

HubStar Group Sustainability Report



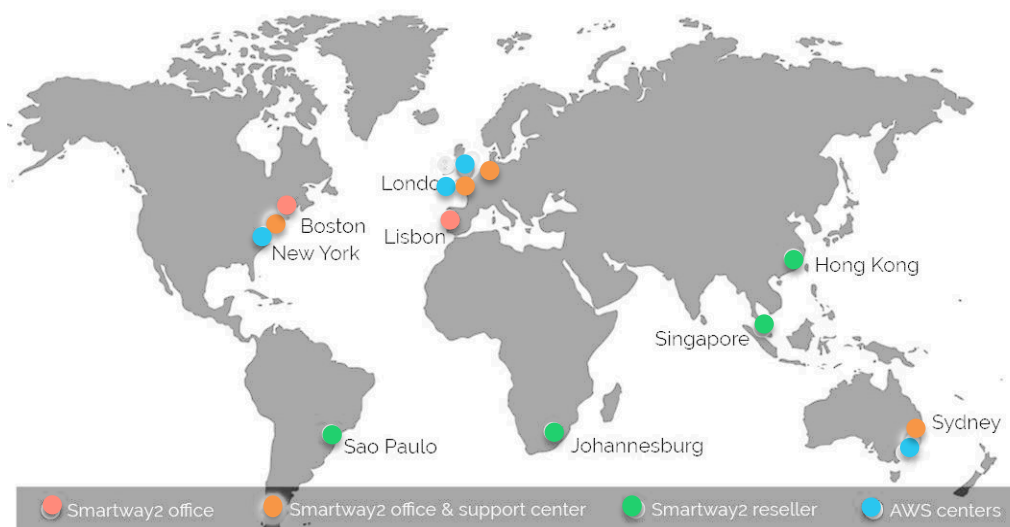
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About Hubstar

What we do

We help corporations and organizations improve their employee experience and workplace utilization by designing, building and implementing service technology platforms that deliver an ever-improving workplace experience in a hybrid working world. We strive for excellence and never forget to have fun in the process.



Our culture

We believe in progress – applying data and creativity to help the world work better. The tools we create enable forward-thinking organizations to adopt a data-driven approach to optimizing their workplaces and spaces and all the facilities within them, from rooms, spaces and parking to equipment, catering and classes. HubStar is committed to hiring and developing world class talent across the globe, in an inclusive, collaborative environment where people can do their best work.

Our clients

Our dedication to helping our clients allows them to achieve their workplace objectives with utilization technology. We have 500+ client sites, many of which are Fortune 500 companies.

About this report

We are pleased to present this sustainability report, which sets out HubStar's approach to align with the UN Environmental Sustainability Goals and covers our related progress.

Hubstar Group is deeply committed to sustainability and is an active member of the United Nations Global Compact Network.

Our commitment to sustainability includes:

- Operating responsibly, in alignment with universal sustainability principles
- Taking actions that support the society around us
- Pushing sustainability deep into our DNA
- Reporting annually on our ongoing efforts

Our goals and current forecast show achievement of a net zero GHG footprint by 2025 without offsets.



Our approach to sustainability

Alignment with the Sustainable Development Goals



HubStar actively strives for good health and wellbeing, and this is engrained in the mission of Workplace Utilization management and Scheduling. In a post-pandemic world, it is essential that the overpopulation of offices is avoided through effective booking and organizational systems to improve the employee experience, wellbeing and space utilization.



Technology and innovation are at the center of HubStar in the running of the company as well as in the products. Research and development are consistently underway, ensuring the best systems and software and inspiring innovation in the way we think of and manage office space.



Equality and Diversity are essential to a productive and inspiring atmosphere in a company, and we practice this at HubStar. Our company policy is the promotion of a diverse, inclusive and discrimination-free workplace. This provides the perfect breeding ground for new ideas and effective collaboration.



