



CORPORATE RESPONSIBILITY & SUSTAINABILITY REPORT

JENJI



Letter from our CEO



Moving forward in the new era

The past two years have been an extraordinary period of time. The COVID-19 pandemic, global macroeconomic uncertainty, social unrest and geopolitical changes have all created significant challenges for businesses around the world.

Everyone faced a new reality, when remote and digital interactions became one of the only ways for people to connect and get information.

As CEO, I have to ensure Jenji adapts to the realities of the times. Building trust, connections and community has never been more important.

With this in mind, I am pleased to present Jenji's first annual Corporate Responsibility and Sustainability Report, detailing our continued progress in connecting the company to the world and enabling individuals, businesses and economies to thrive.

Sincerely,
Pierre Quiennec



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About Jenji

Jenji is one of the leading enterprise expense management solutions. Founded in 2015 and backed by Eurazeo, Jenji offers solutions for expense management and allowances specifically tailored for mid-market and enterprise companies.

Jenji reinvented these solutions using Cloud and AI technologies while designing a simple and modern user experience, accessible on the go, anywhere in the world.

With Jenji solution companies can benefit from real-time data availability, coherence and visibility through automated financial analysis, thus developing the deeper insights and understanding necessary for strategic and operational guidance.

To learn more about our Jenji products and other value-added services please visit our website.



Jenji at a glance



Vision:

Running a successful business is not only about meeting financial targets, but also about leveraging the industry's deepest domain knowledge and benefiting from it.

Mission:

To provide expense management solutions to ensure that every company, regardless of size or economic standing, has access to smart, convenient and secure solutions to take control of their expense management data.



Headquarter:

Paris, France

Global Offices: 10
Data Centers: 4
Employees: 60

Jenji Network:

- 35 000 clients
- 97 % mobile app usage



About this report:

This 2021 Jenji Global Impact Report is our first annual report on our corporate social responsibility issues.

We can now begin sharing year-over-year comparisons on our progress in meeting stakeholder expectations of how we operate a responsible company. Our corporate responsibility and sustainability strategy focuses on mitigating risk and creating value across priority environmental, social and governance (ESG) issues in three groupings:

- **Environmental Impact**
- **Securing & Protecting Users Data**
- **Employee inclusion and culture**





Environmental Impact

Our 2021 Input

At Jenji, we recognize the risk of climate change and what it brings to our society as well as to our customers, communities, and employees.

In 2021 we developed our knowledge of this complex and global issue and tried to do our best part to address it. To stay sustainable, Jenji decided to implement necessary changes to reduce our emission from implementing eco-friendly initiatives and rewards within our office

to taking part in community projects to preserve the local environment. Because sustainability has become part of our everyday lives, the Jenji team started with internal actions like for example three R's: Reduce, Reuse, Recycle.

