272.56 t $CO_2e$ (26%)

45% of all electricity consumed in our offices in 2024 came from renewable sources

6% decrease in heating consumption thanks to energy

**The ESET Campus** project is powered entirely by 100% renewable electricity

At the **ESET Campus**, over 99% of the 42,106 tonnes of waste generated was either reused or recycled

## Energy Efficiency & Hardware

896.25 t $CO_2e$ (10%)

94.2% of the energy used in our **externally rented data centres** comes from renewable sources

Cloud services accounted for 3% of our total global $CO_2$ footprint

Up to 50% of **globally retired personal hardware** (laptops, desktops, mobile phones, and monitors) was sold to employees, 6% was donated to NGOs, schools, or other entities, helping extend the hardware's lifespan

At the HQ, 93% of personal hardware was reused

## Building a Greener Future Together.

ESET® Cybersecurity
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# INTRODUCTION

## Objective

This report provides an overview of the global corporate carbon footprint of ESET, spol. s r.o. **(hereinafter referred to as "ESET", "the Company", or "we")** and its subsidiaries (collectively referred to as the "ESET Group", "ESET entities", "entities", or "subsidiaries").

It identifies the primary contributors to emissions and compares results with those from 2022 and 2023. The ESET Group collected data on direct and indirect greenhouse gas (GHG) emissions under Scopes 1, 2, and 3 in accordance with the Greenhouse Gas Protocol, a globally recognized carbon accounting standard.

The carbon footprint was calculated for the period 1 January 2024 to 31 December 2024 (hereinafter referred to as "the year 2024") and covers 18 ESET entities[2] operating across 24 offices (+ESET Campus site) in 15 countries. The ESET Group's carbon footprint was first calculated in 2022 (the base year), covering the same 12-month period. This report includes comparisons with both, the base year (2022) and 2023.

To streamline the global carbon footprint calculation and reporting process, all entities were grouped into four regions—EMEA, APAC, LATAM, and NORAM—along with a separate category for HQ, as more than half (59%) of all ESET Group employees are employed by ESET spol. s r.o.

## Company profile and structure

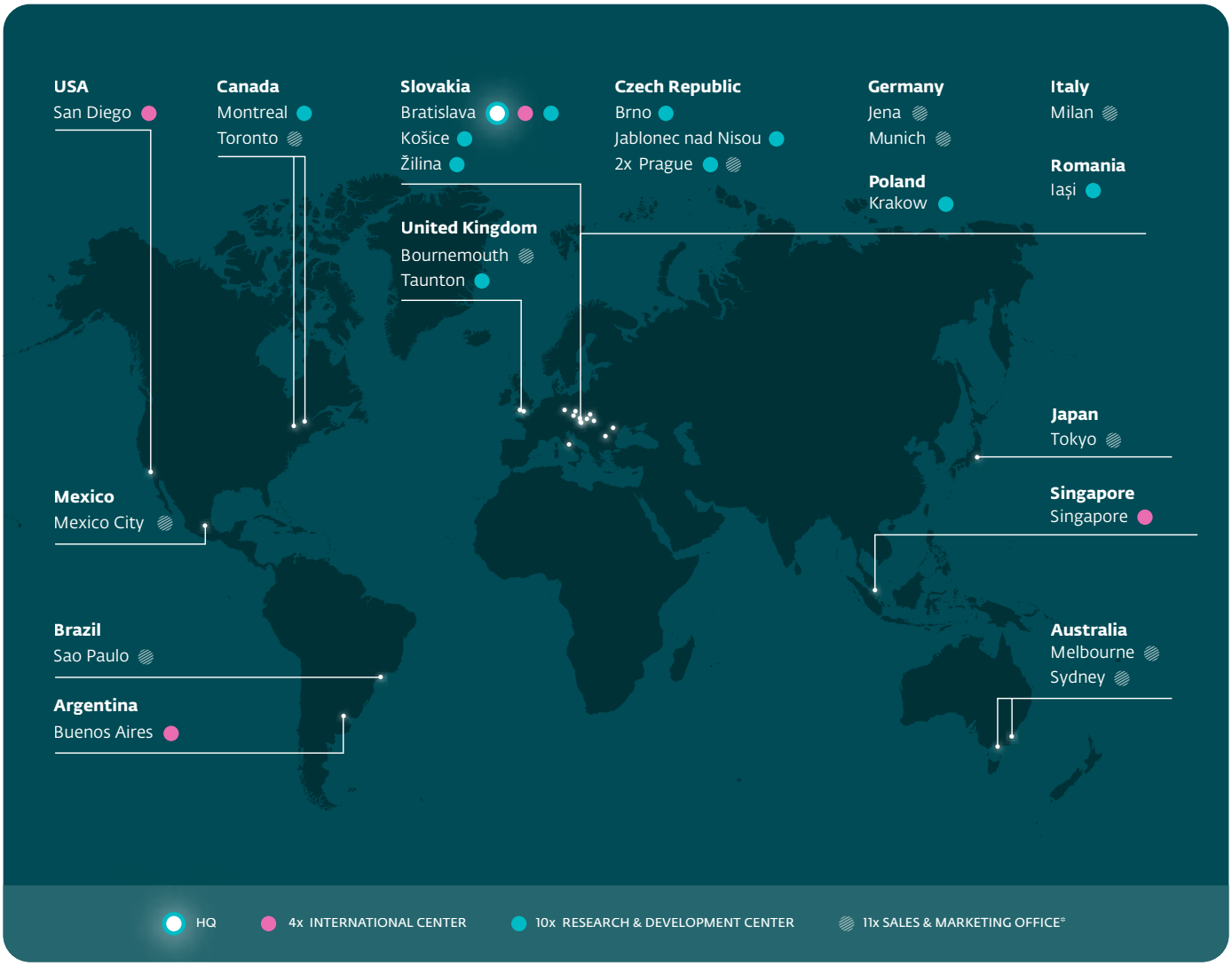
ESET is a global leader in digital security and is the largest supplier of security solutions in the European Union. It is also the largest and most valued IT company in Slovakia. It is represented in more than 200 countries and territories worldwide. Globally, it employs 2,405 people, has 24 offices (+ ESET Campus) 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




*Includes cybersecurity solutions distributors and service providers

**Table 1: ESET Group subsidiaries**

| NAME | CATEGORY | FOUNDATION DATE | EQUITY PARTICIPATION 2024 |
|---|---|---|---|
| ESET, LLC [3] | Cybersecurity solutions distributor | 1999 | 100 % |
| ESET Canada Recherche Inc. | Research and development | 2011 | 100 % |
| ESET Canada Inc. | Cybersecurity solutions distributor | 2015 | 100 % |
| ESET Deutschland GmbH | Cybersecurity solutions distributor | 2012 | 100 % |
| ESET software spol. s r. o. | Cybersecurity solutions distributor | 2001 | 100 % |
| ESET Research Czech Republic, s. r. o. | Research and development | 2012 | 100 % |
| ESET Polska Sp. z o. o. | Research and development | 2012 | 100 % |
| ESET SOFTWARE UK Limited | Cybersecurity solutions distributor | 2016 | 100 % |
| ESET RESEARCH UK Limited | Research and development | 2011 | 100 % |
| ESET Romania S.r.l. [4] | Research and development | 2016 | 100 % |
| ESET ITALIA S.R.L. | Cybersecurity solutions distributor | 2019 | 100 % |
| ESET Foundation | Foundation | 2011 | 100 % |
| ESET ASIA PTE. LTD. | Service provider / Cybersecurity solutions distributor | 2010 | 100 % |
| ESET Software Australia, PTY, LTD. | Cybersecurity solutions distributor | 2013 | 100 % |
| ESET Japan Inc. [5] | Service provider | 2017 | 90 % |
| ESET LATINOAMERICA S.R.L. [6] | Service provider | 2009 | 100 % |
| ESET DO BRASIL MARKETING LTDA [7] | Service provider | 2011 | 100 % |
| ESET MÉXICO S. de R.L. de C.V. [8] | Service provider | 2017 | 100 % |

[3] ESET, LLC changed its registered office in October 2024. Its original registered office was 610 West Ash Street, Suite 1700, San Diego, CA 92101, USA. Its new registered office is 655 West Broadway, STE 700, San Diego, CA 92101, USA.

[4] ESET, spol. s r.o. owns 99.9963 % of shares and ESET Research Czech Republic s.r.o. owns 0.0037 % of shares.

[5] ESET, spol. s r. o. owns 90 % of shares and Canon Marketing Japan Inc. owns the remaining 10 % of shares.

[6] ESET, LLC owns 90 % of shares and the parent company owns the remaining 10 % of shares.

[7] ESET, spol. s r. o. owns 90 % of shares and ESET, LLC owns the remaining 10% of shares.

[8] ESET, spol. s r. o. owns 90 % of the shares and ESET, LLC owns the remaining 10 %.

# METHODOLOGY

## GHG Protocol

The calculation of greenhouse gas emissions was performed in compliance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) methodology ("GHG Protocol"), Scope 2 Guidance Amendment to the GHG Protocol's Corporate Standard and in compliance with the Corporate Value Chain (Scope 3) Accounting and Reporting Standard - a supplement to the GHG Protocol issued by the GHG Protocol.

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 ($SF_6$).

## Organisational boundaries

In 2024, ESET continued to perform a calculation of the Group's carbon footprint based on operational control, which means that the Group discloses 100% of emissions from operations over which it has operational control. This has implications for the reporting of certain data under individual scopes, like emissions from leased assets that 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. The categories ESET included in the global carbon footprint calculation in the year 2024 are presented in the Table 2.