A key aspect of every city is real estate, and in this day-and-age, a significant proportion is occupied by businesses. Office spaces are a large contributor to carbon emissions, therefore with the integration of systems such as HubStar helping reduce this, cities can become more sustainable. **HubStar clients may achieve Utilization improvements of over 30% leading to reduction in GHG Emissions of over 400KG CO₂ per desk per annum.**

*Based on CIBSE Chartered Institute of Building Services Engineers London Symposium carbon emissions in use of offices



To achieve the sustainable development goals, collaboration is key. We are proud to say that we are members of the UN Global Compact Network and took part in the UN's Climate Accelerator program. Our involvement and membership reflect our commitment to sustainability and the SDG goals.

Business ethics

At HubStar, we are committed to the compliance of all applicable laws and regulations that affect our operation. We act professionally and with integrity with all business dealings, relationships and employee management. The company is committed to holding high standards of honesty and transparency. All employees, irrespective of position and function, adhere to these values and comply with the Code of Conduct detailed below.



Anti-competitive behavior

We embrace fair competition in the pursuance of innovation and development and prohibit any anti-competitive behavior.



Whistleblowing

We encourage employees to come forward and report any suspected wrongdoing. All information is treated in confidence.



Confidentiality of information

Employees are prohibited from disclosing any commercially sensitive information of the Company without authorization.



Conflict of interest

Employees are responsible for the avoidance of any conflict of interest and shall contact management if a situation arises.



Relationship with customers, business partners and employees

All interactions with those having business dealings with HubStar shall adhere to the highest standards of professional ethics

Information security management

Hubstar Group Companies are compliant with Quality standards and are certified to ISO 9001(Quality Management).

Hubstar Group companies are compliant with Information security standards and are Certified to ISO 27001 (Information Security management)