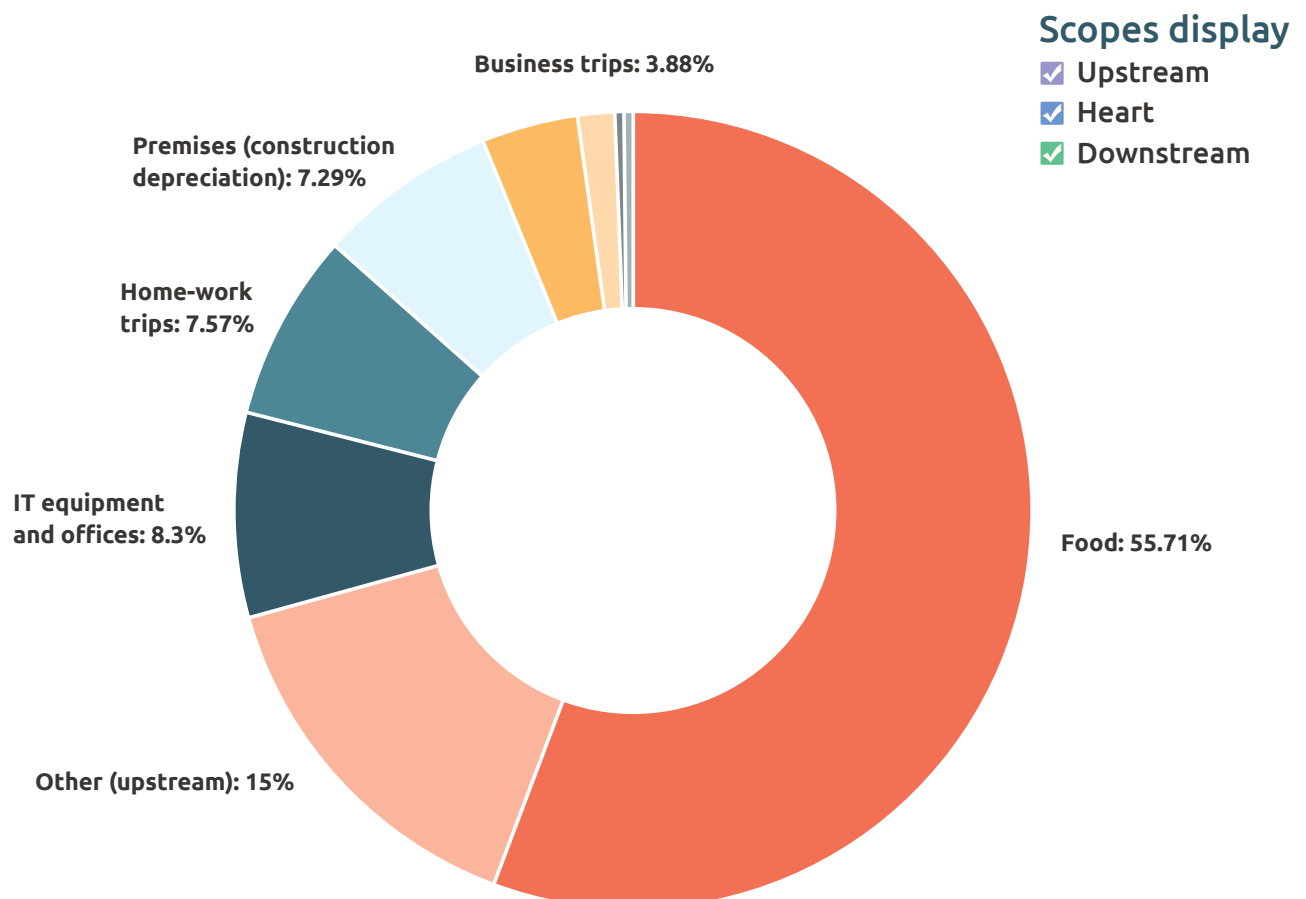
However, it is also important for Jenji to get involved in environmentally-friendly projects to empower more companies and people to address the environmental topic.

Today, we are happy to report that Jenji achieved some good results and could reduce emissions by 11%.

Emissions 2021: 44,37 tCO₂

Global carbon footprint

Total: 45.21tCo₂e





Actions implemented by Jenji in 2021 to reduce emissions



Equipment Reuse

Action:

Jenji purchased reconditioned computer tools and repaired computer tools instead of new purchases.

Goal:

Jenji reduced our environmental impact while recovering value from our obsolete IT equipment.



Paper savings

Action:

Jenji used only digital reports (invoices, expenses) and used an electronic signature solution to send and digitally sign various documents.

Goal:

Jenji reduced paper use in a company by 15% compared to 2019.



Active Engagement

Action:

Jenji signed a global action with several french tech companies asking the obligation to start evolving a carbon footprint report in France.

Goal:

Jenji decided to target a 2% reduction in carbon footprint per year and empower others to do the same.

Our Approach to Corporate Responsibility & Sustainability

Jenji actively participates in several programs and peer networks focused on various sustainability topics.

It includes such programs as the Impact Program by Paris&Co, The Climate Act, The Carbon footprint program by Axeleo and so on.





IMPACT Program by Paris&Co

We're supporting coherent, impactful climate action.

We understand how structural and systemic shifts that accompany climate change such as resource scarcity and regulatory pressure pose business risks and opportunities for issuers and investors globally.

With this as a backdrop, we are glad to share that this year Jenji has been selected out of 100 French startups to be a part of the [Paris&Co IMPACT](#) program.

During this program, Jenji focuses on CSR objectives to make our company responsible for ecological, human, and economic pillars to change the way it operates to be more respectful of the planet and people.

The IMPACT program includes a structured CSR plan, carbon footprint analysis, and responsible purchasing and partnership policy implementation.

The following strategy will allow us to reflect on the impacts that our activity has on Jenji's employees, customers, and the planet, and the impacts that Jenji could have by evolving towards more CSR operations.

