



Performance + Purpose

2023 Environmental, Social,
and Governance Report





Coupa’s cloud-based platform empowers thousands of global organizations to spend smarter and drive positive impact through our Community. We are all united by the power of spend.

About this Report

In our third annual Environmental, Social, and Governance (ESG) Report, we outline our ESG strategy and the ESG progress we have made. Unless noted, this report highlights activities and performance during Coupa’s 2023 fiscal year running February 1, 2022 - January 31, 2023.

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Message from Our Chairman of the Board

We are changing the equation of excellence by accelerating performance and unlocking purpose.

Coupa sees a global community of companies and leaders, united to make every business dollar spent more effective, equitable, and sustainable. Performance by itself is not how we reach excellence as a Business Spend Management (BSM) community. This is why we are changing the equation of excellence at Coupa. Excellence cannot be achieved by performance alone, it needs purpose. We are empowering our customers, employees, and community to drive responsible and measurable business impact through our BSM platform.

While this is Coupa’s third annual ESG report, it’s my first as Chairman of the Board and Interim CEO. During my 30-year career, my passion for enhancing both company culture and the customer experience has informed how I’ve grown enterprise software businesses. I’m proud to now help carry forward Coupa’s ongoing effort to advance sustainable business practices and drive positive impact for our customers, employees, and communities.

Our core corporate values provide an effective framework to deliver ESG results and business value: Ensure Customer Success, Focus on Results, and Strive for Excellence. In this report you’ll learn more about the progress we’ve made on ESG initiatives and how we are focused on making our workplace, communities, and world more sustainable and equitable.

We updated our materiality assessment this year to continue prioritizing the ESG issues for which we can make the greatest impact. These results have informed our ESG strategy which focuses on four strategic areas: Planet, People & Community, Platform Innovation, and Principles & Ethics.

Leveraging Our Platform to Unlock Purpose

Coupa understands the value and impact ESG has on our business’s long-term growth and success. Our customers and partners are aligned with integrating ESG into their business strategy. We’re seeing more customers making net zero climate commitments, increasing supplier diversity, and prioritizing resiliency in their supply chains. We are building out 100+ Sustainable BSM capabilities into our platform to let our customers further unlock purpose. We recently launched a Scope 3 Travel Emissions Insights Dashboard in our Coupa Travel product and we provide tailored ESG risks assessments for our customers. Sustainable BSM allows our customers to make real-time changes to spend and make a greater impact in their communities.



Coupa supports the Ten Principles of the United Nations (UN) Global Compact on human rights, labor, environment, and anti-corruption. We are committed to integrating the principles and UN Sustainable Development Goals into the strategy, culture, and day-to-day operations of our company.

We are all learning from each other, across individual, company, community, and global perspectives.

Combatting Climate Change

Climate change is one of the biggest threats facing humanity. This year, we launched a climate strategy to ensure we are doing our part to make our business and world more sustainable. Our climate strategy outlines our commitment to reach net zero emissions by 2040, power our facilities with renewable electricity, manage climate risk in our operations, and support environmental justice through strategic partnerships with nonprofits.

Launching the Equal Air Project

Each year, air pollution causes more than ten million deaths globally, disproportionately impacting low-income and marginalized communities. In 2022, we partnered with Earth Watch, Sustainable Silicon Valley, and the Yale School of Public Health to monitor air quality in our communities. Our employees worked with our partners and placed air sensors across geographically and socioeconomically diverse areas. The results showed us that fighting air pollution is especially necessary in underserved communities. We are proud to launch the Equal Air Project, a companywide initiative to fight air pollution and protect the health of our communities.

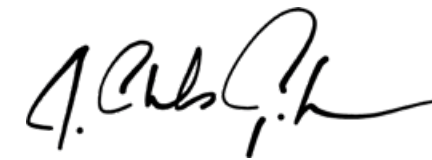
Evolving Diversity, Equity, and Inclusion

We know that Diversity, Equity, and Inclusion (DEI) is vital for creating a culture at Coupa where our employees thrive, and our communities are supported. This year, we introduced a new DEI strategy to further prioritize a clear leadership and organizational commitment to DEI that rests on three pillars: Talent, Workplace, and Marketplace & Communities.

Working Together as a Community

I invite you to not only read this report, but also to give us your feedback. We hope procurement leaders will join us and implement proactive strategies to control costs, address supply risk, and support supplier sustainability. Finance leaders can learn how to leverage unified platforms to make intelligent long-term strategic decisions that can reduce wasteful expenditures. Supply chain leaders who seek ways to build resilient, flexible, and sustainable systems that meet business objectives can swap insights with us. Increasing business resilience starts with IT leaders, and we want to hear how our Business Spend Management (BSM) platform supports your company's resiliency.

We are all learning from each other, across individual, company, community, and global perspectives. We look forward to working with you to make our company, community, and the world a better place as we accelerate performance and unlock purpose.



Charles Goodman
Chairman of the Board & Interim CEO

About Coupa

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About Coupa

At Coupa, we empower organizations to drive responsible and measurable impact on their business and the broader community through smarter Business Spend Management (BSM). Our global community of companies and leaders are united to make every business dollar more effective, equitable, and sustainable.

To support that mission, we create one BSM platform to improve our customers' performance with a unified solution and an open ecosystem. We provide companies with the visibility and control needed to manage spend across their operations.

2022 KEY HIGHLIGHTS



3,000+

customers



9.5+ Million

suppliers in our platform



\$4+ Trillion

cumulative spend under management



Our trusted Business Spend Management (BSM) platform connects our 3,000+ global customers with 9.5+ million suppliers around the world. As of April 2023, our cumulative spend under management was \$4+ trillion.

In partnership with the Business Spend Management (BSM) Community, we create new and unique capabilities that provide our customers, partners, and suppliers with more visibility, actionable insights, and solutions to manage their spend. In 2022, we innovated hundreds of new capabilities that set the industry's pace of innovation and helped businesses deliver real, measurable value.

We are committed to creating a net-positive impact on businesses, society, and the planet through our Environmental, Social, and Governance (ESG) programs. By working with our customers, suppliers, and partners, we can create exponential ESG impact together. Our platform features 100+ Sustainable BSM capabilities, allowing businesses to unlock purpose and deepen their commitment to ESG, while reducing their operational expenses.

In February 2023, Coupa announced the completion of our acquisition by Thoma Bravo, a leading software investment firm. Thoma Bravo shares Coupa's vision and brings strategic and operational expertise. We see this partnership as an opportunity for us to strengthen our business fundamentals and continue delivering leading-edge innovation on our platform.

Our Mission, Vision, and Values

At Coupa, our mission is to unlock our customers' full potential to do well and do good, anchored in a shared belief that we are smarter, together. Through our vision, we see a global community of companies and leaders, united to make every business dollar spent more effective, equitable, and sustainable.

The foundation of our culture is built on three core values that guide us every day:



“Our Purpose through our dedication to ESG as a company is enhanced, and driven by an authentic belief that it's the right thing to do. Whether we are coming together to provide support for Ukraine, addressing unequal access to clean air, reducing our environmental impact, or continuously improving our governance, we are constantly driving results in this vital area of the business.”

Jon Stueve
Chief Legal Officer



Our Operations

39 offices

18 countries

Our operations extend across North and South America, Europe, Africa, the Middle East, Asia, and Australia.



📍 In 2022, we expanded our operations with new offices in Brazil, Colombia, Mexico, South Africa, and the United Arab Emirates.