## Table 2: Overview of scopes and categories included in the ESET Group's carbon footprint calculation for the year 2024

| Scope | Category | Description | Inclusion in Carbon Footprint | Reason for not being included |
|---|---|---|---|---|
| 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 | N/A |
| | 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 | N/A |
| | 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 | N/A |
| 2 | Purchased electricity | Emissions associated with the production of electricity the reporting company purchased or acquired from an external supplier | Included | N/A |
| | Purchased steam | Emissions associated with the production of steam the reporting company purchased or acquired from an external supplier | Not included | Not relevant to the Group |
| | Purchased heat | Emissions associated with the production of heat the reporting company purchased or acquired from an external supplier | Included | N/A |
| | Purchased cooling | Emissions associated with the production of cooling the reporting company purchased or acquired from an external supplier | Not included | Not relevant to the Group |
| 3 upstream | Purchased goods and services | Extraction, production, and transportation of goods and services purchased | Included. Purchased services limited to cloud computing and data center services due to business relevance. | N/A |
| | Capital goods | Extraction, production, and transportation of capital goods purchased or acquired by the reporting company | Included | N/A |
| | 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 | N/A |
| | 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 | Not relevant to the Group |
| | Waste generated in operations | Disposal and treatment of waste generated in the company's operations (in facilities not owned or controlled by the reporting company) | Included | N/A |
| | Business travel | Transportation of employees for business-related activities (in vehicles not owned or operated by the company) and hotel stays. | Included | N/A |
| | Employee commuting | Transportation of employees between their homes and their worksites (in vehicles not owned or operated by the reporting company), homeworking | Included | N/A |
| | Upstream leased assets | Operation of assets leased by the reporting company (lessee) and not included in scopes 1 and 2 | Not included | Not relevant to the Group |
| 3 downstream | Downstream transportation | 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 | Not relevant to the Group |
| | Processing of sold products | Processing of intermediate products sold by downstream companies (e.g., manufacturers) | Not included | Not relevant to the Group |
| | Use of sold products | End use of goods and services sold by the reporting company in the reporting year | Not included | Not relevant to the Group |
| | 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 | Not relevant to the Group |
| | 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 | Not relevant to the Group |
| | Franchises | Operation of franchises in the reporting year, not included in scopes 1 and 2 - reported by franchisor | Not included | Not relevant to the Group |
| | 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 | Not relevant to the Group |

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. For the Melbourne and Munich offices it is still not possible to obtain data for building operations as they are in co-working spaces, therefore they are not included. The location ESET Campus is the future ESET headquarters in Bratislava. In 2024, preparatory works continued, during which the original buildings were removed, and demolition process was finished.

**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**

| Region | Entity | Location / Office | Country | Rented area ($m^2$) | # of employees (31 December 2024) |
|---|---|---|---|---|---|
| HQ | ESET, spol. s r. o. | Bratislava | Slovakia | 19,322 | 1,317 |
| | | Košice | | 1,391 | 84 |
| | | Žilina | | 341 | 23 |
| | | Bratislava-Campus | | N/A | N/A |
| EMEA | ESET Research Czech Republic s. r. o. | Prague | Czech Republic | 671 | 57 |
| | | Brno | | 1,300 | 69 |
| | | Jablonec nad Nisou | | 623 | 21 |
| | ESET software, spol. s r. o. | Prague | | 1,335 | 70 |
| | ESET Deutschland GmbH | Jena | Germany | 1,430 | 109 |
| | | Munich | | 78 | 6 |
| | ESET RESEARCH UK Limited | Taunton | United Kingdom | 239 | 13 |
| | ESET SOFTWARE UK Limited | Bournemouth | | 913 | 77 |
| | ESET ITALIA S.R.L. | Milan | Italy | 500 | 41 |
| | ESET Romania S.R.L. | Iasi | Romania | 253 | 11 |
| | ESET Polska Sp. z o. o. | Krakow | Poland | 1,639 | 98 |
| LATAM | ESET MÉXICO S. de R.L. de C.V. | Mexico City | Mexico | 225 | 21 |
| | ESET DO BRASIL MARKETING LTDA | Sao Paulo | Brazil | 170 | 21 |
| | ESET LATINOAMERICA S.R.L | Buenos Aires | Argentina | 600 | 90 |
| APAC | ESET ASIA PTE. LTD | Singapore | Singapore | 511 | 30 |
| | ESET Software Australia, PTY, LTD. | Sydney | Australia | 434 | 15 |
| | | Melbourne | | 14 | 2 |
| | ESET Japan Inc. | Tokyo | Japan | 260 | 11 |
| NORAM | ESET, LLC | San Diego | USA | 2,252 | 185 |
| | ESET Canada Inc. | Toronto | Canada | 419 | 16 |
| | ESET Canada Recherche Inc. | Montreal | | 593 | 15 |
| **Total** | | | | **35,511** | **2,405** |

## 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. 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'.

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

| Categories defined in Table 2: | | | Scope 1 | | | Scope 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 | ok | ok | ok | ok | ok | n/a |
| | | Košice | ok | ok | x | n/a | ok | n/a |
| | | Žilina | n/a | n/a | x | n/a | ok | ok |
| | | Bratislava - Campus | n/a | n/a | n/a | n/a | ok | n/a |
| EMEA | Czech Republic | Prague | n/a | n/a | n/a | n/a | ok | ok |
| | | Brno | ok | ok | n/a | n/a | ok | n/a |
| | | Jablonec nad Nisou | ok | ok | n/a | n/a | ok | n/a |
| | | Prague | ok | n/a | n/a | n/a | ok | ok |
| | Germany | Jena | ok | n/a | n/a | ok | ok | ok |
| | | Munich | n/a | x | x | n/a | x | x |
| | United Kingdom | Taunton | n/a | ok | ok | n/a | ok | n/a |
| | | Bournemouth | ok | ok | ok | ok | ok | n/a* |
| | Italy | Milan | ok | n/a* | n/a | ok | ok | n/a* |
| | Romania | Iasi | n/a | n/a | n/a | n/a | ok | ok |
| | Poland | Krakow | ok | n/a | n/a | n/a | ok | ok |
| LATAM | Mexico | Mexico City | n/a | n/a* | n/a | n/a | ok | n/a* |
| | Brazil | Sao Paulo | n/a | n/a* | n/a | n/a | ok | n/a* |
| | Argentina | Buenos Aires | ok | n/a* | n/a | n/a | ok | n/a* |
| APAC | Singapore | Singapore | ok | n/a | x | n/a | ok | n/a |
| | Australia | Sydney | ok | n/a* | x | n/a | ok | n/a* |
| | | Melbourne | n/a | x | x | n/a | x | x |
| | Japan | Tokyo | n/a | n/a* | n/a | n/a | ok | n/a* |
| NORAM | United States | San Diego | n/a | ok | n/a | n/a | ok | n/a |
| | Canada | Toronto | n/a | ok | n/a | n/a | ok | n/a |
| | | Montreal | n/a | n/a* | n/a | n/a | ok | n/a* |

**Legend:**

ok data has been provided
n/a data category not relevant for location/ zero
x data not possible to collect/ not available
n/a* heat is reported under purchased electricity without possibility to split consumption between those categories

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

| Categories defined in Table 2: | | | Scope 3 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 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 | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| | | Košice | ok* | ok* | x | n/a | n/a | ok | ok | ok | ok |
| | | Žilina | ok* | ok* | x | n/a | ok | ok | ok | ok | ok |
| | | Bratislava - Campus | ok* | ok* | ok | n/a | n/a | n/a | n/a | n/a | n/a |
| EMEA | Czech Republic | Prague | ok* | ok* | ok | ok | ok | ok | ok | ok | ok |
| | | Brno | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| | | Jablonec nad Nisou | ok* | ok* | ok | ok | ok | ok | ok | ok | ok |
| | | Prague | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| | Germany | Jena | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| | | Munich | ok* | ok* | x | ok | n/a | ok | ok | ok | ok |
| | United Kingdom | Taunton | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| | | Bournemouth | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| | Italy | Milan | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| | Romania | Iasi | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| | Poland | Krakow | ok | ok | ok | ok | ok | ok | ok | ok | ok |
| LATAM | Mexico | Mexico City | ok | ok | x | ok | ok | n/a | ok | ok | ok |
| | Brazil | Sao Paulo | ok | ok | ok | ok | ok | n/a | ok | ok | ok |
| | Argentina | Buenos Aires | ok | ok | ok | ok | ok | n/a | ok | ok | ok |
| APAC | Singapore | Singapore | ok | ok | ok | ok | n/a | n/a | ok | ok | ok |
| | Australia | Sydney | ok | ok | ok | ok | n/a | n/a | ok | ok | ok |
| | | Melbourne | ok* | ok* | x | ok | n/a | n/a | n/a | ok | ok |
| | Japan | Tokyo | ok | ok | ok | ok | n/a | ok | ok | ok | ok |
| NORAM | United States | San Diego | ok | ok | ok | ok | ok | n/a | ok | ok | ok |
| | Canada | Toronto | ok | ok | x | ok | ok | n/a | ok | ok | ok |
| | | Montreal | ok | ok | ok | ok | n/a | ok | ok | ok | ok |

**Legend:**

| | |
|---|---|
| ok | data has been provided |
| n/a | data category not relevant for location/ zero |
| x | data not possible to collect/ not available |
| ok* | data partially or fully collected under Bratislava/Brno/ Sydney or Jena location |
| n/a* | heat is reported under purchased electricity without possibility to split consumption between those categories |

# RESULTS

In this section, we present the results of the ESET Group's carbon footprint assessment for the year 2024. The first part provides consolidated results for the ESET Group as a whole, as well as by region, broken down by individual emission scopes. It also identifies the main contributors to the Group's overall carbon footprint. The second part highlights key findings at the entity level, pinpointing the primary sources of emissions within each entity. For comparison purposes, all carbon footprint data is presented using the market-based approach, in line with ESET's chosen methodology for consistent reporting and alignment with our 2030 ESG Strategy.

## Consolidated results

Figure 2 and Table 6 show the ESET Group's overall results by scope and distinguishes between market-based and location-based approaches. Scope 3 is the largest contributor to the ESET Group's overall carbon footprint, accounting for approximately 80% 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 9% 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**

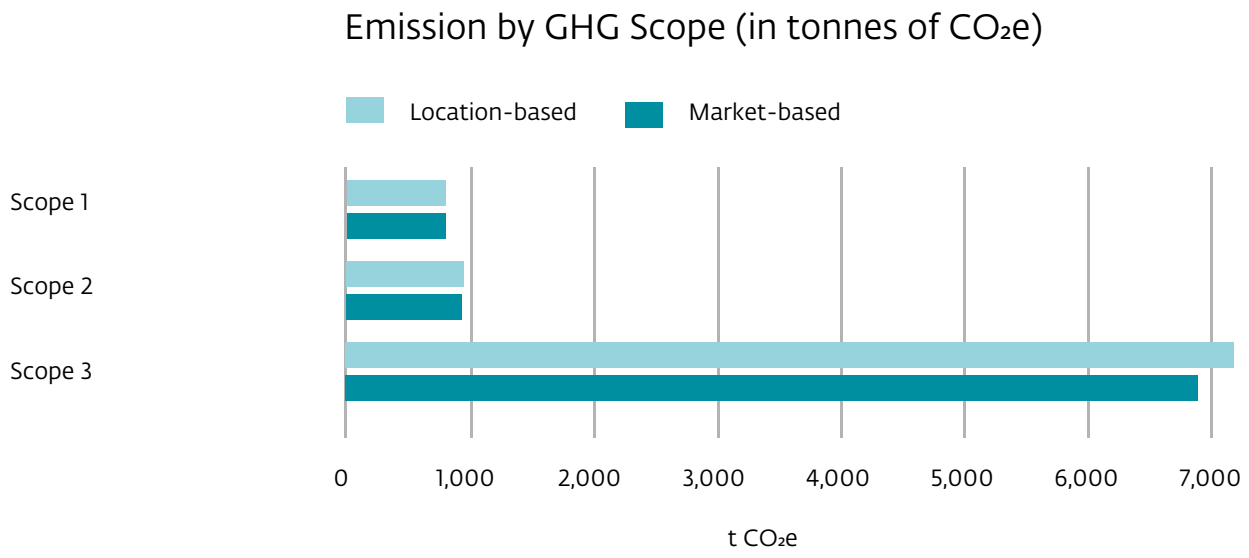



**Table 6: Detailed overview of GHG emissions (t $CO_2e$) by scopes and location and market-based methods**

| **Emissions by GHG Scope** (in tonnes $CO_2e$) | | |
|---|---|---|
| **GHG Scope** | **Location-based** | **Market-based** |
| Scope 1 | 808.5 | 808.5 |
| Scope 2 | 946.8 | 942.5 |
| Scope 3 | 7,228.3 | 6,898.5 |
| **Grand Total** | **8,983.6** | **8,649.5** |
| **Total per employee** | **3.7** | **3.6** |