The Climate Act

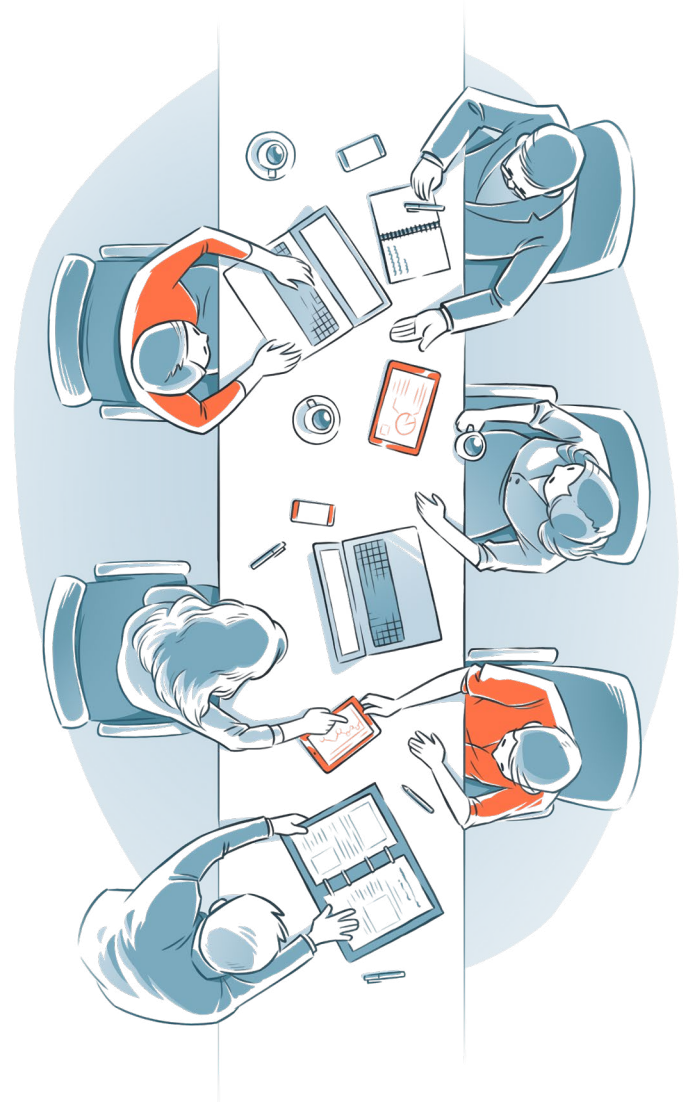
More than 290 startups have signed [a tribune addressed](#) to the French Government, committing themselves to carry out a carbon footprint before the end of the year and to act to limit CO2 emissions (and other pollution).

The objective is for the government to change the law in order to oblige the majority of French companies to carry out a carbon footprint and to reduce their greenhouse gas emissions.

To limit global warming to 1.5°C and avoid a planetary catastrophe, the IPCC

Key activities:

- Developing sustainable new CSR strategy;
- Serving as the indispensable guide to climate change;
- Strengthening the French fintech market response to the impacts of climate change;
- Bringing together diverse stakeholders to address climate challenges;
- Driving measurable, local action on climate change.





(Intergovernmental Panel on Climate Change) indicates that man-made carbon dioxide emissions must be reduced by 45% by 2030.

Action by all is necessary: by citizens, by states and also by companies. The latter, by their place and their weight, have a crucial and historic role to play. And to initiate their commitment against the climate crisis, Jenji considers that our company must measure its impact, starting with the CO2 emissions for which it is responsible. This step is a prerequisite for any policy to fight against climate change. It is with this objective that Jenji joins the Climate Act signatory group, and commits to have a completed carbon footprint before the end of the year.

"As a growing company, we can make some positive changes and do our business more responsibly and create the right environment, for us but not only. Jenji is aiming to have its workplaces around the world carbon negative by removing more emissions from the atmosphere than we generate, therefore it was a big step forward for us to sign a tribune addressed to the French government "

"Pierre Queinnec, CEO"

The Carbon Footprint Program by Axeleo

Jenji is embedded in networks of natural and social relationships, such as shareholders, managers, employees, customers, local populations, and investors. For us it is a big privilege to work with investors, who understand the importance of CSR and don't ignore it.

[Axeleo](#) is the leading Enterprise Technology acceleration platform (both VC and Accelerator), backed by a partnership of over 60 entrepreneurs and executives.

This year one of Jenji's investment funds, Axeleo, launched The Carbon Footprint Program. Together with Wecount, Jenji decided to dedicate their time for this project and developed a CSR strategy as well as its carbon footprint. With the help of provided special software from Wecount, Jenji will produce an elaboration of a carbon footprint. This collaboration will allow companies to report the carbon footprint in the near future.



After working with Wecount on our carbon footprint, we decided to target a 2% reduction in our carbon impact per year, what refers to the objectives of the paris agreements, calles "well below 2°"

Key activities:

- **Elaborating carbon footprint;**
- **Drawing the attention of the French government to a new law to reduce greenhouse gas emissions;**
- **Collaborating together with other companies to address climate challenges.**





Securing & Protecting Users Data

Customer trust is a priority for us because we know that customer data is important to our customers' values and operations.