ESG Strategy and Governance

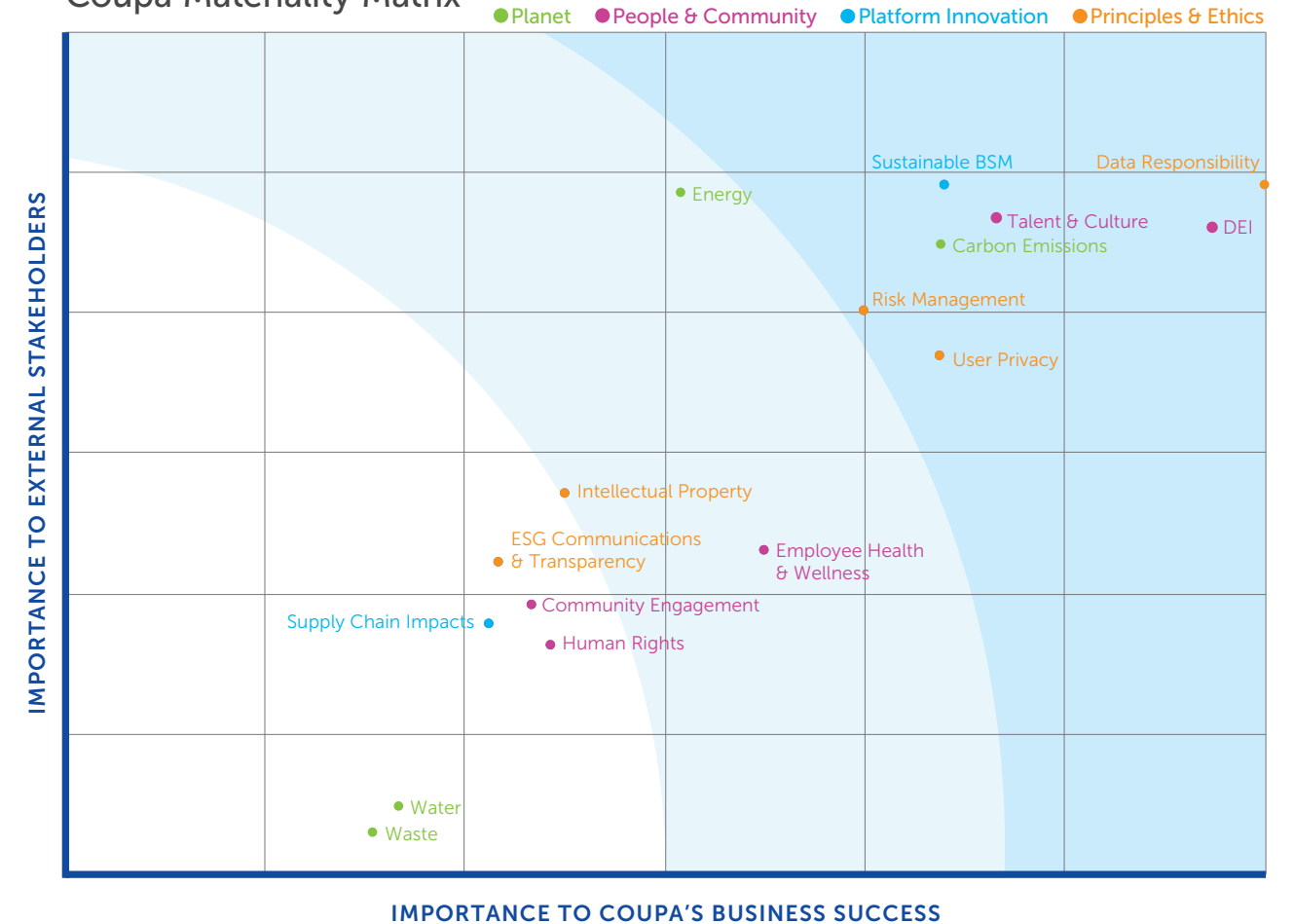
Our approach to ESG is grounded in our values. Coupa strives for excellence by asking where we can make the greatest ESG impact and how we can achieve that impact. We established four strategic focus areas to reflect our commitment to achieving real, tangible results and we enable customers to positively impact society through the ESG features embedded in our platform.

We started 2023 with our second ESG materiality assessment, which was conducted by a third-party. It enabled us to identify which ESG issues are the most important to our internal and external stakeholders, and which we could most positively impact. The new assessment's findings played an important role in how we plan to integrate ESG into our strategy, operations, and communications, and we will continue to focus on the topics with the most direct and material business impact on our company and our stakeholders.

Our Materiality Process:

- 1 ADHERENCE TO LEADING FRAMEWORKS**
 We reviewed reporting frameworks such as the Global Reporting Initiative, Sustainability Accounting Standards Board, and the Task Force on Climate-Related Disclosures to identify potential material issues.
- 2 INCORPORATION OF STAKEHOLDER INPUT**
 We took into account our 2020 assessment, responses to ESG questionnaires, and completed external stakeholder research and analysis. The heart of the process was stakeholder engagement, where we obtained deep, thoughtful feedback from customers, peer companies, employees, and members of our Executive Leadership Team through interviews and surveys.
- 3 SCORING OF STAKEHOLDER INPUT**
 We scored, assessed, and prioritized the potential material ESG issues from both a qualitative and quantitative approach.
- 4 DEVELOPMENT OF A TIERED SUMMARY MATRIX**
 The assessment resulted in an updated matrix of Coupa's material ESG topics. We ranked topics as high, medium, and low impact, considering their impact on Coupa's business and where we can make the greatest impact on society.

Coupa Materiality Matrix



Compared to our previous assessment, the 2023 assessment revealed two new high-impact topics: Talent & Culture, and User Privacy. We also added two new materiality topics: ESG Communications & Transparency, and Water.

Our ESG Framework

Coupa is committed to operating sustainably, equitably, and ethically. We hold ourselves accountable through an ESG strategy that focuses on:



Planet

We have committed to reach net zero by 2040 and are setting science-based targets to reduce our environmental impact. Through conservation, renewable energy, environmental justice, and sustainable innovation, we are committed to doing our part to protect the planet all of us call home.



People & Community

We believe we are stronger together. We support our employees and communities through volunteerism, philanthropy, pro bono service, and inclusive and diverse business practices and programs. When our teams better reflect the communities we serve, people want to stay, grow, and build together.



Platform Innovation

We are committed to empowering our community to drive responsible business impact. Our Sustainable Business Spend Management solutions unite every business, and every leader, to make every business dollar spent more effective, equitable, and sustainable. Businesses can reduce environmental footprint, increase social impact & supplier diversity, and mitigate ESG risk.



Principles & Ethics

Strong governance practices underpin everything we do to ensure a safe, secure, and ethical work environment. We engage stakeholders across Coupa to operate in a just and equitable manner.

“We deliver exponential ESG impact by supporting our customers in the fulfillment of their purpose, through responsible spend management, as well as strategically leveraging our resources to deliver value to our key stakeholders.”

Gina Tesla

VP, Sustainability, Social Impact & DEI



Reporting Frameworks

ESG reporting is one of the ways we hold ourselves accountable for our performance. We follow the internationally recognized frameworks of the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the United Nations Global Compact (UNGC).

ESG Governance

In addition to defining our focus areas and creating reporting mechanisms, we have developed strong governance for ESG, with clear line of sight from our Board of Directors to our senior leadership and ESG team. In 2022, we reported to the Board of Directors with specific oversight by the Nominating & Corporate Governance Committee. In March 2023, we became a private company with our acquisition by Thoma Bravo resulting in a change in our Board structure.

Coupa sees ESG as a company-wide priority that does not just sit with the ESG team. Our cross-department ESG Working Group works together to implement the program strategy across our business.



Awards and Recognition

In 2022, we were honored to be recognized with the following awards:



Coupa is Great Place to Work Certified in the US, UK, Ireland, Germany, and India.



ESG Industry Peer Groups and Memberships



- UN Global Compact
- Minority Supplier Development UK
- Sustainable Purchasing Leadership Council
- MIT Solve

Planet

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United Nations Sustainable Development Goals



Planet

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2022 KEY HIGHLIGHTS



2040

Our commitment to reach net zero emissions



100%

Renewable electricity powering global facilities



Carbon Neutral

In direct operations (Scopes 1 and 2)

Climate Strategy

ACHIEVING NET ZERO

A centerpiece of our strategy is our commitment to net zero emissions by 2040.



INTEGRATING CLIMATE STRATEGY INTO OUR BUSINESS OPERATIONS

To manage risk effectively, Coupa must consider those risks associated with climate change including weather events. Key teams across Coupa work together to ensure we are operating sustainably at our facilities, within our supply chain, and within our communities. In 2023, we will further deepen the integration of climate and ESG risks into our Enterprise Risk Management (ERM) program.



Climate change is one of the biggest threats facing humanity.

Coupa launched a climate strategy to highlight our environmental commitment and we built our strategy on these pillars.



REPORTING PROGRESS TOWARD TARGETS

We will report on our progress annually through our ESG Report and CDP disclosure.



EMPOWERING EMPLOYEES THROUGH COUPA GREEN

Our employee group, Coupa Green, provides opportunities for employees passionate about the environment to make positive changes within Coupa's workplace and our communities.



POWERING OUR FACILITIES WITH RENEWABLE ENERGY

We will continue to procure 100% of the electricity used at our global facilities from renewable sources, as we seek more initiatives to reduce our energy use.



ESTABLISHING NEAR-TERM AND LONG-TERM SCIENCE-BASED TARGETS

We have established near-term and long-term emissions reductions targets across our entire operations and value chain. Our targets were formed using the Science Based Targets initiative (SBTi) criteria.

Supporting Environmental Justice

Studies continue to show that climate change disproportionately affects underserved communities, who are least equipped to prepare for and recover from the impacts of climate change. Our strategy supports Coupa's commitment to environmental justice by:

- **Activating Coupa volunteering opportunities:** We create strategic partnerships with environmental organizations, that provide underserved communities with clean energy and resources to help fight the negative impacts of climate change.
- **Selecting carbon offset projects that address environmental justice:** To continue our commitment to be carbon neutral across our direct operations (Scope 1 & 2 emissions) and Inspire events, we purchase carbon offsets that directly support climate justice initiatives.
- **Launching our Equal Air Project:** Coupa introduced our company wide [Equal Air Project](#) to reflect our commitment to improving air quality for communities disproportionately affected by poor air quality.

True to our values, our climate strategy focuses on measurable, quantifiable factors that lead to results and align with our commitment to unlock purpose. Setting targets and tracking progress is critical to that effort. We established our carbon emissions baseline for Fiscal Year 2023 by partnering with [Watershed](#), a climate platform, and we will use this baseline to measure progress toward our climate targets. Our baseline includes Scope 1, Scope 2, and all relevant Scope 3 emission categories.

To deepen our commitment to an effective, science-based climate strategy, Coupa joined more than 1,000 organizations in the Business Ambition for 1.5°C campaign.

“We strongly believe in taking a calculated and thoughtful approach to our climate commitments. Our platform empowers customers on their journey to achieving net zero, as we work together to reduce environmental impact in our communities.”

Kellie McKelvey
Sr. Manager, Sustainability & ESG



We are a member of RE100, the global corporate renewable energy initiative bringing together hundreds of ambitious businesses committed to using 100% renewable electricity in their operations.