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**

| Type of gas | Location-based method | Market-based method |
|---|---|---|
| | **Emitted amount** (in tonnes $CO_2e$) | **Emitted amount** (in tonnes $CO_2e$) |
| $CO_2e$ – unknown structure of GHG gases | 5,087.6 | 4,753.4 |
| Carbon dioxide ($CO_2$) | 3,871.8 | 3,871.8 |
| Methane ($CH_4$) | 2.8 | 2.8 |
| Nitrous oxide ($N_2O$) | 21.5 | 21.5 |
| **Total** | **8,983.5** | **8,649.5** |

Compared to 2023, the total produced GHG emissions of the ESET Group increased by 10% and emissions per employee increased by 6%. Since this is the third year we've been measuring ESET's global carbon footprint, we're now able to identify some trends.

- Our total emissions are increasing, mainly due to the yearly rise in business travel emissions, where we've seen a 33% year-over-year increase.
- Purchased goods and services also contributed to the rise, largely because we've expanded the categories included in our calculations.
- We've observed a significant increase in electricity consumption as well — a 22% year-over-year jump — which is partly due to improved reporting, especially at our headquarters.
- When it comes to commuting, emissions have remained relatively stable. However, the downward trend in emissions from working from home suggests that employees are commuting to the office more frequently compared to 2023 and 2022.
- Thanks to a growing share of electric and hybrid vehicles in our fleet, we're seeing a gradual decline in emissions from fuel combustion, along with a corresponding rise in the category of electric vehicle emissions.

**Table 8: Overview of GHG emissions (t $CO_2e$) increase and decrease between 2022 and 2024 by scopes (market-based method)**

| GHG Scope | 2022 | 2023 | 2024 | Increase / decrease |
|---|---|---|---|---|
| Scope 1 | 897.7 | 771.80 | 808.5 | 5% |
| Scope 2 | 794.2 | 842.0 | 942.5 | 12% |
| Scope 3 | 4,597.9 | 6,221.3 | 6,898.5 | 11% |
| **Grand Total** | **6,289.86** | **7,835.1** | **8,649.5** | **10%** |
| **Total per employee** | **2.9** | **3.4** | **3.6** | **6%** |

## Scope 1

Stationary combustion, which includes heating from the use of natural gas, is the biggest driver of emissions accounting for 50% of all emissions in Scope 1. The second biggest driver is vehicle combustion (39%) from company cars owned or controlled by ESET Group, followed by fugitive emissions (11%) from air conditioning leaks in ESET offices.

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

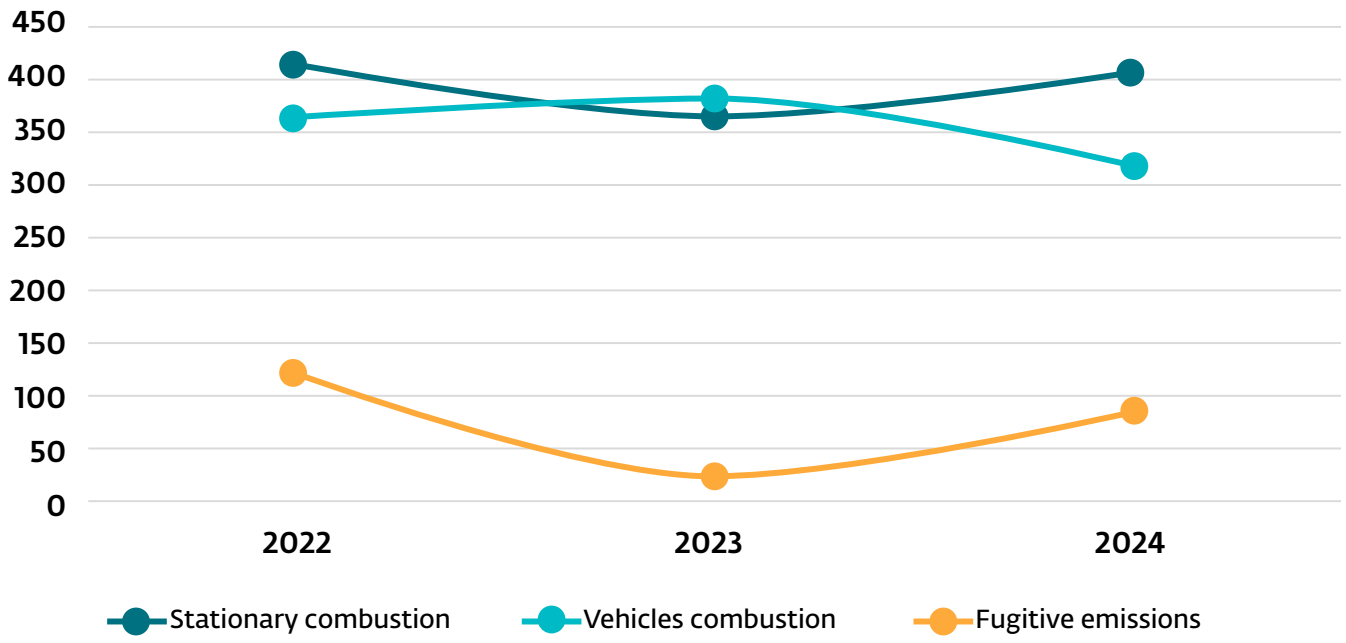
| GHG Scope 1 Emissions by Category (in tonnes $CO_2e$) | |
|---|---|
| **Fugitive emissions** | **81.1** |
| Refrigerants and other GHG emissions (Kyoto Protocol) | 81.1 |
| **Stationary combustion** | **403.4** |
| Produced energy consumed | 403.4 |
| **Vehicles combustion** | **319.1** |
| Passenger vehicles | 319.1 |
| **Total** | **808.5** |

Figure 3 illustrates the trend in Scope 1 emissions between 2022 and 2024.
We observe a year-over-year decrease of 17% in emissions from vehicle combustion, primarily driven by the increasing share of electric vehicles, hybrids, and plug-in hybrids in ESET's fleet.

The stationary combustion category includes heating using natural gas and CNG. A moderate increase of 10% in this category may be attributed to a colder winter and a higher number of employees commuting to offices in the affected countries.

Fugitive emissions fluctuate due to refrigerant leaks occurring during the reporting year. In 2024, a significant refill took place at the Bournemouth office.
Compared to the base year (2022), ESET achieved a 10% reduction in total Scope 1 emissions.

**Figure 3: Overview of GHG emissions (t $CO_2e$) between 2022 and 2024 within scope 1 (market-based method)**



## Scope 2

Emissions from Scope 2 have been calculated using both market-based and location-based methods in accordance with the GHG Protocol. 95% of emissions are from purchased electricity used in ESET offices and 4% from purchased heat. The remaining negligible amount of emissions came from the use of electric vehicles. Purchased electricity is the main driver of ESET Group's scope 2 emissions.

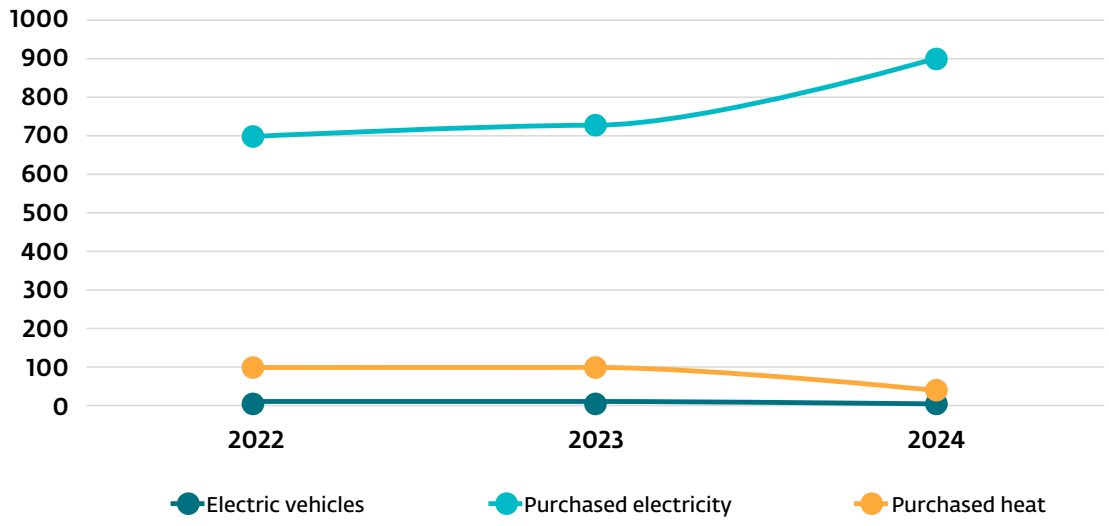
**Table 10: Detailed overview of GHG emissions (t $CO_2e$) within scope 2 by emission category and location and market-based methods**

| GHG Scope 2 Emissions by Category (in tonnes $CO_2e$) | | |
|---|---|---|
| **Category** | **Location-based** | **Market-based** |
| **Electric vehicles** | **5.6** | **10.9** |
| Electric vehicles | 5.6 | 10.9 |
| **Purchased electricity** | **903.4** | **895.9** |
| Electricity consumption | 903.4 | 895.9 |
| **Purchased heat** | **37.8** | **35.7** |
| Heat consumption | 37.8 | 35.7 |
| **Total** | **946.8** | **942.5** |

Figure 4 illustrates the trend in Scope 2 emissions, which show a continuous increase in purchased electricity over the period. Significant year-over-year rise of 22% is observed, this is primarily due to a 48% increase in actual electricity consumption compared to 2023. This surge is largely attributed to expanded reporting coverage for ESET's headquarters, where electricity usage accounts for nearly 70% of the Group's total consumption. On a positive note, the share of electricity purchased from renewable sources increased to almost 45%, representing a 9-percentage-point improvement year-over-year.