Jenji supports over 35 000 brands worldwide. Our customers entrust us with large amounts of sensitive information, stemming from a wide range of industries including healthcare, financial services, government and technology. Jenji helps companies maintain control of their privacy and data security through three main items.



High security standards

Jenji provides compliance by using encryption of data in motion over public networks, auditing standards (SOC 2, ISO 27001, ISO 27018).

Advanced set of access

Jenji uses new progressive tools that efficiently protect customers' sensitive information. The company does not access or use customer content for any purpose other than providing, maintaining and improving the services and as otherwise required by law.

Fraud detection

Jenji has developed security protections and control processes to help customers ensure a secure expense management workflow and detect any type of anomalies or, in some cases, fraud. Independent third-party experts have confirmed our adherence to high industry standards.



Employee inclusion and culture

Jenji's unique culture is to create a workspace, where everyone can be himself/herself, and continues to be a key part of how we attract, grow, and keep amazing employees around the world.

We will need to hire more people in the coming years, and we see this as an opportunity to continue bringing rich and diverse perspectives into our organization. As we embrace more digital-first ways of working and flexible working practices, we now have the opportunity to hire the best, all over the world.

In addition to these moral commitments and inherent to a blooming within our staff, Jenji and his teams have already put in place the following actions:

• Talent Development

Jenji acts each year to develop and promote the different talents of each of its employees by encouraging training. Jenji will thus become, as of Jenji became an OPCA-approved training institution. At the same time, Jenji's main objective is to offer a benevolent and dynamic environment to its different teams and future teams.

• Equality between men and women

In order to promote gender equality among its employees, Jenji is signatory to the Parental Act, a charter giving the second parent access to four weeks of fully paid leave.

In this egalitarian approach, Jenji's ambition is to achieve complete equality in the workforce (to date 45% women and 50% men) in 2 years.



• Social and Societal Responsibility

Since its creation in 2014, Jenji is committed to act daily to improve the well being of its employees. Thus, our human resources team is constantly organizing team events with a charitable vocation like races and sport competitions.

In addition, organizations like UNICEF have chosen Jenji as an Expense Management solution for its employees and volunteers. Jenji supports in its turn as a corporate donor.

• Making digital for everyone

One of Jenji's main goals is to make its technology available to everyone. This is why Jenji offers today the only mobile applications for professional expense management applications that are compatible with accessibility for people with visual difficulties, or people with vision difficulties, or physical and motor disabilities.

In addition, the interface was built around an imperative: to create a solution usable by all and deployable on 100% of the user perimeter, whatever the specificities of the accessibility, the service respects the WCAG 2.0 level AA, the RGAA level AA.



What Jenji' employees think



Pauline Le Guen
Project Manager

"In my opinion, every company should take CSR initiatives, from the self-employed to multinationals. Everyone can act at their own level, by taking individual or collective initiatives. With global warming, it is important to act quickly and reduce our environmental impact to ensure a future for the next generations.

Besides that, I am very concerned about human values and the well-being of employees, which is one of the three pillars of CSR. Taking CSR initiatives at Jenji means trying to meet these needs in the most human way."

Kristina Hofmann
Project Manager

"Joining a company abroad can be a challenge, but also an opportunity. Jenji gave me the opportunity to evolve in a welcoming company culture and neither the language barriers nor the cultural background have ever stopped that, quite the contrary, looking at certain topics from another point of view was valued.

In addition to that, paying attention to my environmental impact in my personal life, it is also important that the company I work for shares these values."



Rafael Kieling
ASO Marketing Manager

"I believe that a company with active social responsibility like Jenji generates a positive ambiance to the workplace. It's great to be part of a company that understands the importance of CSR policies and is committed and engaged in having a good influence on society. This not only generates trust but also raises awareness to this important topic, we are all part of a society and therefore we need to measure our impact and reduce it, implementing on our everyday life positive initiatives just like Jenji is doing."





Our 2022 Goals Overview

Goal I

Reducing our emissions

Jenji strives to decouple company growth from environmental impact while increasing the efficiency and resiliency of our operations. We've pledged to achieve low emissions, formalizing this commitment by joining 2 programs this year: the Climate Act Engagement, and the Carbon Footprint Program.

Goal II

Empowering green travel policy

One of the most important sustainability goals for Jenji is to empower green travel by developing a sustainable development policy. We are working on highlighting the best practices for booking a traveler's business trip, on ensuring a balance between traveler well-being and the costs of travel, and on establishing specific processes for all Jenji sites.