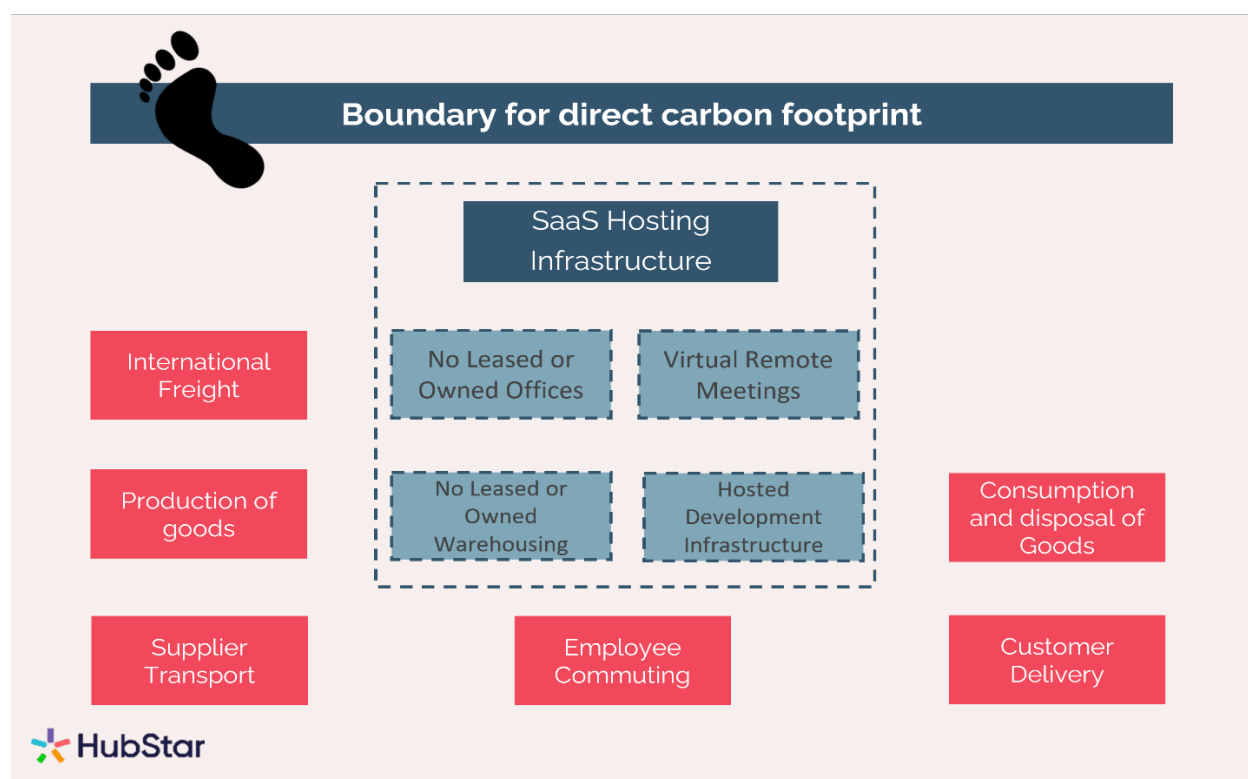
ISO 9001 & ISO 27001 Certified



Contributing to Sustainability

At HubStar Group our approach follows the recommendations of DEFRA in accordance with the GHG Protocol, in line with ISO 14064-1 and we are aligned with the recommendations covering the Total GHG footprint. We are also members of the UN Global Compact.

HubStar are achieving a continuous reduction in GHG, without offsets, even though the company is growing at a substantial rate of over 100% annually over the last 3 years.



To help us get going on this journey, we've joined the UN's Climate Ambition Accelerator program, to learn more about setting science-based emissions reduction targets; and how to take ambitious corporate action to achieve net-zero by 2050.

Our own Targets are to achieve Zero emissions by 2025, and we are on track to achieve this.

As a fully remote company that helps organizations right-size their real estate, improve utilization and implement hybrid working, it seems we can have a significant impact in terms of sustainability. Our Scope 2 GHG emissions are primarily generated in our hosting infrastructure with negligible Scope 1.