We also observe a notable upward trend in emissions from electric vehicles. This is a result of the growing share of electric, hybrid, and plug-in hybrid vehicles in ESET's fleet, leading to a 505% increase compared to the base year (2022). Electric vehicles and hybrids make up 20% of ESET's global fleet.

**Figure 4: Overview of GHG emissions (t $CO_2e$) between 2022 and 2024 within scope 2 (market-based method)**



Conversely, emissions from purchased heating continue to decline, mainly due to improved accuracy in reporting.

Overall, Scope 2 emissions are 19% higher than in the base year (2022), driven primarily by the increase in electricity consumption.

## Scope 3

Figure 5 presents the breakdown of Scope 3 emissions, highlighting the main sources contributing to ESET's indirect emissions.

The largest share—32% of total Scope 3 emissions—comes from business travel, with air travel being the dominant contributor, accounting for 87% of emissions within this category.

The second largest contributor is employee commuting, representing 20% of Scope 3 emissions. Although only 53% of the total commuting distance is travelled by car, this mode of transport is responsible for 75% of emissions in this category. Remote work also plays a role, accounting for 10% of total Scope 3 emissions.

The third most significant source is well-to-tank (WTT) and transmission and distribution (T&D) emissions, which together represent 18% of Scope 3 emissions. This category includes all upstream emissions associated with the production and delivery of fuels and electricity consumed by the ESET Group.

Purchased goods and services contribute 10% to Scope 3 emissions. Within this category, upstream purchased services—such as external data centre and cloud computing—are key contributors. Capital goods account for an additional 9%.

Finally, waste generated in operations, which includes both office and construction waste, contributes just over 1% to total Scope 3 emissions.

**Figure 5: Graph of contributions of each scope 3 category to total emissions from scope 3**

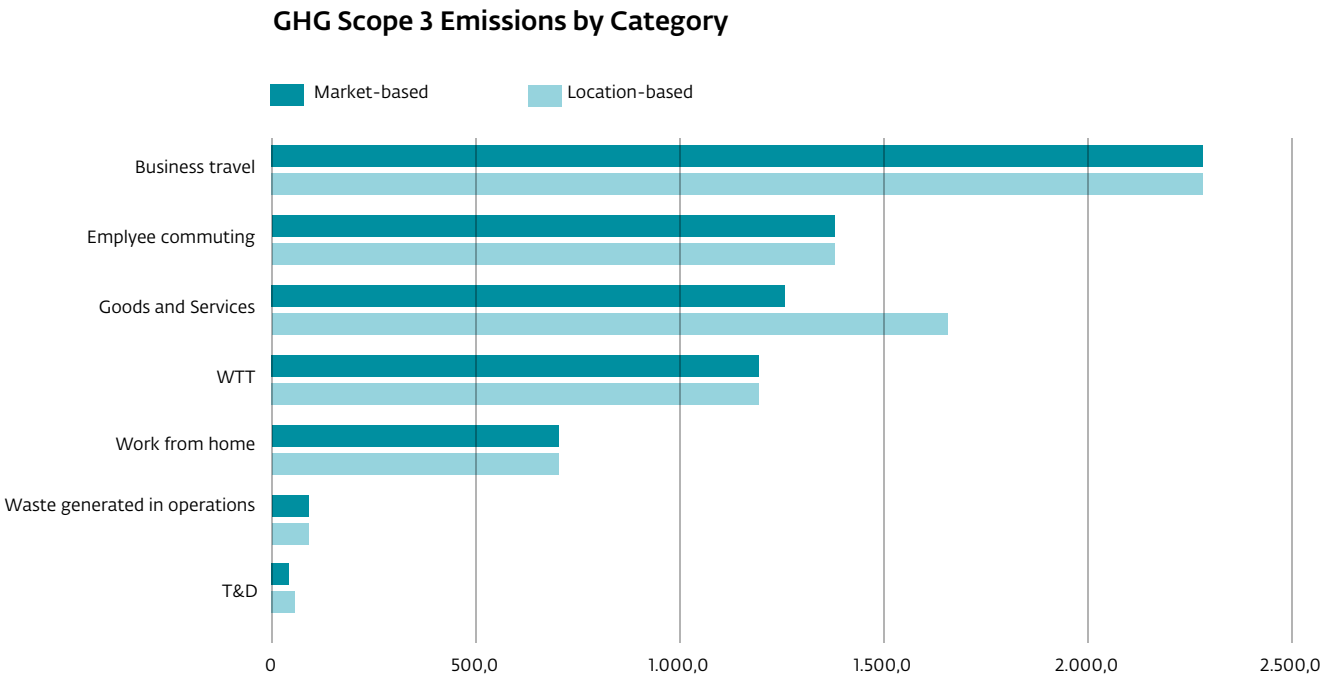


Figure 6 highlights the most prominent trends within Scope 3 emissions, with business travel emerging as the dominant driver of growth.

This category includes travel by air, car, train, bus, and hotel stays. The year-over-year increase is primarily driven by a rise in air travel, which accounts for 89% of total business travel distance. Compared to the base year (2022), emissions from business travel have increased by 118%, a trend also influenced by the easing of COVID-19-related travel restrictions.

In terms of commuting, 53% of ESET employees travel to work by car, followed by 18% by bus, 17% by train, and 10% by walking or cycling. Overall, a gradual return to office-based work has led to a 14% decrease in emissions from remote work. However, the year-over-year increase in commuting emissions is modest—just 2%—with a 4% rise in total commuting distance. The significant jump in emissions between 2022 and 2023 is largely due to improved measurement accuracy in this category.

The upward trend in well-to-tank (WTT) and transmission and distribution (T&D) emissions reflects increases in business travel, electricity consumption, and a slight rise in employee commuting.

The goods and services category—which includes purchased goods, external services such as data centres and cloud computing, and capital goods—also shows a year-over-year increase. This is primarily due to expanded measurement in 2024, which now includes all purchased goods across the ESET Group, as well as the addition of cloud services, which alone account for 3% of ESET's total carbon footprint.

Finally, emissions from waste generated in operations have declined, mainly due to the completion of demolition work at the site of ESET's future headquarters in Bratislava. In 2024, out of a total of 42,106 tonnes of waste, over 99% was either reused or recycled.

**Figure 6: Overview of GHG emissions (t $CO_2e$) between 2022 and 2024 within scope 3 (market-based method)**

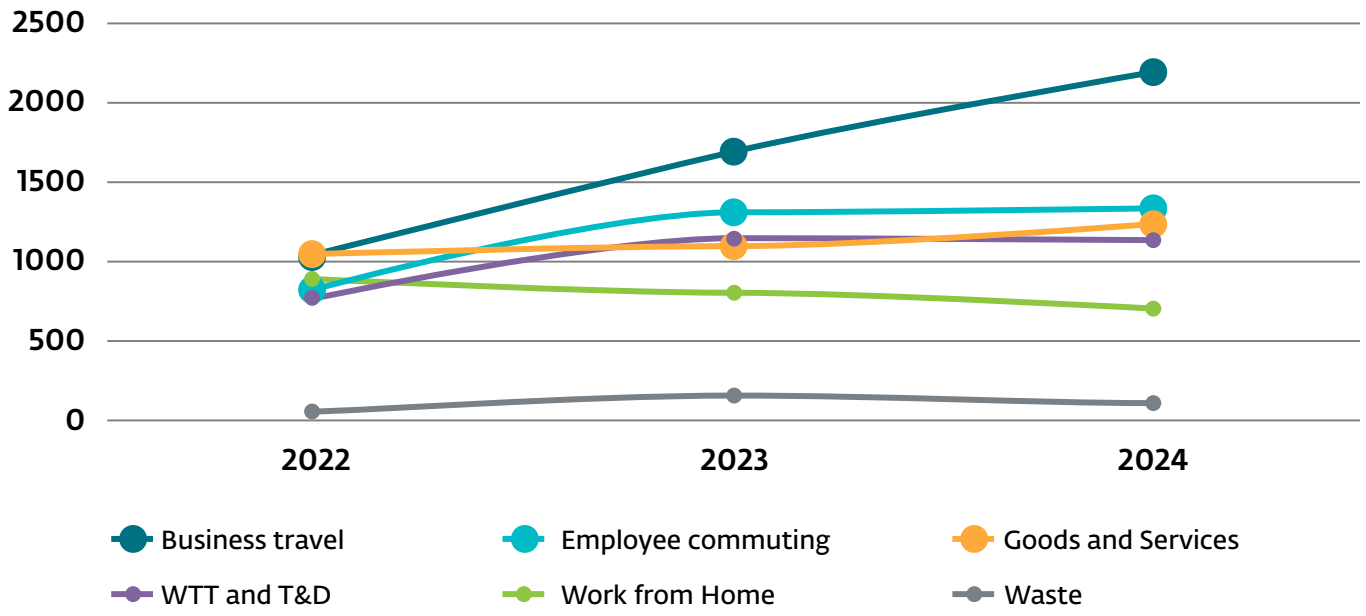


**Table 11: Detailed overview of scope 3 categories and their contribution to the total amount of scope 3 emissions**

| GHG Scope 3 Emissions by Category (in tonnes $CO_2e$) | | |
|---|---|---|
| Category | Location-based | Market-based |
| **Business travel** | **2,235.5** | **2,235.5** |
| Air | 1,938.3 | 1,938.3 |
| Bus | 1.4 | 1.4 |
| Car | 97.9 | 97.9 |
| Hotel stays | 182.5 | 182.5 |
| Train | 15.5 | 15.5 |
| **Employee commuting** | **2,088.6** | **2,088.6** |
| Bus | 229.5 | 229.5 |
| Car | 1,033.3 | 1,033.3 |
| Cycling / Walking | 0.0 | 0.0 |
| Homeworking | 707.4 | 707.4 |
| Motorbike | 14.2 | 14.2 |
| Taxi | 32.6 | 32.6 |
| Train | 71.5 | 71.5 |
| **Goods and Services** | **1,608.1** | **1,287.7** |
| Capital goods | 616.7 | 616.7 |
| Purchased goods | 390.3 | 390.3 |
| Upstream purchased services | 601.1 | 280.7 |
| **T&D** | **66.5** | **57.0** |
| Purchased electricity | 51.0 | 49.6 |
| Purchased heat | 2.4 | 2.2 |
| Upstream leased assets | 12.7 | 4.4 |
| Vehicles combustion | 0.4 | 0.8 |
| **Waste generated in operations** | **78.5** | **78.5** |
| Waste disposal | 78.5 | 78.5 |
| **WTT** | **1,151.0** | **1,151.0** |
| Business travel | 334.3 | 334.3 |
| Employee commuting | 358.3 | 358.3 |
| Purchased electricity | 221.6 | 221.6 |
| Purchased heat | 7.0 | 7.0 |
| Stationary combustion | 66.6 | 66.6 |
| Upstream leased assets | 77.9 | 77.9 |
| Vehicles combustion | 85.3 | 85.3 |
| **Total** | **7,228.3** | **6,898.5** |

## 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.

As illustrated in Figure 7 and Table 12, ESET HQ is the largest contributor to the ESET Group's total carbon footprint, accounting for 46% of total emissions under the market-based approach. The second largest contributor is ESET EMEA, responsible for 23% of the Group's total emissions. ESET NORAM follows closely, contributing approximately 20% to the overall carbon footprint. ESET APAC accounts for 7%, while ESET LATAM represents the remaining 4% of total emissions.