Goal III

Investing in our workforce

At Jenji, we support an inclusive work environment by promoting diversity of thought, culture and background. We regularly conduct surveys to assess experiences related to employee engagement, satisfaction and well-being. We continue to expand and improve our programs to meet the needs of our employees by providing comprehensive health and wellness, financial and quality of life programs and insurances.





Goal IV

Building more strong partnerships

Most companies now understand the importance of corporate social responsibility (CSR). At Jenji we think that CSR also has to be business-driven and has to encourage companies to get involved in new long-term transformational partnerships with governments and NGOs that are based on solidarity and accountability.

Jenji's goals for 2022 are based both on the business orientations that guide the influence that the company seeks to have on the world: climate change, social innovation and sustainable development worldwide, and three cross-functional areas that dictate the conduct of our business : data protection , customer satisfaction and responsible employee matters.

We believe that 2022 is more than ever, CSR is a driver of future performance, which is at the heart of our strategy, aligned with our purpose and our values.

Means and resources

Our work was carried out by a team of 6 people between June 2021 and october 2021, alongside those performed on the Statement, and took a total of eight weeks.

We were assisted in our work by our specialist in sustainable development and corporate social responsibility.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Corporate Responsibility report is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.





Appendix / Additional Resources



Align your business with your values

climateact.fr

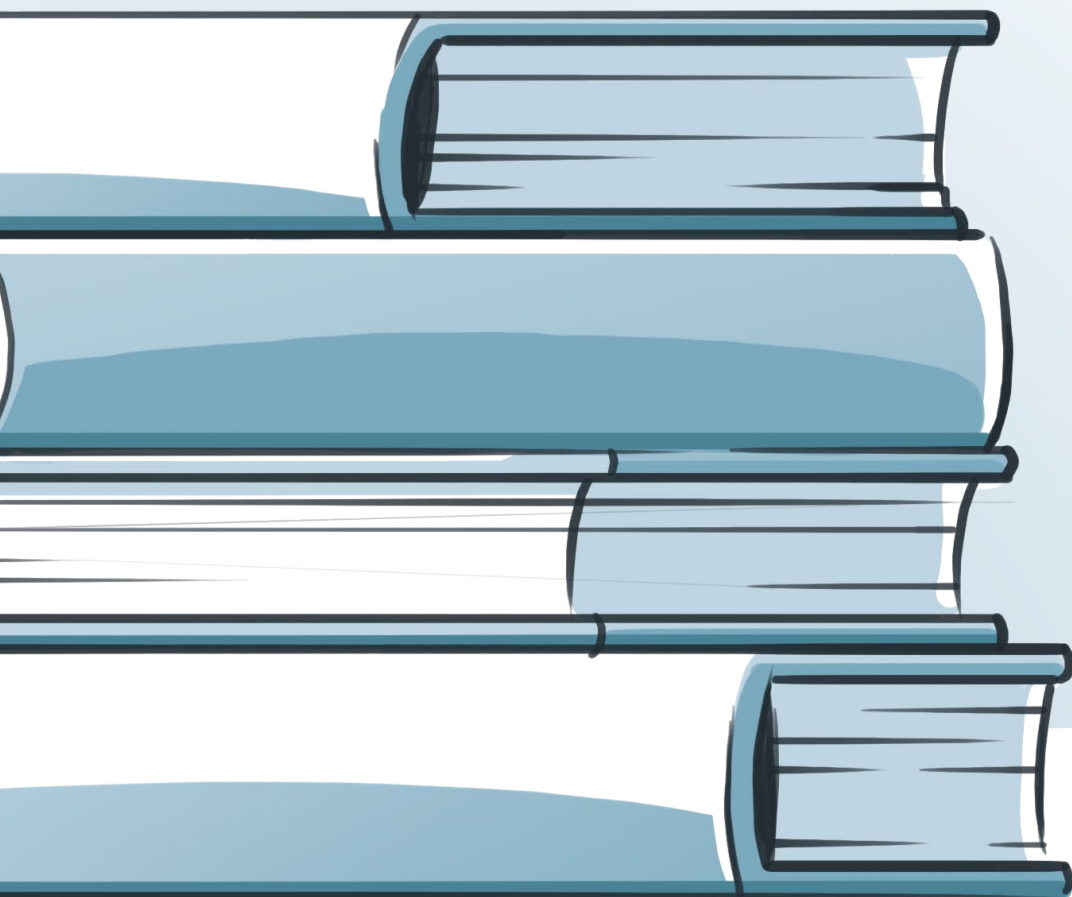
Companies commit to measuring and reducing their carbon footprint



Jenji Insights



Climate Action: Paris Agreement



JENJI