Contributing to Sustainability

Our carbon emissions summary

2.0 MTCO₂e
Our estimated AWS emissions

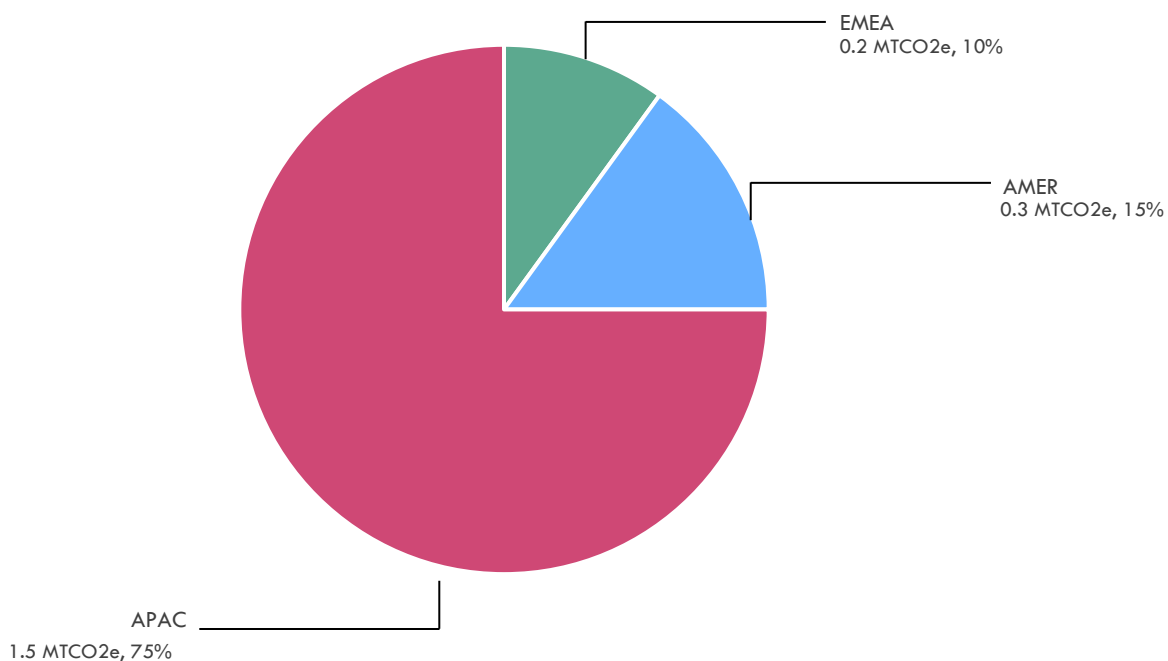
6.7 MTCO₂e
Our emissions saved on AWS

Our emission savings

5.3 MTCO₂e
Saved from AWS renewable energy purchases

1.4 MTCO₂e
Saved by using AWS computing services

Our emissions by geography



Our emissions by services

Service	Carbon emissions	%
EC2	0.4 MTCO ₂ e	20%
S3	0.0 MTCO ₂ e	0%
Other	1.6 MTCO ₂ e	80%
Total	2.0 MTCO ₂ e	100%

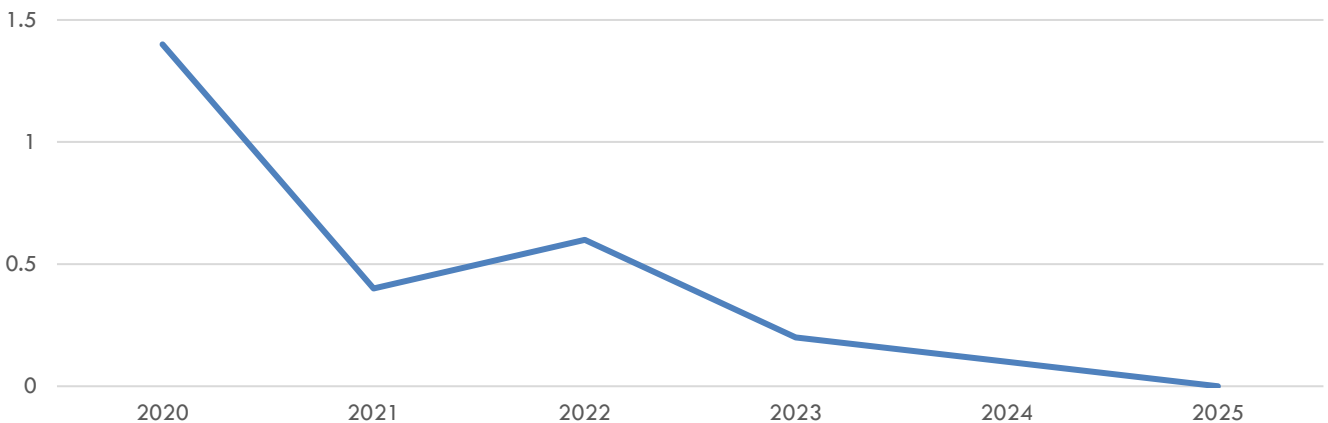
Carbon emissions (MTCO₂e)



Path to 100% renewable energy

Based on our current AWS usage, this chart represents projected changes in our yearly emissions as AWS works toward its goal of powering its operations with 100% renewable energy.

Carbon emissions (MTCO₂e)



Looking Forward

As a society, the challenges we are facing constantly evolve. In providing more solutions, it is important to keep updated on development and deeply understand environmental, economic, social and governance issues that negatively impact sustainability.

Keeping consistent with our work towards sustainable development goals and considering the effects they have is necessary going forward. We will continue our membership of the UN Global Compact Network and remain in the conversation on prominent issues.

Innovation and enhancement are crucial to solving the sustainable issues of tomorrow, and HubStar is committed as a company to make a difference. We greatly look forward to a more sustainable future, together.

A large white wind turbine stands in a field of tall, golden-brown grasses. The sky is a deep blue with scattered white clouds. The text "This is just the beginning." is overlaid in white on the right side of the image.

**This is just the
beginning.**