Climate Targets & Road Map

67% of suppliers by emissions commit to establish science-based targets (SBTs) by 2028

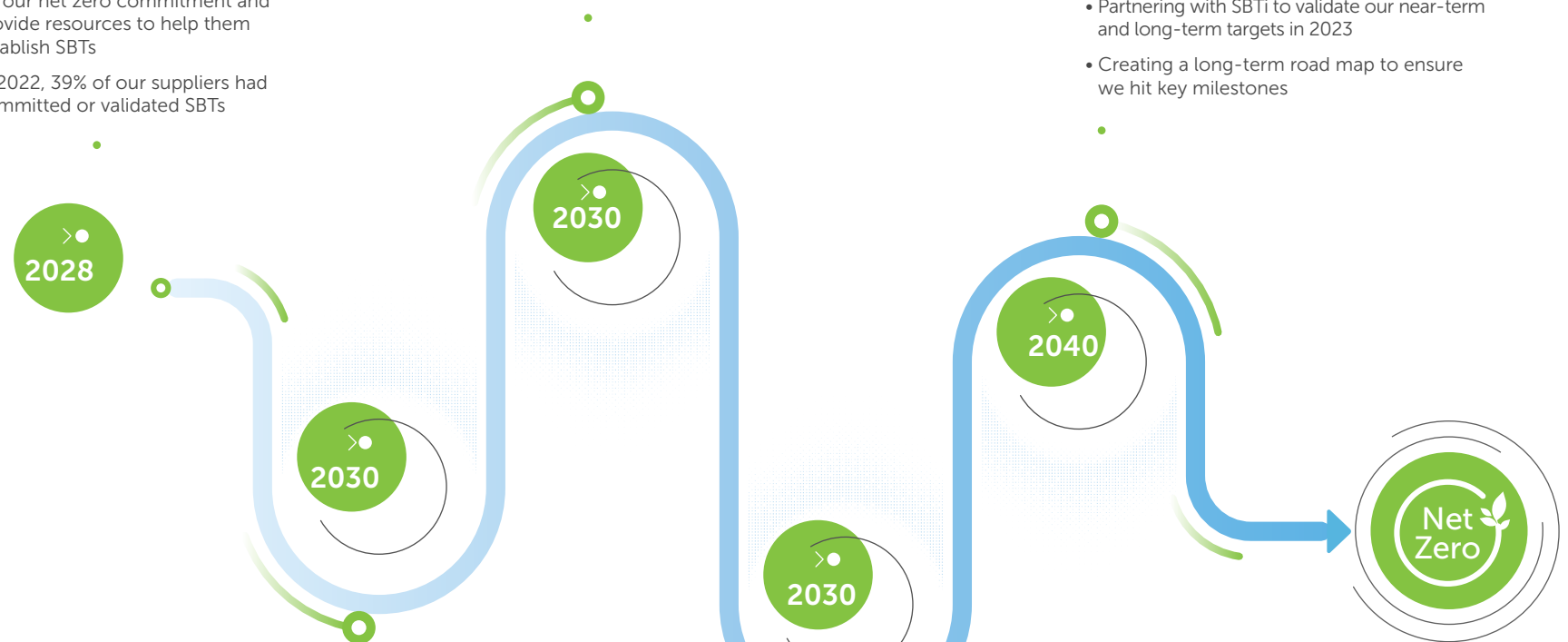
- Introducing our supplier engagement pilot in 2023 to educate our suppliers on our net zero commitment and provide resources to help them establish SBTs
- In 2022, 39% of our suppliers had committed or validated SBTs

Reduce Scope 3 emissions from business travel and employee commuting 25% per FTE by 2030

- Using Sustainable BSM and Coupa Travel to analyze carbon emissions and select more sustainable travel options
- Providing remote employees with guidance on clean energy strategies for their homes
- Supporting sustainable commuting options like cycling to work

Achieve net zero emissions by 2040

- Partnering with SBTi to validate our near-term and long-term targets in 2023
- Creating a long-term road map to ensure we hit key milestones



Maintain 100% renewable electricity through 2030

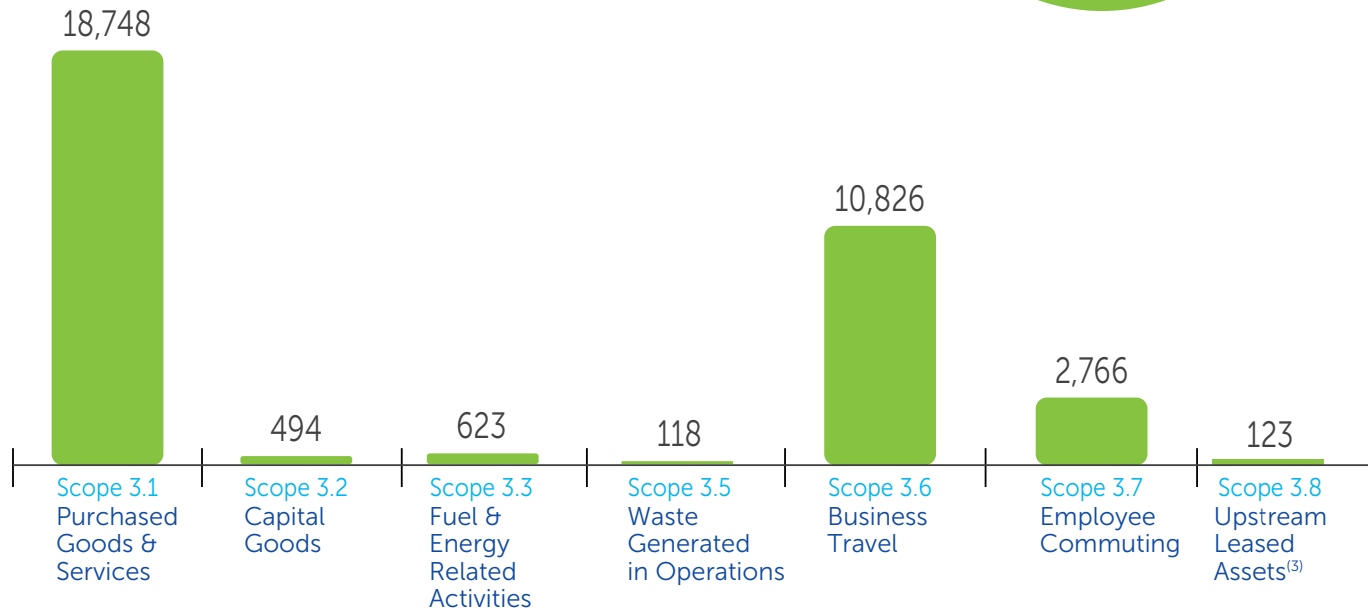
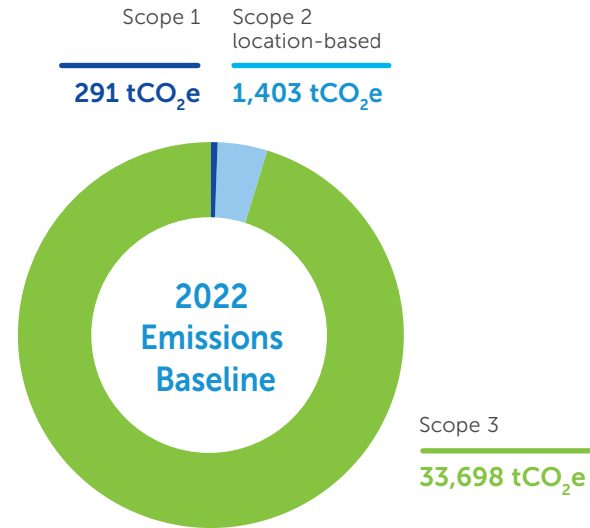
- Procuring renewable electricity through on-site renewables or Renewable Energy Credits

Reduce Scope 1 & 2 emissions 85% by 2030

- Implementing energy efficiency projects across our global facilities
- Identifying long-term renewable energy strategies
- Partnering with Coupa Green to conduct energy audits at our offices

Carbon Emissions: MT CO₂e⁽¹⁾

	2020	2021	2022
Scope 1	80	98	291
Scope 2 – Location-Based	1,275	1,135	1,403
Scope 2 – Market-Based	1,271	237 ⁽²⁾	2 ⁽²⁾
Total Scope 1 & 2 Location-Based	1,355	1,233	1,694
Total Scope 1 & 2 Market-Based	1,351	355	293



(1) Coupa's fiscal year(FY) runs from February 1 – January 31. Data for 2022 is for the FY: February 1, 2022 – January 31, 2023.

(2) Coupa purchased Renewable Energy Credits (RECs) in 2021 and 2022 to reduce market-based emissions.

(3) Coupa purchased RECs in 2022. Incorporating RECs, upstream leased assets was 31 MT CO₂e.

Total values may not sum up perfectly due to rounding.

Methodology: Watershed's emissions methodologies are verified by third parties and calculate emissions based on spend or usage depending on the activity type. For spend-based emissions, Watershed uses vendor-specific emission factors when available.

Reducing Energy and Emissions

We have a responsibility to expand our operations sustainably and help our partners do the same. Our materiality assessment identified reducing energy and emissions as key areas where we can contribute to the fight against climate change.

Since all our office space is leased, we work with building owners to track energy use in our facilities and ensure we implement energy efficiency initiatives.