**Figure 7: Graph of the contribution of the ESET regions to the total emissions by scopes (market-based approach)**

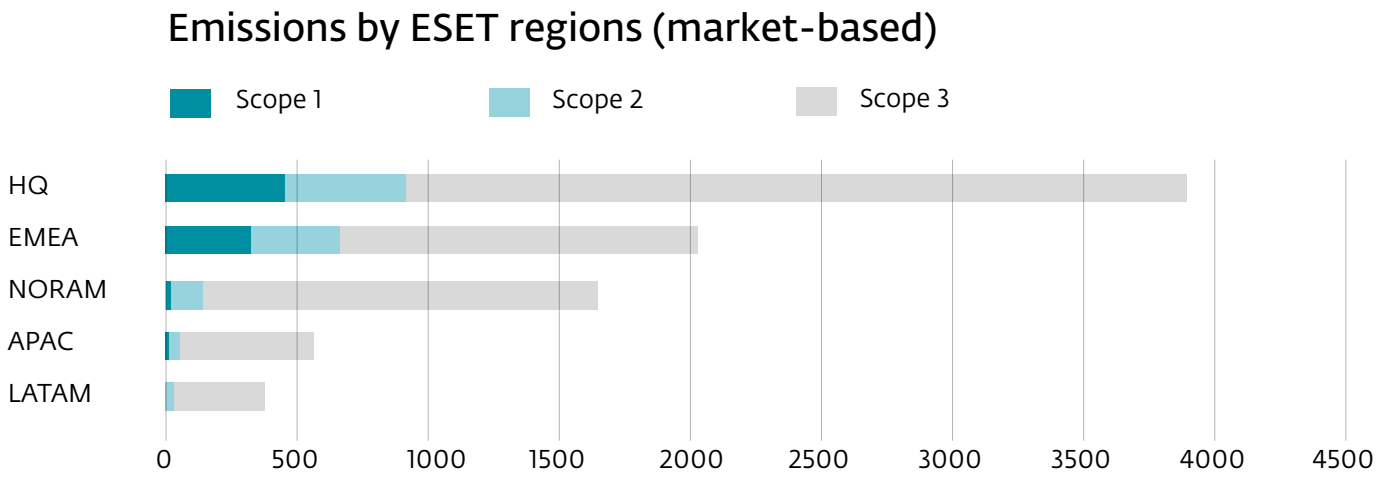



**Table 12: Overview of the contribution of ESET regions to the total Group´s emissions by scopes (market-based approach)**

| Region | scope1 | scope2 | scope3 | Total emissions | Share on Total | Emissions Per employee | Increase/ Decrease |
|---|---|---|---|---|---|---|---|
| **LATAM** | 1.1 | 15.1 | 368.6 | 384.9 | 4% | 2.9 | ↓ |
| **APAC** | 6.0 | 24.5 | 563.5 | 594.1 | 7% | 10.2 | ↑ |
| **NORAM** | 10.1 | 91.8 | 1,593.2 | 1,695.1 | 20% | 7.8 | ↑ |
| **EMEA** | 333.3 | 341.8 | 1,355.0 | 2,030.0 | 23% | 3.8 | ↑ |
| **HQ** | 458.0 | 469.2 | 3,018.1 | 3,945.3 | 46% | 2.8 | ↑ |

When analysing the contribution of each emission scope across regions, Scope 3 clearly dominates in all cases. Its impact is particularly pronounced—exceeding 90%—in regions furthest from ESET Headquarters, namely NORAM, LATAM, and APAC. In these regions, business travel is the primary driver of emissions, contributing the largest share to each branch's carbon footprint.

In the EMEA region, Scope 3 accounts for 67% of total emissions. The main contributors here are business travel (20%), electricity consumption (15%), and employee commuting (12%).

At ESET Headquarters, Scope 3 represents 76% of regional emissions. However, the dominant sources differ, with employee commuting contributing 23% and purchased goods and services accounting for 19%.

When considering emissions relative to the number of employees, ESET HQ—despite being the largest emitter in absolute terms (3,945.3 tonnes of $CO_2e$)—has the lowest emissions per employee, at 2.8 tonnes of $CO_2e$. In contrast, the highest emissions per employee were recorded in the APAC region (10.2 tonnes of $CO_2e$), followed by NORAM with 7.8 tonnes of $CO_2e$ per employee.

For more details on the regional and office specific overview of the emissions category, please refer to Tables 13 and 14.

## Table 13: Detailed overview of the emissions by regions, entities, offices, scopes and emissions per employee (location-based)

| Location -based | | | | | | | |
|---|---|---|---|---|---|---|---|
| Region | Entity | Location | (in tonnes $CO_2e$) | | | | |
| | | | Scope 1 | Scope 2 | Scope 3 | Total emissions | Total per employee |
| HQ | ESET spol. s r. o. | Bratislava | 433.9 | 448.6 | 3,172.4 | 4,054.9 | 3,1 |
| | ESET spol. s r. o. | Košice | 24.2 | 18.4 | 100.8 | 143.3 | 1,7 |
| | ESET spol. s r. o. | Žilina | | 10.0 | 28.4 | 38.4 | 1,5 |
| | ESET spol. s r. o. | Campus | | 2.2 | 45.4 | 47.6 | n/a |
| HQ Total | | | 458.0 | 479.2 | 3,347.0 | 4,284.3 | 3,0 |
| EMEA | ESET Research Czech Republic s. r. o. | Praha Research | | 17.6 | 50.5 | 68.1 | 1,2 |
| | ESET Research Czech Republic s. r. o. | Brno | 29.2 | 24.5 | 154.5 | 208.2 | 3,0 |
| | ESET Research Czech Republic s. r. o. | Jablonec nad Nisou | 20,3 | 15,0 | 27,7 | 63,0 | 3,0 |
| | ESET Research Czech Republic s. r. o. Total | | 49,5 | 57,1 | 232.7 | 339.4 | 2.3 |
| | ESET software spol. s r.o. | Praha Software | 54.7 | 43.6 | 191.2 | 289.5 | 4.1 |
| | ESET Deutschland GmbH | Jena | 107.3 | 26.6 | 255.2 | 389.1 | 3.6 |
| | ESET Deutschland GmbH | Munich | | | 6.8 | 6.8 | 1.1 |
| | ESET Deutschland GmbH Total | | 107.3 | 26.6 | 262.0 | 395.9 | 3.4 |
| | ESET SOFTWARE UK Limited | Bournemouth | 85.2 | 31.3 | 327.2 | 443.6 | 5.8 |
| | ESET RESEARCH UK Limited | Taunton | 3.6 | 4.6 | 21.2 | 29.3 | 2.3 |
| | ESET ITALIA S.R.L. | Milan | 28.6 | 11.4 | 130.0 | 170.0 | 4.1 |
| | ESET Romania S.R.L. | Iasi | | 1.8 | 27.0 | 28.8 | 2.6 |
| | ESET Polska Sp. z o.o. | Krakow | 4.3 | 139.7 | 162.7 | 306.8 | 3.1 |
| EMEA Total | | | 333.3 | 316.1 | 1,354.0 | 2,003.3 | 3.7 |
| APAC | ESET ASIA PTE. LTD. | Singapore | 0.8 | 8.6 | 379.7 | 389.2 | 13.0 |
| | ESET Software Australia, PTY. LTD. | Sydney | 5.2 | 5.1 | 66.2 | 76.5 | 5.1 |
| | ESET Software Australia, PTY, LTD. | Melbourne | | | 2.1 | 2.1 | 1.1 |
| | ESET Software Australia, PTY. LTD. TOTAL | | 5.2 | 5.1 | 68.3 | 78.6 | 4.6 |
| | ESET Japan Inc. | Tokyo | | 10.8 | 115.5 | 126.3 | 11.5 |
| APAC Total | | | 6.0 | 24.5 | 563.5 | 594.1 | 10.2 |
| NORAM | ESET, LLC | San Diego | 4.7 | 79.1 | 1,199.4 | 1,283.3 | 6.9 |
| | ESET Canada Inc. | Toronto | 5.3 | 12.7 | 117.8 | 135.8 | 8.5 |
| | ESET Canada Recherche Inc. | Montreal | | 20.0 | 277.9 | 297.9 | 19.9 |
| NORAM Total | | | 10.1 | 111.8 | 1,595.1 | 1,717.0 | 7.9 |
| LATAM | ESET LATINOAMERICA S.R.L | Buenos Aires | 1.1 | 11.8 | 293.3 | 306.2 | 3.4 |
| | ESET MÉXICO S. de R.L. de C.V. | Mexico City | | 2.1 | 44.9 | 47.0 | 2.2 |
| | ESET DO BRASIL MARKETING LTDA | Sao Paulo | | 1.3 | 30.4 | 31.7 | 1.5 |
| LATAM Total | | | 1.1 | 15.1 | 368.6 | 384.9 | 2.9 |
| **ESET Group Total** | | | **808.5** | **946.8** | **7,228.3** | **8,983.6** | **3.7** |

