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# OUR COMMITMENT TO ENVIRONMENTAL, SOCIAL, AND ECONOMIC RESPONSIBILITY

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**2023 SUSTAINABILITY REPORT**





# 1. Executive Summary

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Silcube is committed to integrating sustainability into our core business practices. This report outlines our current efforts in environmental, social, and economic sustainability, along with our plans for future improvements. We aim to demonstrate our commitment to creating a positive impact on the environment, our employees, and the communities we serve.



## 2. Introduction

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Silcube is a private debt software company that empowers investment managers to grow their portfolios and achieve higher returns. Our software streamlines workflow, automates repetitive tasks, provides comprehensive data analytics, and quickly identifies investment opportunities. We are committed to incorporating sustainability into our business operations and aligning it with our strategic objectives.

### 3. Leadership and Commitment to Sustainability

At Silcube, we are dedicated to embedding sustainability into our business operations and decision-making. Although we lack a formal governance structure for sustainability, our key decision makers promote and implement sustainable practices within their respective departments. This approach ensures that environmental, social, and economic considerations are integrated throughout the company.



### 4. Environmental Commitment

Silcube is dedicated to minimising our environmental impact through sustainable practices. As a cloud-based SaaS company, we utilise Microsoft Azure servers and do not maintain physical data centres. We promote remote work for all team members and limit the use of office space to reduce energy consumption and commuting emissions. When face-to-face meetings are necessary, we arrange for carpooling to further minimise our carbon footprint. Our company operates as a paperless office, encouraging digital communication and documentation to reduce waste. Additionally, we carefully select the events we participate in, limiting our attendance to 4-5 per year. We only use air travel when necessary and seek to combine as many activities as possible to maximise our impact and minimise CO2 emissions and costs.

Furthermore, we are proud to announce that our private debt platform supports CO2 measurement of trade finance. Our software empowers fund managers to measure CO2 emissions and identify opportunities to reduce their carbon footprint, contributing to a greener future. Moreover, our platform enables users to understand the pollution caused by financing transportation and purchase carbon certificates to offset this pollution. This feature calculates the CO2 emissions of a vessel transporting a certain quantity and type of goods, allowing users to trade carbon credits or carbon certificates to offset this pollution.

## 5. Social Commitment

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At Silcube, we prioritise employee well-being, diversity, and inclusion. We offer flexible working hours, enabling our team members to maintain a healthy work-life balance. Our workforce includes individuals from diverse cultural backgrounds. We support professional development opportunities for all employees and ensure they have the resources to succeed in their roles.

## 6. Economic Commitment

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Although it is challenging to quantify the direct economic impact of our sustainability practices as a private debt software company, we believe that our commitment to environmental and social sustainability contributes to our long-term financial stability and growth. By attracting and retaining a diverse and talented workforce, we can better serve our clients and remain competitive in the industry.

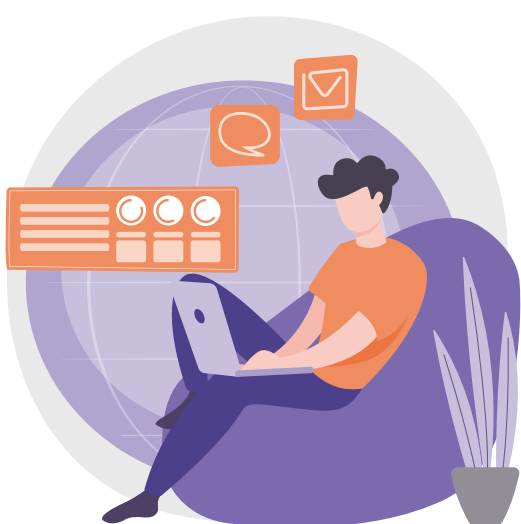
## 7. Goals and Targets

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### **WORKFORCE DIVERSITY:**

We aim to preserve and nurture our current diversity while fostering a corporate culture that enables individuals from diverse backgrounds to thrive and realise their full potential.



### **REMOTE WORK AND CARPOOLING:**

We maintain our commitment to remote work, reducing energy consumption and commuting emissions. We encourage carpooling for any face-to-face meetings that are deemed necessary.



### **ELECTRONICS RECYCLING:**

We ensure that all electronic waste is properly recycled through reputable partners.

We review our progress towards these goals at the board of directors meeting on a yearly basis and set new targets as needed to further enhance our sustainability performance.



## 8. Stakeholder Engagement

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Silcube recognises the importance of engaging with our stakeholders to ensure that our sustainability efforts are effective and aligned with their expectations. We are committed to fostering open communication and collaboration with our stakeholders, including employees, customers, and the local community. Some examples of our stakeholder engagement initiatives include:

### **EMPLOYEE ENGAGEMENT:**

We seek feedback from employees on sustainability initiatives and involve them in the decision-making process. We conduct yearly meetings to gather their input and suggestions for improvement.

### **CUSTOMER ENGAGEMENT:**

We communicate our sustainability commitments and progress to customers through newsletters, social media, or our website whenever we make sustainability progress. We invite customers to provide feedback on our new software features which cover carbon offsetting.

## 9. Conclusion

Silcube is dedicated to integrating sustainability into our business practices and ensuring a positive impact on our environment, employees, and communities. We will continue to evaluate our progress, set new targets, and engage with stakeholders to make continuous improvements in our sustainability efforts.



 Say Hello to Silcube!

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Start trial

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