Total Electricity Consumption

2020: **2,844 MWh**

2021: **3,077 MWh**

2022: **3,680 MWh**

Data Centers

Coupa relies on data centers to effectively run our business. We primarily work with Amazon Web Services (AWS) to manage our data through their data centers. AWS is working toward a path to power its operations with 100% renewable energy by 2025 and reach net zero emissions by 2040. AWS has also committed to being water positive by 2030, returning more water to communities than they use in their operations. We continue to reduce and consolidate our AWS server footprint to lower emissions related to data center usage. When we acquire companies that use physical data centers, we prioritize moving these operations to the cloud to improve energy efficiency.

Sustainable Workplaces

Coupa continuously implements sustainable practices across our global facilities.

These touch every aspect of the workday, from commuting to the office to using energy at home, enjoying an on-site meal, and even when attending Coupa-sponsored events. We work closely with the owners of our buildings to incorporate energy-efficient and environmentally friendly features. Depending on the office, these can include:



Smart lighting and occupancy sensors



Heating and air-conditioning that is controlled by area



Photovoltaic roof panels to capture solar energy



Biodiversity initiatives, such as insect hotels and beehives

As we continue on our path toward net zero emissions, we are identifying sustainability criteria for determining new facility leases and analyzing initiatives to reduce on-site energy use at our existing facilities.

Employee Commuting and Travel

When Coupa employees commute to the office, we encourage sustainable transportation options. We provide electrical vehicle (EV) charging stations at our offices in Germany, Sweden, and some U.S. locations, including solar-powered EV stations at our headquarters in San Mateo. We partner with our building operators to add EV chargers and support employees cycling to work with bike storage at many of our locations.

For employees designated as remote, we provide teleconferencing and plan to build out a sustainable travel guide to encourage employees traveling into the office or to outside work engagements to select more sustainable travel options. When our employees utilize our Coupa Travel product to book travel, they can see the amount of carbon emissions associated with each mode of transportation.



Waste and Water

Reducing waste and water at our facilities is a priority.

All our offices support recycling, and at locations where composting is available, we provide bins in kitchen areas. Many of our offices use reusable plates, bowls, cutlery, and lunch containers. Our UK offices use TerraCycle bins that direct soft plastics like bread bags, candy wrappers, and foil packets to a special recycling plant.

Whenever we move offices or make changes to existing offices, we identify ways to reuse or donate furniture and office supplies. In 2022, we repurposed office equipment by donating to St. Vincent de Paul in Melbourne, Habitat for Humanity in New York, and a local school in Dublin.

While our operations are not water intensive, we continue to monitor opportunities to track and reduce water use across our offices. We work with our data center providers to ensure water conservation measures are being expanded across their operations.

6,000 LBS

of e-waste collected from our U.S. and UK offices

As a software company, we have a deep commitment to recycle and repurpose computer and IT e-waste. We work with [Revivn](#), an organization that donates usable equipment to nonprofits. Through our partnership, we have supported organizations that assist refugees and asylum seekers, tutor underserved youth, and provide job training in rural Cambodia.



Employees Drive Positive Environmental Change

Our Coupa Green employee group brings together colleagues who are passionate about driving positive environmental change in the workplace. Members educate and inspire their colleagues to reduce their footprint through on-site events, virtual opportunities, and educational campaigns. Coupa Green led many Earth Month activations in 2022, when employees engaged in team projects to increase biodiversity and make our communities more sustainable including hosting a beach clean up and building a bee hotel.

During our inaugural Rising Stars program, participants focused their Capstone Project on sustainability. They set out to better understand what customers, employees, and governments seek from Coupa when it comes to ESG. Based on a detailed analysis, the team identified themes across each stakeholder group and recommended ESG actions and solutions for Coupa to evaluate— providing valuable ideas and insights that will help advance Coupa’s ESG efforts.

[READ MORE HERE](#)





Sustainability at Coupa Inspire

When our 2022 Coupa Inspire conferences returned to an in-person format in Las Vegas and Berlin, we saw an opportunity to further embed sustainability into these events. We minimized waste through digital signage, an attendee app, sustainable swag, and on-site recycling. We created sustainability criteria for our partners and exhibitors to encourage environmental practices and we offset emissions from attendee travel.

For our 2023 Coupa Inspire conferences in Las Vegas and London, we are elevating sustainability even more. Using [TRACE by Isla](#), a leading carbon management tool for large events, we will collect carbon emissions data for energy, water, food and beverage, attendee travel, shipping, waste, and building materials. Using that data, we will set goals to increase sustainability at future Inspires.

Building on the changes we made during the 2022 events, we will further infuse ESG into the 2023 attendee experience:

- » Offering vegetarian, vegan, and locally sourced food options
- » Donating unserved food to local food pantries
- » Donating post-event materials to local nonprofits
- » Supporting nonprofit partners who serve underserved communities
- » Incorporating diversity and inclusion practices into our planning and speaker decisions
- » Making events carbon neutral by offsetting all event emissions

Supplier Engagement

At Coupa, 95% of our emissions come from our value chain and 54% are directly tied to our suppliers. To reduce our emissions, we must work with our suppliers to help them reduce their environmental footprints. In 2022, we engaged with our strategic suppliers on ESG issues and partnered with EcoVadis to invite our top 200 suppliers to participate in a sustainability assessment to identify opportunities to improve ESG performance within our supplier base. **More than 25% of our key strategic suppliers have completed the assessment and we aim to increase our supplier completion rate to 75% in 2023.**

We include questionnaires in our sourcing events to gather data on how suppliers address ESG within their businesses. We expanded our Master Services Agreement template to include a commitment to our [Supplier Code of Conduct](#), outlining our expectations for suppliers to respect human rights, ensure health & safety practices are in place, operate in an environmentally responsible manner, and encourage supplier diversity initiatives.

Going forward, we will make sustainability a core factor in our evaluation of new suppliers. In 2023, we plan to kick off a supplier engagement pilot to communicate Coupa's climate strategy to our top suppliers and create resources to help them establish their own climate targets.



Equal Air Project Launch

Every year, air pollution contributes to more than ten million deaths globally, disproportionately impacting low-income and marginalized communities, especially children and older adults.

It is crucial to speed up progress on fighting pollution and protect the health of people and our planet, and to do that, we must work together. Coupa has a valuable asset to support that fight: the commitment of our people to create positive change for our planet. In 2022, Coupa launched a company-wide initiative, Equal Air Project, to help communities disproportionately affected by poor air quality. Since we knew that working together was crucial, we built partnerships with three organizations: [Earth Watch](#), [Sustainable Silicon Valley](#), and the [Yale School of Public Health](#).

Coupa volunteers placed air sensors across the San Francisco Bay Area to test and monitor air quality. Reflecting our focus on equity, the sensors were focused in geographically and socioeconomically diverse areas. After two months of monitoring and analyzing, we saw how the quality of air we breathe differs dramatically by zip code. During our first Global Impact Week, our CEO, Executive Team, and Board of Directors joined our nonprofit partners for a workshop on sustainable solutions for air quality issues. That moment led to the Equal Air Project and our commitment to improve air quality across our communities, with a primary focus on underserved communities. We are excited to expand our work next year from the U.S. to around the world, including identifying projects in India and Europe that help ensure Clean Air for All.

People & Community

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United Nations Sustainable Development Goals



People & Community

We believe we are stronger together and we support our employees and communities through volunteerism, philanthropy, pro bono service, and inclusive and diverse business practices and programs. Equity is a powerful multiplier of business innovation and growth. When our teams better reflect the communities we serve, people want to stay, grow, and build together.

2022 KEY HIGHLIGHTS



556 nonprofits
supported



3,790 hours
volunteered by
Coupa employees



Coupa Exceed
launched a new Employee
Resource Group for the Asian
and Pacific Islander Community



Coupa Cares Volunteering and Giving Programs

Through Coupa Cares, employees contribute their time, talent, and expertise to address global issues and create exponential social impact. We support various philanthropic efforts and look for opportunities to drive impact in key areas, including environmental sustainability, sustainable supply chains, and community resiliency. We are committed to giving back through strategic grantmaking, pro bono service, and our annual Global Impact Week. Many Coupa Cares initiatives are made possible through proceeds from [Coupa Advantage](#).

3,790 hours

volunteered by 677 employees



28%

of our employees participated in Coupa Cares programming



Employee Volunteering and Giving Benefits

40 Hours
of Volunteer Time Off (VTO)

\$10
per hour volunteered for employees to donate to registered nonprofits of their choice

\$500
donation match

Global Impact Week

In 2022, Coupa employees celebrated our first-ever Global Impact Week, with opportunities to volunteer, contribute, and learn. Our Executive Leadership Team and Board of Directors set the tone by volunteering and developing strategies to mitigate air pollution with our Equal Air Project partners.

Charitable giving was an equally strong focus. We timed Global Impact Week to coincide with our celebration of Giving Tuesday and provided a double donation match for ten featured nonprofits that aligned with our Employee Resource Group missions. We hosted live digital events with Soul Seated Journey and Indigenous Energy Initiative to promote their impactful work and learn how we could create positive change in our communities.

- » **Soul Seated Journey** supports youth in underserved communities in the Bay Area by delivering holistic, evidence-based, whole-child wellness programs to help resilient youth achieve their destined potential.
- » **Indigenous Energy Initiative** is an Indigenous-led team of renewable energy experts, who supports Native American Tribes in their self-determined pursuit of energy sovereignty.

To emphasize Coupa's commitment to Community, we encouraged our customers to join us during the week and provided their employees with resources to find volunteering opportunities.