## Table 14: Detailed overview of the emissions by regions, entities, offices, scopes and emissions per employee (market-based)

| Market -based | | | | | | | |
|---|---|---|---|---|---|---|---|
| Region | Entity | Location | (in tonnes CO2eq) | | | | |
| | | | Scope 1 | Scope 2 | Scope 3 | Total emissions | Total per employee |
| HQ | ESET spol. s r. o. | Bratislava | 433.9 | 414.2 | 2,851.3 | 3,699.4 | 2.8 |
| | ESET spol. s r. o. | Košice | 24.2 | 40.1 | 92.9 | 157.2 | 1.9 |
| | ESET spol. s r. o. | Žilina | | 14.9 | 28.5 | 43.4 | 1.7 |
| | ESET spol. s r. o. | Campus | | 0.0 | 45.3 | 45.3 | n/a |
| HQ Total | | | 458.0 | 469.2 | 3,018.1 | 3,945.3 | 2.8 |
| EMEA | ESET Research Czech Republic s. r. o. | Praha Research | | 23.9 | 50.8 | 74.7 | 1.3 |
| | ESET Research Czech Republic s. r. o. | Brno | 29.2 | 35.0 | 155.0 | 219.2 | 3.2 |
| | ESET Research Czech Republic s. r. o. | Jablonec nad Nisou | 20.3 | 21.4 | 28.0 | 69.7 | 3.3 |
| | ESET Research Czech Republic s. r. o. Total | | 49.5 | 80.3 | 233.8 | 363.7 | 2.5 |
| | ESET software spol. s r.o. | Praha Software | 54.7 | 57.8 | 191.9 | 304.4 | 4.3 |
| | ESET Deutschland GmbH | Jena | 107.3 | 30.5 | 255.3 | 393.1 | 3.6 |
| | ESET Deutschland GmbH | Munich | | | 6.8 | 6.8 | 1.1 |
| | ESET Deutschland GmbH Total | | 107.3 | 30.5 | 262.1 | 399.9 | 3.5 |
| | ESET SOFTWARE UK Limited | Bournemouth | 85.2 | 45.5 | 328.4 | 459.1 | 6.0 |
| | ESET RESEARCH UK Limited | Taunton | 3.6 | 0.0 | 20.7 | 24.3 | 1.9 |
| | ESET ITALIA S.R.L. | Milan | 28.6 | 3.7 | 129.4 | 161.7 | 3.9 |
| | ESET Romania S.R.L. | Iasi | | 0.3 | 26.9 | 27.2 | 2.5 |
| | ESET Polska Sp. z o.o. | Krakow | 4.3 | 123.7 | 161.6 | 289.7 | 3.0 |
| EMEA Total | | | 333.3 | 341.8 | 1,355.0 | 2,030.0 | 3.8 |
| APAC | ESET ASIA PTE. LTD. | Singapore | 0.8 | 8.6 | 379.7 | 389.2 | 13.0 |
| | ESET Software Australia, PTY. LTD. | Sydney | 5.2 | 5.1 | 66.2 | 76.5 | 5.1 |
| | ESET Software Australia, PTY, LTD. | Melbourne | | | 2.1 | 2.1 | 1.1 |
| | ESET Software Australia, PTY. LTD. TOTAL | | 5.2 | 5.1 | 68.3 | 78.6 | 4.6 |
| | ESET Japan Inc. | Tokyo | | 10.8 | 115.5 | 126.3 | 11.5 |
| APAC Total | | | 6.0 | 24.5 | 563.5 | 594.1 | 10.2 |
| NORAM | ESET, LLC | San Diego | 4.7 | 79.1 | 1,199.4 | 1,283.3 | 6.9 |
| | ESET Canada Inc. | Toronto | 5.3 | 12.7 | 117.8 | 135.8 | 8.5 |
| | ESET Canada Recherche Inc. | Montreal | | 0.0 | 276.0 | 276.0 | 18.4 |
| NORAM Total | | | 10.1 | 91.8 | 1,593.2 | 1,695.1 | 7.8 |
| LATAM | ESET LATINOAMERICA S.R.L | Buenos Aires | 1.1 | 11.8 | 293.3 | 306.2 | 3.4 |
| | ESET MÉXICO S. de R.L. de C.V. | Mexico City | | 2.1 | 44.9 | 47.0 | 2.2 |
| | ESET DO BRASIL MARKETING LTDA | Sao Paulo | | 1.3 | 30.4 | 31.7 | 1.5 |
| LATAM Total | | | 1.1 | 15.1 | 368.6 | 384.9 | 2.9 |
| **ESET Group Total** | | | **808.5** | **942.5** | **6,898.5** | **8,649.5** | **3.6** |

## Entity-specific highlights

This section highlights entity-specific insights, summarizing country-level differences, emission shares, and key drivers contributing to the ESET Group's global carbon footprint.

## ESET HQ

ESET spol. s r.o. in Slovakia, with 1,427 employees, is the largest entity within the ESET Group, both in terms of workforce and carbon footprint, contributing 46% to the Group's total emissions. Despite its size, it maintains one of the lowest emissions per employee across the Group, at 2.8 tonnes of $CO_2e$.

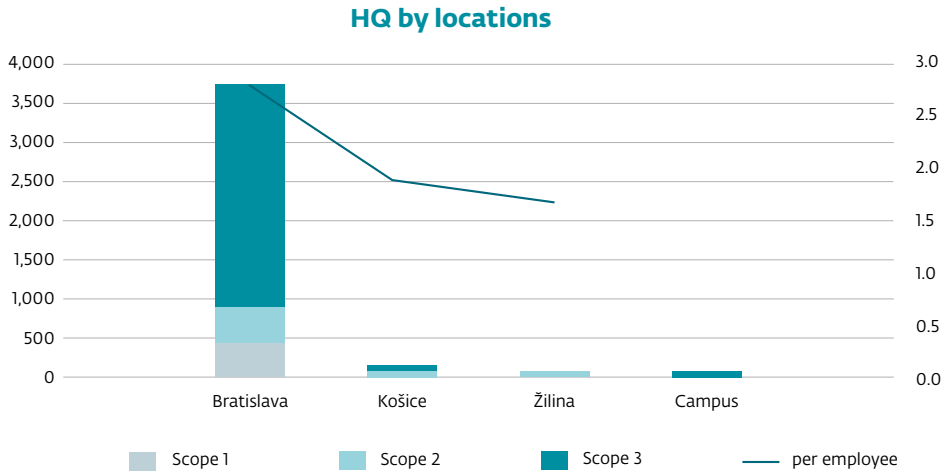
Among the four offices reported under this entity—Bratislava, Košice, Žilina, and ESET Campus—the Bratislava office is the most emission-intensive, accounting for 94% of ESET HQ's total emissions.

In 2024, total emissions from ESET HQ increased by 13% year-over-year. This rise was primarily driven by significant increases in employee commuting (+46%), purchased electricity (+137%), and related upstream categories such as well-to-tank (WTT) and transmission and distribution (T&D) (+32%).
The increase in commuting emissions reflects a higher number of days spent working on-site, accompanied by an 28% decrease in emissions from remote work. The sharp rise in electricity-related emissions is largely due to a 151% increase in reported consumption, following the inclusion of previously unreported usage from major Bratislava offices.

Business travel emissions also rose by 19%; however, given their relatively smaller share in HQ's overall emissions compared to other entities, this increase had a limited impact on the total footprint.

Notable year-over-year reductions were observed in vehicle combustion (-12%) and goods and services (-10%), likely due to the absence of office renovation activities. Emissions from waste decreased significantly (-54%), following the completion of demolition work at the ESET Campus site.

**Figure 8: Overview of the emissions by HQ offices, scopes and emissions per employee in t $CO_2e$ (market-based)**




| Region | Entity | Location | Scope 1 | Scope 2 | Scope 3 | Total emissions | Total per employee | Increase / Deacrease |
|---|---|---|---|---|---|---|---|---|
| HQ | ESET spol. s r. o. | Bratislava | 433.9 | 414.2 | 2,851.3 | **3,699.4** | **2.8** | ↑ |
| | ESET spol. s r. o. | Košice | 24.2 | 40.1 | 92.9 | **157.2** | **1.9** | ↓ |
| | ESET spol. s r. o. | Žilina | | 14.9 | 28.5 | **43.4** | **1.7** | ↑ |
| | ESET spol. s r. o. | Campus | | 0.0 | 45.3 | **45.3** | **n/a** | ↓ |

**2.8 t $CO_2e$**
**Per employee**

## ESET EMEA

Within the EMEA region, emissions data was reported for eight entities across eleven offices, as summarized in Figure 9.

The largest contributor to regional emissions is ESET Software UK, with its office in Bournemouth. This location recorded the highest year-over-year increase in emissions (+107%), primarily due to a significant refrigerant refill, a 124% rise in business travel emissions, and a lower share of renewable electricity in the energy mix.

The second largest emitter is ESET Deutschland, with offices in Jena and Munich, contributing 20% to the region's total emissions. A 37% year-over-year decrease was observed, driven by adjustments in reported heating consumption and reductions in both employee commuting and vehicle combustion emissions.
The third largest contributor is ESET Research Czech Republic, operating offices in Prague, Brno, and Jablonec. Brno accounts for 60% of this entity's emissions. The overall 13% increase in emissions was mainly driven by the goods and services category.

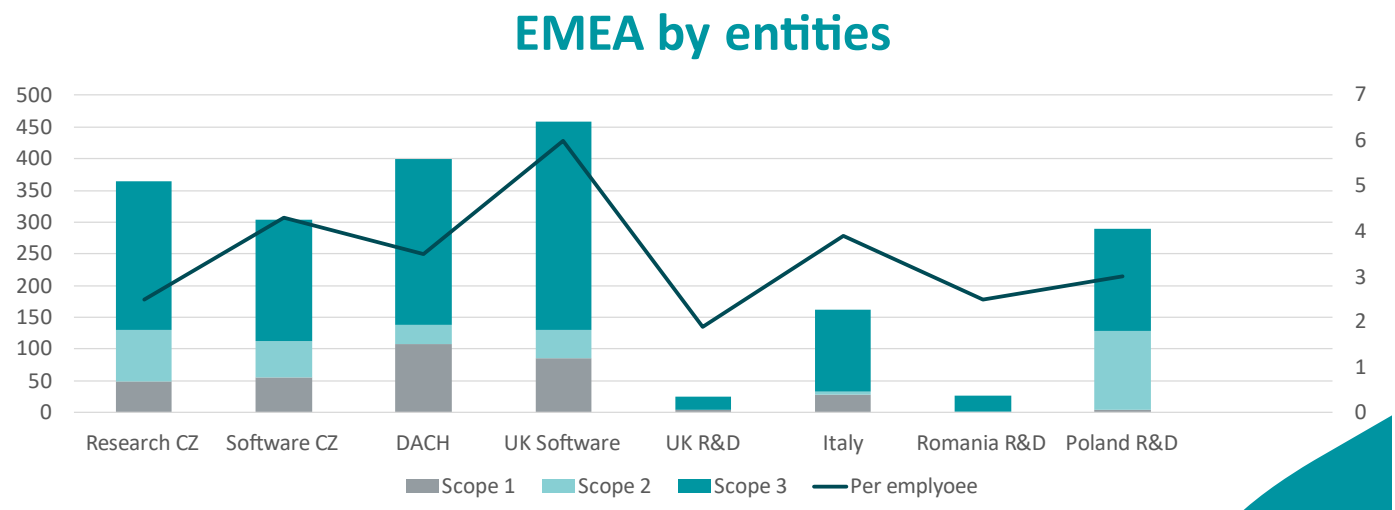
ESET Software Czech Republic contributes 15% to regional emissions and reported reductions across nearly all categories, resulting in an overall 18% decrease. The only categories with slight increases were business travel (+9%) and work from home emissions (+18%).

The Polish office accounts for 14% of EMEA emissions and also saw a reduction in total emissions (-11%), driven by decreases across all categories except goods and services, likely due to improved measurement compared to 2023.

ESET Italy contributes 8% to the region's emissions. A 15% year-over-year increase was driven primarily by business travel and goods and services. A notable 54% reduction in vehicle combustion emissions reflects the ongoing electrification of the company's vehicle fleet.

Finally, the smallest R&D offices in Taunton and Iași contribute just over 1% to the region's total carbon footprint.

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




| Region | Entitiy | Location | Scope 1 | Scope 2 | Scope 3 | Total emissions | Total per employee | Increase / Decrease |
|---|---|---|---|---|---|---|---|---|
| EMEA | ESET Research Czech Republic | Research CZ | 49.5 | 80.3 | 233.8 | **363.7** | **2.5** | ↑ |
| | ESET software | Praha SW | 54.7 | 57.8 | 191.9 | **304.4** | **4.3** | ↓ |
| | ESET Deutchland | DACH | 107.3 | 30.5 | 262.1 | **399.9** | **3.5** | ↓ |
| | ESET SoFTWARE UK | Bournemouth | 85.2 | 45.5 | 328.4 | **459.1** | **6.0** | ↑ |
| | ESET RESEARCH UK | Taunton | 3.6 | 0.0 | 20.7 | **24.3** | **1.9** | ↑ |
| | ESET ITALIA | Milan | 28.6 | 3.7 | 129.4 | **161.7** | **3.9** | ↑ |
| | ESET Romania | Iasi | | 0.3 | 26.9 | **27.2** | **2.5** | ↑ |
| | ESET Polska | Krakow | 4.3 | 123.7 | 161.6 | **289.7** | **3.0** | ↓ |

**3.8 t $CO_2e$**
**Per employee**

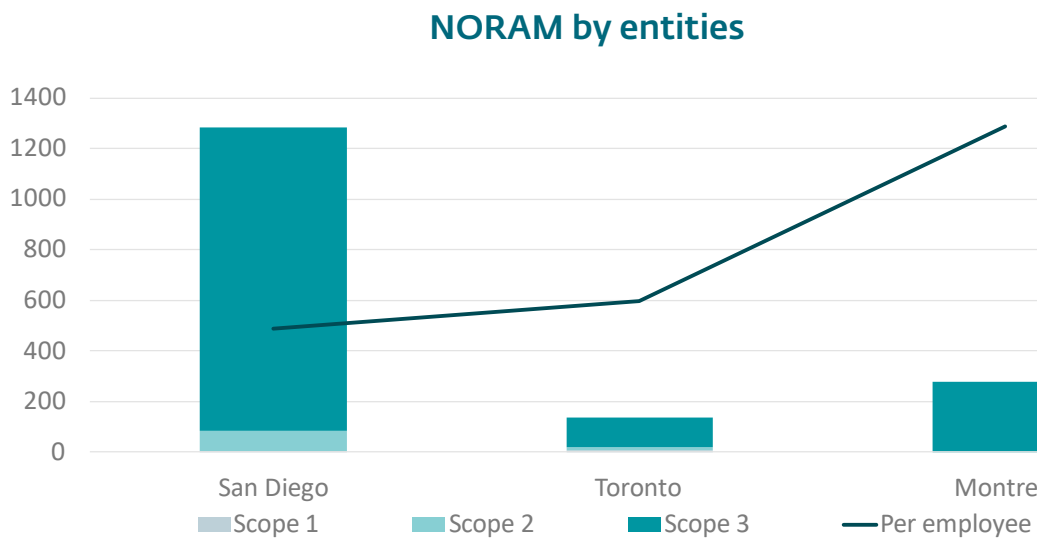
## ESET NORAM

ESET, LLC, based in San Diego, is the second largest entity within the ESET Group and the second largest contributor to the Group's total emissions, accounting for 15% overall and 75% of emissions within the NORAM region. 93% of ESET, LLC's emissions fall under Scope 3. Of these, business travel is the dominant category (52%), followed by goods and services (16%) and well-to-tank (WTT) emissions (13%). In 2024, total emissions from ESET, LLC decreased by 10% year-over-year. This reduction was primarily driven by a decline in employee commuting, which was linked to the relocation of the San Diego office—during the transition, employees worked more frequently from home. A similar trend was observed in electricity consumption, which also declined, partly due to reduced office occupancy and partly due to the improved energy efficiency of the new premises. Conversely, emissions from goods and services nearly quadrupled, largely due to the need to furnish and equip the new office space.

ESET Canada Inc., located in Toronto, recorded a 46% year-over-year increase in emissions, primarily driven by growth in business travel and goods and services. This office contributes approximately 8% to the region's total emissions.

ESET Canada Recherche Inc., a research and development centre based in Montreal, has the highest emissions per employee in the region—18.4 tonnes of $CO_2e$ per employee—despite having only 15 staff. While the office uses 100% renewable electricity and has the lowest employee commuting emissions in the entire ESET Group, business travel emissions doubled year-over-year, significantly impacting its overall footprint.

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




| Region | Entity | Location | Scope 1 | Scope 2 | Scope 3 | Total emissions | Total per employee | Increase / Deacrease |
|---|---|---|---|---|---|---|---|---|
| NORAM | ESET, LLC. | San Diego | 4.7 | 79.1 | 1,199.4 | **1,283.3** | **6.9** | ↑ |
| | ESET Canada Inc. | Toronto | 5.3 | 12.7 | 117.8 | **135.8** | **8.5** | ↑ |
| | ESET Canada Recherche | Montreal | | 0.0 | 276.0 | **276.0** | **18.4** | ↑ |

**7.9 t $CO_2e$**
**Per employee**

## ESET APAC

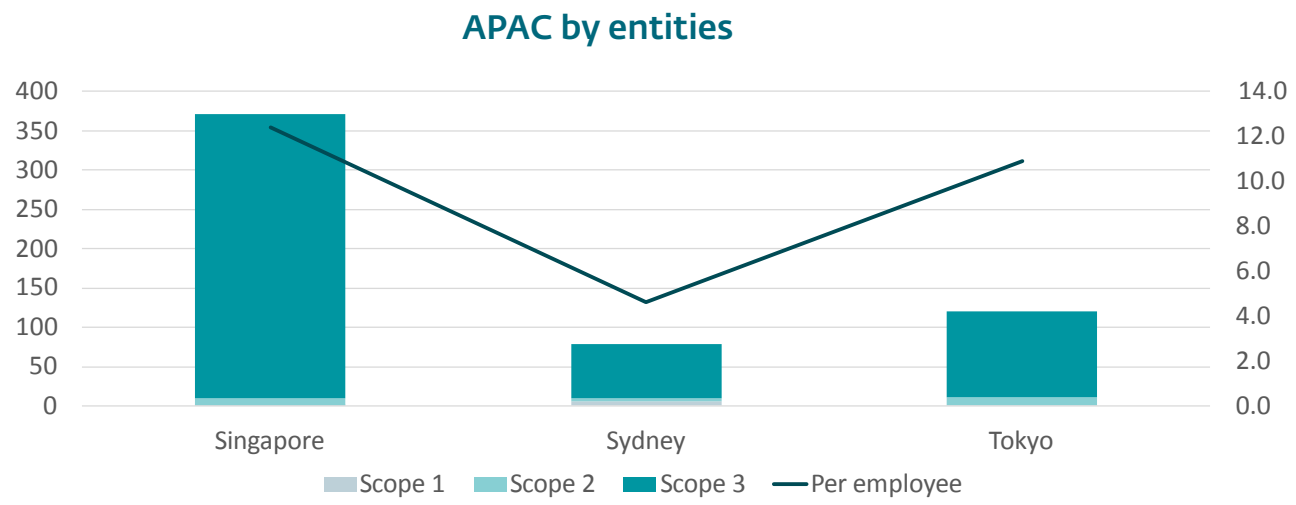
Scope 3 emissions have a significant impact on the total emissions of entities based in the APAC region, with business travel emerging as the dominant contributor. In 2024, business travel alone accounted for 73% of all emissions in the region, contributing to the highest average emissions per employee across all ESET regions—10.2 tonnes of $CO_2e$ per employee.

The largest entity in the region, ESET ASIA, based in Singapore, is responsible for 66% of APAC's total emissions. Compared to 2023, emissions from this entity increased by 24%, with the most rapid growth observed in the business travel and goods and services categories.

ESET Australia, operating offices in Sydney and Melbourne, reported significantly lower emissions per employee (4.6 tonnes of $CO_2e$) than the regional average. The main contributors to its carbon footprint are business travel and employee commuting, which together account for 64% of the entity's total emissions.

ESET Japan nearly doubled its emissions year-over-year, primarily due to a sharp increase in business travel. Emissions also rose across most other categories, with the exception of work from home, which declined by 30%.

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




| Region | Entity | Location | Scope 1 | Scope 2 | Scope 3 | Total emissions | Total per employee | Increase / Deacrease |
|---|---|---|---|---|---|---|---|---|
| APAC | ESET ASIA PTE. LTD. | Singapore | 0.8 | 8.6 | 379.7 | **389.3** | **13.0** | ↑ |
| | ESET Software Australia. PTY, LTD. TOTAL | Sydney | 5.2 | 5.1 | 68.3 | **78.6** | **4.6** | ↓ |
| | ESET Japan Inc. | Tokyo | | 10.8 | 115.5 | **126.3** | **11.5** | ↑ |

**10.2 t $CO_2e$**
**Per employee**

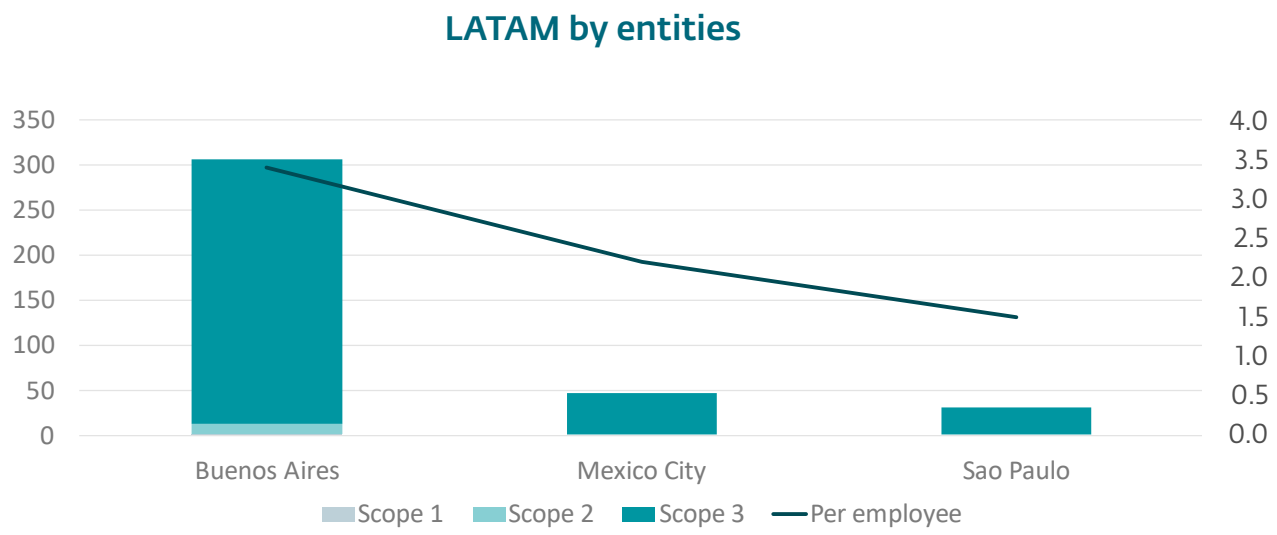
## ESET LATAM

ESET LATINOAMERICA, headquartered in Buenos Aires, Argentina, contributes approximately 4% to the ESET Group's total carbon footprint and accounts for 80% of emissions within the LATAM region. Scope 3 represents the vast majority of emissions (96%), with business travel being the dominant category (58%), followed by employee commuting (13%).