Global Impact Week Highlights

73 events

550 employees

volunteered more than 2,655 hours

240 nonprofit

organizations supported

68

volunteer leads





“I was impressed by the diversity of thought and the company's community commitment. Now, we have a better path forward with our operational staffing strategy.”

Darren Riley
CEO, JustAir Solutions Inc.

Strategic Pro Bono Service

Throughout the year, Coupa creates new pathways to volunteer service. In 2022, we partnered with [PYXERA Global](#), a nonprofit that connects corporate talent with community organizations. We launched a strategic pro bono service program where employees use their professional skills to help our nonprofit partners tackle complex challenges. So far, employees have completed pro bono projects in Detroit, Las Vegas, and Pune, working with organizations to tackle healthy air, sustainable waste management, and global health. We are excited to expand our pro bono services to new geographies, new models, and greater employee participation in 2023.

Giving

Our global giving strategy focuses on supporting nonprofits that reflect our focus areas of health, environment, and community resiliency.

During our annual Coupa Challenge, employees ran or walked 1,632 miles across 174 cities in 19 countries, raising \$16,000 for five nonprofit partners:

- » **Back on my Feet** utilizes running to help those experiencing homelessness change the way they see themselves so that they can make real change in their lives, resulting in employment and independent living.
- » **Black Girls RUN!** encourages all women, especially African-American women, to make fitness and healthy living a priority and lifestyle.
- » **Right to Play** protects, educates, and empowers 2.3 million children each year to rise above adversity using the power of play to heal from the harsh realities of war and abuse.

- » **Snehalaya** serves more than 29,000 people in India each year through 16 key projects across four areas: education, healthcare, rehabilitation, and awareness that people thrive in life.
- » **261 Fearless** empowers women globally to connect and take control of their lives through the freedom gained by running.

Disaster Response

As the world faces urgent crises, Coupa employees are often quick to respond. We amplify our employees' financial help by always matching their donations and doubling the match several times each year. For example, in support of the Ukrainian people, Coupa made donations to the [International Committee of the Red Cross](#), and matched employee donations to [UNICEF](#) and the [International Medical Corps](#).

\$720,000

donated through pro bono service and philanthropic contributions



Community Partnership with The GenderCool Project

Coupa first learned about [GenderCool](#) at the Out & Equal Workplace Summit when their "Champions" took the main stage. GenderCool is a youth-inspired movement that replaces misinformed opinions with the positive, powerful experience of meeting transgender and non-binary young people. We see these Champions, and others like them, as the next-generation workforce, and we built a partnership with GenderCool to help us further prepare for these leaders of tomorrow. Our partnership includes curated support for Coupa employees parenting transgender and non-binary youth.

"GenderCool is proud to have Coupa as a silver corporate partner. We've been impressed by Coupa's dedication to transgender youth and continuous learning."

John Grosshandler, Founder, GenderCool



Diversity, Equity, and Inclusion

Improving Diversity, Equity, and Inclusion (DEI) is one of Coupa's core commitments. We know it is vital to maintain a healthy company culture, attract the best talent, and continuously improve. We always make a conscious effort to foster DEI at Coupa, and we are stronger and more dynamic for it. We strive to create a sense of belonging for all of our employees, provide equal opportunities, eliminate gender bias, and ensure equal pay. According to research conducted by McKinsey and Company, companies with a diverse workforce are more likely to experience above-average profitability than peer companies.

Our DEI Strategy

In 2022, Coupa introduced our new DEI leadership team as a part of our greater ESG Team. We launched our DEI strategy, which supports Coupa as we attract and retain top talent and engage with our diverse community of customers and suppliers. We are working to embrace the power of DEI to enrich the lives of employees and strengthen our business performance. The strategy prioritizes a clear leadership and organizational commitment to DEI that rests on three pillars.

During onboarding, employees take the Coupa Colors self-assessment to learn about their communication and personal working styles. By knowing their own colors, along with their colleagues' colors, our employees build more effective communication strategies through respect, flexibility, and authenticity.



Pillar	Coupa's Commitment	Key Objective
TALENT 	We feed Coupa's talent pipeline through effective outreach and equitable hiring practices. Coupa strives to retain, develop, and promote employees across all demographic groups.	Increase the hiring, retention, and promotion of people in underrepresented demographics.
WORKPLACE 	We nurture an equitable and inclusive culture of belonging. Our leaders and employees consistently model behavior that reflects our shared commitment to DEI—and our belief that it is a moral and strategic priority.	Create an inclusive environment where everyone feels welcomed, respected, and valued.
MARKET & COMMUNITIES 	We create DEI success by supporting our suppliers, customers, and communities, and we forge partnerships with nonprofits in underrepresented communities.	Lead by example, making DEI explicit through our actions and words.

95%

of employees say Coupa is results-oriented

95%

of employees feel encouraged to strive for excellence every day at Coupa

DEI Metrics

As part of our commitment to improve our DEI practices, we track our progress in diversifying our workforce.

Coupa Diversity Metrics*	2020 (FY21)	2021 (FY22)	2022 (FY23)
GLOBAL WORKFORCE GENDER			
FEMALE	29%	30%	31%
MALE	71%	70%	69%
U.S. WORKFORCE GENDER			
FEMALE	31%	32%	34%
MALE	69%	68%	66%
GLOBAL LEADERSHIP GENDER **			
FEMALE	20%	19%	22%
MALE	80%	81%	78%
U.S. WORKFORCE RACE/ETHNICITY			
AMERICAN INDIAN OR ALASKA NATIVE	0.1%	0.3%	0.3%
ASIAN	24%	22.4%	21.7%
BLACK	2.3%	2.9%	3.7%
HISPANIC/LATINX	4.7%	4.4%	4.5%
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	0.2%	0.2%	0.2%
TWO OR MORE RACES	3.2%	2.9%	3.3%
WHITE	62.5%	64%	63.3%
DID NOT DISCLOSE	3%	2.8%	3%
% NEW HIRES			
FEMALE	32%	35%	31.5%
MALE	68%	65%	68.5%

“At Coupa, our optimized DEI strategy is an integral part of our business strategy. We understand that DEI is not only a moral imperative, but also a financial one.”

Zach Logan
Director, Diversity, Equity & Inclusion



* We have updated our methodology and are communicating our representation data based on our fiscal year: February 1-January 31. Our 2022 ESG Report included data calculated based on a different timeframe. In this 2023 Report, we updated all year-based data to reflect our new methodology.

** Leaders defined as Director+

Employee Resource Groups

We believe our Employee Resource Groups (ERGs) play a critical role in creating a safe and supportive work environment—and enable everyone to bring our authentic selves to work. Our ERGs are active and support the many cultures represented amongst our employees. In 2022, we were excited to see our ERG community grow as we welcomed the newest group, Coupa Exceed, which serves Asian and Pacific Islander (API) employees, communities, and their allies.

Mission	Break down barriers to women's success by creating a community of individuals and organizations working together to unleash the impact of women in business	Support our LGBTQ+ community by inspiring connection, inclusiveness, and diversity	Uplift and expand the underrepresented community at Coupa	Give API employees, the API community, and allies the resources and support to exceed their own expectations and reach their fullest potential
Pillars	<ul style="list-style-type: none"> DISCOVER CONNECT IMPACT 	<ul style="list-style-type: none"> OUTREACH UNITY COMMUNITY 	<ul style="list-style-type: none"> LEADERSHIP DEVELOPMENT INCLUSION AND EQUITY COMMUNITY ENRICHMENT 	<ul style="list-style-type: none"> CULTURAL DIVERSITY EDUCATION COMMUNITY DEVELOPMENT TALENT ACQUISITION PARTNERSHIP
2022 Highlights	<ul style="list-style-type: none"> • Hosted “When She Speaks” series encouraging women to expand their networks and circle of influence • Held a personal professional development event: “Empower Yourself, Impact Your Future,” featuring Lauren Hasson, founder of DevelopHer • Held “Let’s Talk Menopause” event with Wellness Warrior Catherine O’Keeffe • Hosted Sheryl Kline for a session “From Chaos to Calm” focused on staying productive and happy during stressful times 	<ul style="list-style-type: none"> • Sponsored and participated in Out & Equal Workplace Advocate Conference • Announced partnership with GenderCool • Celebrated International Non-Binary People’s Day with a session on gender-inclusive language 	<ul style="list-style-type: none"> • Hosted “Striving and Thriving as a Black Business Owner” event • Hosted Black History Month event with speaker Chris Singleton • Held Deconstructing Microaggressions workshop to educate Coupa employees on how to identify and mitigate microaggressions 	<ul style="list-style-type: none"> • Hosted an API Heritage Month webinar that focused on the history and significance of API communities • In partnership with Coupa Empower and to commemorate Women’s History Month, hosted an event that provided career advice to women as they maneuver the workplace

In addition to our ERGs, we welcomed a new Coupa Women in Engineering group in 2022. Inspired by Women’s History Month and International Women’s Day, employees formed the group to find collaboration and camaraderie. Looking ahead, we plan to continue expanding our ERGs to include programming for people with disabilities and veterans.

DEI Partnership Highlights

MCKINSEY LEADERSHIP ACADEMIES

Through our new partnership with the McKinsey Black, Hispanic/Latino, and Asian Leadership Academies, we support career advancement. We recognize that being the “only” in a room is not uncommon for many professionals who are also people of color, and that lack of representation creates unique challenges. The Academies are designed to help participants from underrepresented and marginalized backgrounds build leadership capabilities and network with distinguished executives to assist them in reaching the next big step in their careers.