Overall, countries in this region tend to have lower-than-average emissions per employee. Business travel remains the primary driver of emissions across the region. In 2024, total emissions increased by 15% year-over-year. The second largest contributor is the goods and services category, which also showed a notable increase across all regional offices.

In ESET's smaller LATAM offices—ESET Brazil and ESET Mexico—employee commuting is the most significant source of emissions.

**Figure 12: Overview of the emissions by LATAM entities, scopes and emissions per employee in t $CO_2e$ (market-based)**




| Region | Entity | Location | Scope 1 | Scope 2 | Scope 3 | Total emissions | Total per employee | Increase / Deacrease |
|---|---|---|---|---|---|---|---|---|
| LATAM | ESET LATINOAMERICA S.R.L | Buenos Aires | 1.1 | 11.8 | 293.3 | **306.2** | **3.4** | ↓ |
| | ESET MEXICO S. de R.L. de C.V. | Mexico City | | 2.1 | 44.9 | **47.0** | **2.2** | ↓ |
| | ESET DO BRASIL MARKETING LTDA | Sao Paulo | | 1.3 | 30.4 | **31.7** | **1.5** | ↓ |

**2.9 t $CO_2e$**
**Per employee**

# CONCLUSION

In 2024, emissions from 25 ESET locations (24 offices and the ESET Campus site) were assessed to calculate the ESET Group's total carbon footprint. The Group's total emissions amounted to 8,983.6 tonnes of $CO_2e$ using the location-based method and 8,649.5 tonnes of $CO_2e$ using the market-based method. This represents a 10% increase in emissions compared to 2023 under the market-based approach.

The majority of ESET's carbon footprint stems from indirect emissions (Scope 3) occurring throughout the Group's value chain. The largest absolute contributor is ESET spol. s r.o., which accounts for 46% of total emissions.

## Scope 1 Emissions

The primary source of Scope 1 emissions is stationary combustion, followed by vehicle combustion. As ESET does not own its office buildings, heating-related emissions are influenced by building owners and other tenants.

To reduce vehicle emissions, ESET is actively increasing the share of electric, hybrid, and plug-in hybrid vehicles in its fleet, which reached 20% by the end of 2024.

## Scope 2 Emissions

Purchasing renewable electricity plays a key role in reducing the Group's carbon footprint. In line with ESET's environmental strategy, efforts are being made to increase the share of renewables, particularly in offices with larger employee populations.

In 2024, 45% of electricity used across ESET offices came from renewable sources—an increase of 9 percentage points compared to 2023.

## Scope 3 Emissions

Scope 3 remains the largest contributor to total emissions. The main drivers are business travel and employee commuting. These categories are challenging to address without impacting core business operations and require ongoing analysis and innovative internal communication strategies.

## Looking Ahead

In 2023, ESET developed its global environmental strategy through 2030, outlining key measures to reduce emissions. Throughout 2024, this strategy has been translated into local action plans. In 2025, ESET plans to conduct an assessment of physical and transition climate risks and begin setting science-aligned climate targets in accordance with the latest scientific guidance.

# APPENDIX

## Detailed activity data

### Scope 1 and 2

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.

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.

Where fuel consumption was not known, it was extrapolated. If the costs were known to us, consumption was calculated using the average fuel consumption per cost. If the distance travelled by cars was measured, but their fuel consumption was unknown, it was calculated by multiplying the distance travelled by the average fuel consumption of the given car. If the electricity consumption for electric cars was not known, it was extrapolated on the basis of mileage reports and expense reports.

To calculate the consumption of heat and electricity in the premises where the Group's individual undertakings do not rent the entire building, the consumption was estimated proportionally based on the size of the rented area. Where the available consumption data only covered a number of months in 2024, the remaining months for 2024 were estimated based on consumption models based on the previous months.

### Scope 3

#### Category 1: Purchased goods and services

For purchased goods we used a spent based method of calculating emissions. We identified list of accounts with direct purchases and based on the invoice description estimated primary material of the goods purchased. If material of the given product purchased was not clear, we assumed the highest proportion of materials within given invoice. Based on this assumption, the emission factor of the selected material was used to calculate the carbon footprint. If no emission factors for specific electronic and IT equipment were available, the equipment was first classified into small and large equipment and industry average emission factors were applied accordingly based on the classification.
For purchased services we used data provided by suppliers. If electricity consumption in the external data center was not available, we estimated the overall consumption based on one week measurement done by the supplier.

#### Category 2: Capital goods

Capital goods category was calculated based on activity data from internal database of tangible fixed assets. Where available, specific emission factors of capital goods obtained from suppliers were used to calculate the carbon footprint. If weight was not provided by the supplier, it was estimated.

### Category 5: Waste generation in operations

Waste disposal and treatment data was measured by a contracted waste management company. If data was not available, different methods were used to calculate the amount of waste produced at individual locations of ESET Group offices. If waste production was not measured, it was estimated based on information on the generated waste in the entire building provided by the owners of the rented buildings. The production of waste at a given ESET location in these buildings was subsequently calculated proportionally based on the rented spaces in the buildings. At some locations, the waste produced was estimated based on daily observations, from which data was then extrapolated for the entire year. At the other locations, the maximum container capacity multiplied by the frequency of waste export per week was also used to derive the amount of waste produced in buildings per year. If the method of disposal was not known, it was assumed that the waste went to a landfill.

### Category 6: Business travel

Activity data for business trips were measured and provided by suppliers or extrapolated from company reservation system or invoices. If there is no directly measured data on business trips, the data was estimated using employee expense reports for specific business trips, company reservations and invoices. Additionally, when the distance was unknown, Google Maps or equivalent map applications were used to estimate the distance travelled. If the number of hotel nights was not known, it was estimated based on the length of the business trip or the amount for the hotel stay divided by the average price per night.

### Category 7: Employee commuting

When collecting data on employee commuting, survey was conducted. In general, when employees reported the number of days of the week they commuted, the rest of the days of the week were counted as working from home. The number of vacation days were based on reports from the employee attendance system or average vacation days allocation in specific country.

## Emissions factors

Emission factors were used in the calculation according to categories and input data on the activity used in the carbon footprint calculation.

| Category | Type of emission factor | Emission data source | Emission data issued |
|---|---|---|---|
| Fugitive emissions | Kyoto protocol blends - R410A | DESNZ (DEFRA)[9] | 2024 |
| Fugitive emissions | Refrigerants | Supplier report | 2024 |
| Stationary combustion | Natural gas | DESNZ (DEFRA) | 2024 |
| Vehicles combustion | Battery Electric Vehicles (BEVs), Plug-in Hybrid Electric Vehicles (PHEV), Diesel, Petrol | DESNZ (DEFRA) | 2024 |
| Electric vehicles | Location Based - BEVs, PHEVs (Italy, Slovak Republic, United Kingdom) | EIB[10] | 2022 |
| Electric vehicles | Market Based - BEVs, PHEVs (Italy, Slovak Republic, United Kingdom) | AIB[11] | 2023 |
| Purchased electricity | Location Based - all sources and all reported countries | EIB | 2022 |
| Purchased electricity | Market Based - residual mix - Czech Republic, Germany, Poland, Romania, Slovak Republic, United Kingdom | AIB | 2023 |
| Purchased electricity | Market Based - Argentina, Australia, Brazil, Canada, Japan, Mexico, Singapore, United States | EIB | 2022 |
| Purchased heat | Heat and steam - Onsite heat and steam | DESNZ (DEFRA) | 2024 |
| Purchased goods and services | Goods and materials - dishwasher, fibres, furniture, printer, television, washing machine | Ecoinvent | 2023 |
| Purchased goods and services | Spent-based method purchased goods | EXIOBASE | 2022 |
| Purchased goods and services | Materials - small electrical items, plastic | DESNZ (DEFRA) | 2024 |
| Purchased goods and services | Purchased electricity - external data centres | EIB | 2022 |
| Purchased goods and services | Cloud computing services | Supplier report | 2024 |
| Capital goods | Emissions factors for capital goods | Ecoinvent | 2023 |
| Capital goods | Emission factors for specific capital goods - laptops, mobile phones, desktops, monitors | PCF[12] by specific supplier | 2021 - 2024, n.d. |
| WTT and T&D | Business travel - all | DESNZ (DEFRA) | 2024 |
| WTT and T&D | Employee commuting - bus, car motorbike, taxi, train | DESNZ (DEFRA) | 2024 |
| WTT and T&D | Purchased electricity - fossil, nuclear, other | DESNZ (DEFRA) | 2021 |
| WTT and T&D | Purchased heat | DESNZ (DEFRA) | 2024 |
| WTT and T&D | Stationary combustion - natural gas | DESNZ (DEFRA) | 2024 |
| WTT and T&D | Vehicles combustion - BEVs, PHEVs-diesel, PHEVs-petrol, diesel, petrol | DESNZ (DEFRA) | 2024 |
| WTT and T&D | Purchased electricity - renewable | RE-DISS II | 2013 |
| 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 (DEFRA) | 2024 |
| Business Travel | Business trips - air, car, bus, train, and Hotel stays | DESNZ (DEFRA) | 2024 |
| Business Travel | Own emission factors | Supplier report | 2024 |
| Employee commuting | Employee commuting - bus, car, homeworking, motorbike, train | DESNZ (DEFRA) | 2024 |

[9] DESNZ Department for Energy Security & Net Zero (formerly known as Department for Environment Food & Rural Affairs - DEFRA)
[10] EIB European Investment Bank
[11] AIB Association of Issuing Bodies
[12] PCF Product Carbon Footprint