HBCU CONNECT

Through Coupa’s partnership with HBCUs (Historically Black Colleges and Universities), we anticipate an increase in recruitment of underrepresented talent. To solidify these relationships we have held career fairs with HBCU Connect and North Carolina A&T University.



EMPOWER MEVOLUTION PROGRAM

During the pandemic, many women faced huge challenges: caring for and homeschooling their children, learning to work remotely in a fast-paced technology job, and taking care of aging parents. Too often, the result was low energy and feeling alone. Our Empower ERG saw an opportunity to support and lift up our female colleagues through MEvolution, a science-based personal growth program that helps people thrive in all aspects of their life. MEvolution measures and systematically increases human capacity by teaching people how to manage, direct, and optimize their energy. Participants experienced live educational events, personalized modules, and guided reflections, and committed to using their Coupa VTO to volunteer in their community as part of a give back for receiving this professional development. Participants packed 14,000 pounds of food, provided 1,000 holiday gifts to children in need, and served a holiday dinner to 120 guests.

The program results were undeniable: by caring for themselves, setting boundaries, and prioritizing needs, the majority of participants reported they felt better able to care for others while thriving in their careers.

100%

of participants increased their awareness of how emotions and thoughts connect

80%

of participants felt less tired or burnt out

80%

of participants reported better communications and active listening

90%

felt more present with others

70%

reported better time management



Coupa celebrated International Women's Day with events around the world

Supplier Diversity

We believe spending with small businesses and diverse suppliers promotes economic development in local communities and provides additional and valuable perspectives. We define diverse businesses as those owned by minorities, women, veterans, members of the LGBTQ+ community, people with disabilities, small businesses, and nonprofits. Using our BSM platform and Supplier Diversity Dashboard, we track diversity among our suppliers and compare our performance to top peer companies.

Our 2022 spending with diverse companies was \$23 million, representing 6.7% of our total spend, with 2.5% of suppliers certified as diverse.

In 2022, we focused on supplier diversity globally, including both certified and non-certified suppliers. We believe it is vital to track and understand suppliers who are not currently certified, and we plan to use our Supplier Information dashboard to help those suppliers obtain certification and upload it into our platform. Once suppliers are certified, we can broadcast their status in the BSM's Community Dashboard—helping grow their businesses through wider reach and brand awareness.

In 2023, our goals are 8% of total spend with diverse suppliers and 4% of our suppliers certified as diverse.

As we aspire to reach our 2023 target, we remain attuned to the shift in the current macroeconomic environment and how this is impacting businesses around the world. In 2023, we will focus on supporting our current diverse suppliers by providing them with more opportunities to expand their business with us. We plan to introduce a mentorship pilot program that helps our diverse suppliers define their financial goals and strategies, expand their brand, and connect with more customers.

We will also continue to work with more diverse suppliers outside the U.S. and partner with organizations such as MSDUK, NMSDC, and WBENC. Supplier diversity, along with sustainability, will be core factors in our evaluation of new vendors as we continue to grow.

STRENGTHENING OUR SUPPLIER DIVERSITY PROGRAM

We partnered with a graduate team from the Texas McCombs School of Business Global Sustainability Leadership Institute to conduct research on ways to strengthen our supplier diversity program. We are excited to see some of the student's ideas go into action including the mentorship pilot program.

Pay Equity

Gender pay inequality is a major challenge across the technology sector and across the economy. Each year, we conduct an internal pay analysis to identify any disparities related to gender and race. The analysis focuses on statistically significant gaps in compensation among groups of employees that are in similar roles based on skill, effort, and accountability. If we identify gaps, we address them. **This process ensures that Coupa's compensation philosophy and practices lead to equitable pay outcomes.**

Employee Health & Wellness

The health of our workforce will always be a top priority at Coupa, and that commitment encompasses everything from workplace safety to mental health. We offer competitive benefits and wellness programs that promote employee satisfaction and well-being, including child support, generous time off, parental leave, and opportunities to make a positive social impact.

At our workplaces, Coupa focuses closely on health and safety. We comply with relevant laws and regulations, track injury and illness rates, provide a global health program for business travel, and have comprehensive emergency and disaster recovery plans in place.

Benefits & Wellness Programs

In many roles, we offer employees opportunities to live and work from wherever they feel they can do their best work: at home, in a Coupa office, or at a remote workspace. Flexible work options foster a more inclusive work environment for our employees.

When away from the office, we support employees with virtual wellness resources like on-demand fitness programs to help stay healthy at home, online courses in mental health and resilience, and ergonomic evaluations for home offices.

We take care of our employees with competitive rewards packages that include comprehensive health and wellness benefits for employees and their families, retirement plans, paid time off, and more.

Insurance: We provide employees with insurance options to support their and their families' well-being. Insurance options include health, life, and pet insurance. We also provide services that help employees coordinate care, review the cost of procedures, understand medical bills, and find providers.

Family Support: We help families prepare for changes in their lives. These benefits include preparing for the birth of a child, transitioning back to work, and participating in Flexible Spending Accounts (FSAs).

Legal Assistance: We help employees find firms who can counsel them on life decisions, such as creating wills, transferring property, or buying a home.

Student Loan Assistance: We aid employees with support in furthering their education by teaming up with local providers and offering monthly stipends toward student loans.

Employee Assistance: We support employees with access to top-rated emotional support clinicians, work-life solutions, legal guidance, financial resources, and online support.

Discounts: Through partnerships, we secure discounts for employees on goods and services like gym memberships, food services, rental cars, telecom services, and more.

“At Coupa, our talent is supported—not managed. This means our leaders take a people centered approach by encouraging connectedness, inclusivity, and continuous learning. Whether through formal professional development, meeting people as they are via Coupa Colors, mentoring and coaching, or learning together in Coupa Chats and ERG events, we grow together and support one another.”

Ray Martinell
Chief People Officer





Coupa is Great Place to Work Certified in the US, UK, Ireland, Germany, and India.

Talent & Culture

Our values-based environment underpins culture at Coupa.

Within Coupa, we understand the importance of recognizing one another. All employees are eligible for quarterly MVP awards, which recognize commitment to our Core Values, and our biannual Leadership Awards celebrate outstanding leaders who cultivate the talent and potential of their colleagues. We also highlight exceptional employees through our Humans of Coupa series, in person and virtual events, and professional development opportunities.

96,292 total

training hours

1,833 total

executive coaching hours

Mentoring & Coaching

Coupa supports formal and informal mentorship programs. We see mentorship as a way for mentors and mentees to stretch into new ways of thinking and working, drawing on past experiences to succeed with current challenges. Our global LevelUp Mentorship Program is a formalized, six-month program supported by our Learning & Development team. This approach allows mentors/mentees to be paired with a colleague outside of their function for optimized organizational exposure, and provides them with a comprehensive Mentorship Road Map to guide their development journey during the course of the predetermined stages of the program.

At Coupa, we invest in our leaders by offering exclusive 1:1 coaching. Our Executive Team is able to nominate key performers from their respective organizations that provide the nominees with unlimited access to professional coaching over a six-month period. Participants have a safe space to privately explore growth opportunities in both their personal and professional lives.

HUMANS OF COUPA

Q Farrell
Value Solutions



When browsing through LinkedIn, Q learned about Coupa’s veteran onboarding program. He saw an opportunity to combine a Coupa career with his passion for serving his country, and today he is a proud team member. [Hear from Q](#) ▶

Cynthia Moore
Security Engineering & Operations



“As a child, I wanted to be Indiana Jones,” says Cynthia. Her route to adventure was through technology, and after a storied military IT career, she finds that working at Coupa sparks the curiosity and excitement that have guided her since childhood. [Hear from Cynthia](#) ▶

Kyle Dowling
Solutions Architecture



Through his childhood in a military family, Kyle became a true citizen of the world—but afraid of how his family might react to a gay son, he lived in the closet for 26 years. As Kyle gained personal and professional confidence, including through his work at Coupa, he is now living as his true self. [Hear from Kyle](#) ▶

Learning and Development

In the spirit of our third core value, Strive for Excellence, we say Coupa is a platform for personal and professional growth—and we mean it. Employee education is a priority at Coupa, and our employees collectively dedicate tens of thousands of hours each year to learning and development.

That starts at the very beginning, when new employees learn about our fundamental values and how they inform our relationships with customers and partners—in our various onboarding and acculturation programs. Through Coupa’s standardized, global onboarding approach, new hires are provided with a six-month onboarding road map comprised of self-guided e-learning activities and live workshop events to welcome them to The Village, followed by role-specific bootcamps and enablement activities.



For ongoing learning, employees can turn to Coupa University, a platform with free online tutorials, instructor-led courses, and certifications. We also offer an e-learning platform called Coupa Edge and provide employees with access to LinkedIn Learning. To respond to a fast-changing business environment, we continue to evolve our in-house offerings. Among our new 2022 programs were:

- » **ESG 101:** A training that breaks down what ESG is, how Coupa supports it, and how to be an ESG champion. ESG 101 is now integrated into new hire onboarding.
- » **Deconstructing Microaggressions:** A workshop on how to recognize microaggressions and create a more inclusive workplace for all, held during Black History Month.

Our Manager Development Program improves competencies and consistency across Coupa, while creating a sense of community among managers. At Coupa, our managers support their teams through our inverted organization structure where employees are provided guidance by their Supporting Manager instead of traditional management structures. All people managers—whether newly managing or seasoned—will go through a Coupa-fied curriculum

designed to teach them what it means to be a Supporting Manager at Coupa. To ensure our managers’ continued success, Coupa University runs various Manager Enablement and Leadership events throughout the year. In addition to our six-month Manager Onboarding Program, other offerings include Hiring Excellence, delivering performance reviews, resilience training, and many more.

Rising Stars

Coupa’s Rising Stars, our newest recognition and development program for employees, provides 100 key performers with more exposure and development opportunities. It starts with a six-month elite learning series, followed by a Capstone Project that puts theory into action, sparking positive changes within our business. Rising Stars participate in quarterly networking events with executives and fellow colleagues, one-on-one coaching, mentoring, and special volunteer activities. The program not only makes a difference in individual careers but also creates a community of next-level leaders who will positively influence Coupa, our community, and our culture.

1,330

total manager enablement training hours

1,247

total company culture training hours

412

learning & development events in 2022

Platform Innovation

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United Nations Sustainable Development Goals



Platform Innovation

We are committed to empowering our community to drive responsible business impact and further unlock purpose through 100+ Sustainable Business Spend Management (BSM) capabilities. Sustainable BSM unites every business, and every leader, to make every business dollar spent more effective, equitable, and sustainable.

2022 KEY HIGHLIGHTS



Environmental

By weaving ESG data into their spend processes, customers can more effectively support their sustainability goals while saving money. That includes minimizing Scope 3 emissions across supply chains and digitizing paper-based processes to preserve trees and water.



Social

We are helping customers implement procurement and supply chain processes that direct their spend to certified diverse suppliers, such as women- and minority-owned businesses, while accessing Community data to measure and categorize a diverse supplier database.



Governance

Our platform is improving ESG governance to stay compliant with increasing regulations. Supply chain transparency is vital for preventing bribery and corruption, monitoring supply chain risk, and enforcing supplier codes of conduct.

Sustainable BSM Capabilities Across the Coupa Platform

Sourcing & Contracts

- Reduce carbon emissions through optimized sourcing
- Include risk and climate clauses in contracts
- Ensure diverse suppliers are included in proposals

Suppliers & Risk

- Minimize ESG risk across the supply chain
- Find diverse suppliers
- Access Tier 1 DEI forms, dashboard, and alerts
- Access Tier 2 collection and reporting capabilities
- Review diverse spend against peer benchmarks

Supply Chain Design & Planning

- Reduce carbon emissions via optimized logistics routes
- Analyze fleet electrification scenarios
- Demand forecast improvements to reduce waste
- Integrate with risk data and sourcing process



Procurement & Invoicing

- Purchase sustainable products
- Select products from diverse suppliers through diversity category filters

Payments & Treasury

- Pay small businesses on time for government requirements

Travel & Expenses:

- Expense spend with diverse merchants
- Optimize travel based on carbon emissions

Contingent Workforce

- Review diverse labor provider status

Spend Analysis

- Estimate Scope 3 emissions for Category 1- Purchased Goods & Services
- Review Community DEI data analytics
- Pull Analytics reports for Tier 1 diverse spend

Sustainable BSM allows organizations to save money and advance corporate responsibility in one platform—optimizing business spend and performance creating positive change.

Supply Chain Design and Planning: Our modeling capabilities help customers make optimal supply chain decisions, working through complex trade-offs and massive amounts of data.

Using our automated platform, the Microsoft supply chain team routinely brings in 500 GB of supply chain data. They use this data to forecast their needs during demand peaks, such as the holidays. With the right set of data in a digital twin of their supply chain, Microsoft planned for the peaks with strategic decisions about supply chain operations. **That led to a 40% reduction in annual carbon emissions.** [Learn more.](#)

Supplier Sourcing: Our database holds more than 1 million diverse category records, which helps our customers engage with classified and certified minority-, woman-, veteran-, and LGBT-owned businesses. That means opportunities for customers to make real progress on their DEI commitments and positively impact diverse communities.

Carbon Emissions: Customers can benchmark against their peers, report publicly on their environmental impact, and set company policies to help reduce their carbon footprint.

In 2023, we will further reduce emissions by adding a carbon offset program to Coupa Advantage. **Through the Scope 3 Travel Emissions Insights Dashboard, Coupa users can gain insight into the carbon emissions associated with their organization’s business travel.**

The dashboard can track flight, hotel, and car rental bookings made with the Coupa Travel product or other integrated travel services, as well as “off-channel” bookings. When customers book Coupa Advantage rates for flights, hotels, and rental cars, 1% of what they spend will be automatically used to buy carbon offsets on behalf of their companies. This builds upon the existing capabilities of the Scope 3 Dashboard for spend analytics, where customers can estimate their supply chain footprint for Scope 3 Category 1-Purchased Goods and Services.

Third-Party ESG Risk: Our platform helps mitigate third-party risk and accelerate supplier onboarding. Supply chain transparency is vital, especially as Coupa and our customers face increasing legislative pressure—including Anti-Bribery Anti-Corruption (ABAC) compliance and global regulations like the German Supply Chain Act.

“When communities come together for a cause, they do better. They are smarter together. They save together. And they become more sustainable together. With Sustainable BSM, you can make real-time changes to your spend to generate impact and progress on your company’s ESG commitments.”

Donna Wilczek
SVP, Product Strategy & Innovation



Evolving Sustainable BSM

While we are proud of the current Sustainable BSM capabilities in the Coupa platform, we continue to Strive for Excellence and create impactful innovations for our customers. This includes 36 new capabilities delivered in the May 2022, September 2022, and January 2023 releases. We collaborate with our customers on innovation and value prioritization regularly. The partnership to inject ESG into the Coupa Platform includes **more than two dozen industry leaders who provide thought leadership as part of our Community Advisory Boards**. We host regular design sessions, global roundtables, and ESG-focused user groups with customers to understand the capabilities that will drive the most impact for our customers. These engagement efforts have culminated in hundreds of customers leveraging Coupa to unlock purpose and accelerate their ESG impact.

In 2022, we supported sustainability innovation by leveraging machine learning and AI capabilities to further solidify our commitment to ESG, both within our company and across our value chain.

100+

Sustainable BSM capabilities in the Coupa platform

Supporting the Circular Economy: Through [Coupa Ventures](#), we invest in early- and growth-stage companies that are paving the way for back-office transformation by aligning processes across supply chain, procurement, and finance. In 2022, Coupa Ventures announced an investment in [Rheaply](#) that supports our commitment to sustainable BSM. **Rheaply is on a mission to bring circularity to all the world's resources.** Rather than follow the current "take-and-dispose" model

of business spend, it supports the reuse and repurposing of materials. The Rheaply platform allows organizations to track physical assets and buy, sell, trade, donate, and rent resources through a digital marketplace. Everything from office furniture to IT assets is given a new useful life, reducing spend and waste.

Expanding the Use of Community Intelligence: Through our unique Community Intelligence, Community.ai, we take anonymized spend and activity data from thousands of customers and integrate AI and machine learning, leading to valuable insights and benchmarks for our customers. **We are expanding Community.ai to other ESG domains, such as Scope 1, 2, and 3 emissions and net zero targets.** These new data fields are available on the Coupa Supplier Portal and will be synchronized with every customer assessment. Suppliers will be able to save time, share their sustainability targets and impact, and attract new business. Customers will receive decarbonization recommendations and benchmarks to help manage their spend and supply chains.

Coupa App Marketplace

The Coupa App Marketplace allows customers to extend Coupa BSM with third-party applications and data sources. Customers can improve ESG practices and reduce risk with apps that monitor and report on their suppliers' ESG performance.





Supply Chain Impacts

In 2022, Coupa launched its [Mitigating ESG Risk in Supply Chains](#) campaign. **Based on a survey of 800 global finance leaders, we learned that 97% of businesses recognize the importance of accurately assessing ESG risk and ensuring supply chain partners are in compliance with future legislation.** Yet, 57% admit they do not have an effective risk management system in place to ensure the ESG integrity of their supply chains. Almost all agreed that if ESG data were shared openly and instantaneously with prospective buyers, they could more accurately assess ESG risk and compliance.

Sustainable BSM plays a key role in ensuring that companies have access to the supplier ESG data that they seek. **Community.ai enables the data sharing and collaboration needed for companies to evaluate ESG risk and compliance across their supply chains.**

Increasingly, health groups are turning to supply chain software to help patients get better access to treatment and testing. Coupa worked with FIND, the global alliance for diagnostics, and the USAID Global Health Supply Chain Program to create OptiDx, a publicly available, open-access, easy-to-use web tool that helps low- and middle-income countries improve diagnostic testing networks to help achieve universal health coverage goals and improve patient care. OptiDx uses Coupa’s supply chain digital twin technology to allow users to explore multiple, customized scenarios. These scenarios are then analyzed using our world-class network and transportation optimization algorithms to improve access to diagnostic services and make service delivery more cost-effective.

For example, in Zambia, the model informed by OptiDx showed an optimized network could shorten the distance patients had to travel for HIV tests by a factor of 10, from 98 km to 10 km, helping increase the proportion of patients tested on site from 10% to 48%.

“ESG is a top priority for all companies around the globe and at Coupa this is no different. As we continue to further mature our procurement processes, we are able to reduce Coupa's environmental footprint, improve governance and increase spend with more diverse suppliers.”

Michael Van Keulen
Chief Procurement Officer



Principles & Ethics

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United Nations Sustainable Development Goals



Principles & Ethics

Strong governance practices underpin everything we do to ensure a safe, secure, and ethical work environment. We engage stakeholders across Coupa to operate in a just and equitable manner.

2022 KEY HIGHLIGHTS



14

U.S. patents granted to Coupa



31

audits across 13 product offerings



100%

of employees certified to Code of Conduct

Risk Management

We recognize our risk management processes must keep pace with company growth and external developments, such as a complex regulatory environment and ever-shifting cyber threats. Companies must be capable of managing risk across many dimensions: cybersecurity, climate change, critical incidents, third-party vulnerabilities, and so on. **Through our global Enterprise Risk Management (ERM) program, we identify, prioritize, manage, and monitor business risks.** The team that oversees our ERM program meets quarterly with executive management to review threats and discuss disclosures. This team also meets quarterly with the Audit committee, which provides oversight of our management and monitoring processes by reviewing significant risk exposures.

In 2022, we enhanced ERM operations by forming subcommittees that meet with our core business partners to assess risks, consult on remediation plans, and mature our control posture. The subcommittees include Vendor & Supply Chain, People & Safety, Legal & Privacy, and Tech Services. Each subcommittee follows a standardized scoring and

We have integrated ESG into our overall risk management structure, extending to our legal, security, and privacy teams.

assessment process to deeply understand our risks, allowing us to take a strategic approach to monitor and mitigate problems. We are also expanding our ERM program to include a Product Assurance & Customer track to focus on risk reviews for each Coupa product.

We have integrated ESG into our overall risk management structure, extending to our legal, security, and privacy teams. Members of our ESG team and ESG Working Group participate in ERM subcommittees. ESG risks are tracked and maintained on the ERM risk register we share with our leadership team.

In 2022, we improved how we manage risks related to contingent labor by maturing existing controls in our onboarding, employment and offboarding processes. In 2023, we will focus on internal and external assessments to improve the risk identification and management process and improve the ERM program by expanding our continuous control monitoring strategy.



Data Responsibility

From robust data management practices to sweeping cybersecurity protocols, **Coupa has built a privacy and security architecture capable of keeping customer and company information safe.** We have mechanisms in place to proactively address threats, maintain technology continuity, and minimize the risk of disruptions. These components work together to maintain a privacy and security platform that protects customer data, thwarts potential cyberattacks, and keeps operations running smoothly.

Our privacy and security programs were established to protect the information entrusted to us and processed on our BSM platform. The Coupa Information Security Management System (ISMS) and the Privacy Information Management System (PIMS) protect consumer and partner data, monitor, and report risks, and inform customers and other stakeholders about our approach to security and privacy. To support compliance efforts in a fast-changing global regulatory environment, we expanded our privacy certifications and audits in the

In 2022, we enhanced our threat detection and incident response capabilities and increased security tooling.

Americas, European Union, and Asia-Pacific regions. As part of the ISO standards for PIMS and ISMS, we identify quarterly and annual objectives and report our progress through an annual evaluation.

Coupa maintains a robust Security Awareness and Training Program to ensure employees understand emerging threats, are current with the best ways to protect data, and know how to maintain our high standards for security. Each year, all Coupa employees must complete information security, privacy, phishing, and data protection training, and all third-party contractors must go through a rigorous security onboarding review. Our Security Training Program is managed company-wide through an e-learning system, which we complement with monthly newsletters, internal blogs, and annual competitions during Cybersecurity Awareness Month in October.



User Privacy

For Coupa, protecting customer data is critical. Customers trust Coupa to manage financial transactions and sensitive data through wide-ranging security controls, information security programs, and certification audits.

Coupa and our customers have a global footprint and are subject to the privacy laws of many jurisdictions. To help ensure regulatory compliance for both our customers and our operations, Coupa has a global privacy program that aligns with these laws and regulations:

- EU General Data Protection Regulation (GDPR)
- California Consumer Privacy Act (CCPA) and the California Privacy Rights Act (CPRA)
- Health Insurance Portability and Accountability Act (HIPAA)
- Federal Risk and Authorization Management Program (FedRAMP)
- Virginia Consumer Data Protection Act (VCDPA)
- Colorado Privacy Act (CPA)
- Utah Consumer Privacy Act (UCPA)
- Connecticut Data Privacy Act (CTDPA)
- Canada's Personal Information Protection and Electronic Documents Act (PIPEDA)
- Privacy laws in the United Kingdom, South Africa, India, China, Singapore, Japan, Australia, Mexico, Colombia, and Brazil

Coupa's ISO27701 and APEC PRP certified [Global Privacy Program](#) is based on the following three core principles:

- To support our customers' compliance efforts and to reflect the international footprint of our customers' and of our own operations
- To align with trusted and tested data privacy and governance frameworks to ensure robustness of our privacy efforts
- To go beyond the legal obligations and to meet the expectations of broader groups of stakeholders

Our products undergo a formal design review before every major software release, which includes a privacy review to ensure the product complies with the principles of privacy by design and privacy by default.

Safeguarding Data

At a time when cyberattacks have become more frequent, and consumers are increasingly aware of how their personal information and financial data are stored and used, companies must have robust data management policies. That is especially vital in our industry, which relies on collecting and analyzing large quantities of data to provide insights on procurement, payments, and supply chain management.

Coupa follows industry best business practices and principles: data anonymization, de-identification of personal data, privacy and compliance by design, and data minimization. We use Risk Assess, our own risk solution, to manage the rigorous security review process for third-party sub-processors, including an annual review and revalidation for each sub-processor. Our security and procurement teams also use Risk Assess to manage our processes for responding to supply chain incidents and to validate possible third-party impacts across our vendor and supplier ecosystem.



Our products undergo a privacy review to ensure the product complies with the principles of privacy by design and privacy by default.

“Coupa has developed a world-class risk management program to protect our customer's privacy and security.”

Ken Ricketts
Chief Information Security Officer



Certification Programs

Coupa maintains a robust third-party audit program and an internal audit schedule for all our products. Since 2015, we have expanded the audit program from three annual audits on one product in 2015 to 31 audits across 13 product offerings in 2022. Our compliance program has increased visibility and trust in our products. We support a wide range of compliance programs and audits:

- ISO27001
- ISO27701
- SOC1
- SOC2
- HIPAA
- ITAR
- PCI
- TISAX
- APEC PRP

In 2022, Coupa achieved authorization from the Federal Risk and Authorization Management Program (FedRAMP). FedRAMP is the standard for all Security and Privacy Controls for Information Systems and Organizations used by the U.S. Federal Government and the Department of Defense. The foundational changes that Coupa has made to obtain FedRAMP Authorization improves security and compliance for all Coupa customers, embedding into Coupa the FedRAMP required security controls.

To support international customers and help standardize each country's mandatory baseline security controls for the cloud, we added the German Cloud Computing Compliance Criteria Catalog (C5) to our list of audit programs. We also continued to participate in external certification programs like Cloud Security Alliance's (CSA) STAR self-assessment.

Secure Cloud Operations & Infrastructure

Coupa enforces tight operating system-level security by minimizing access points to production servers. We protect operating systems by disabling or removing unnecessary users, open ports, and processes. Coupa employees do not have direct access to production equipment, databases, or customer data, except when needed for system management, maintenance, and backups.

We control access to Coupa networks and applications through authentication mechanisms, and to information systems through multi-factor authentication. Coupa performs access reviews every quarter to ensure appropriate access and segregation of duties.

Coupa is responsible for the security of our BSM platform, and we take that responsibility seriously. That starts with identifying the right Infrastructure as a Service (IaaS) providers. Since IaaS providers are responsible for physical security, network security, and data at rest, ensuring we have the right suppliers is vital. During the annual supplier review process, we require providers to complete compliance certification programs that allow Coupa to validate their security controls.

Secure Software Development & Coding Practices

Coupa develops and delivers new features and bug fixes across the platform iteratively over a relatively short period. The rapid pace of development means that security must be a major focus during each step of the development process: design, develop, test, and release.

The Coupa Secure Software Development Lifecycle (SSDLC) ensures that Coupa customers enjoy the highest standards of quality, security, and innovation as they lead their organizations to the next level of success. At its core, our SSDLC is an agile software development model, aimed at establishing guidelines and controls to ensure Coupa code is deployed to production free of known security vulnerabilities that could expose customer data.

Coupa's SSDLC Process:

- Supports best business practices and industry standards, such as the Open Web Application Security Project (OWASP), throughout the entire software lifecycle. Design and peer reviews are completed for all features and functional changes, which includes security sign-off.
- A software version management mechanism is used to govern the use of software and tools in the development process.
- Coupa performs extensive code testing and analysis using Static Application Security Testing (SAST), Software Composition Analysis (SCA) and Static Authenticator Scanning (SAS). These tools statically analyze application code during development to identify potential security issues.

- The Application Security team leverages dynamic code analysis using a vulnerability scanner to review code in our software development pipeline. All deployed code changes must undergo this automated set of tests.
- Currently we are improving our SCA tooling including updated security scans for vulnerability dependency and Open Source licensing checks.

In the QA certification process, manual and/or automated checks are validated to certify code changes and manual penetration testing is completed by an internal red team and a third party.

We require Coupa engineers to complete annual awareness and application security training that focuses on identifying and preventing security vulnerabilities.





14 U.S. patents

granted to Coupa in 2022 increasing the total to 84 issued patents

Intellectual Property

Protecting intellectual property (IP) through patents, copyrights, trademarks, and contracts is crucial to Coupa. All employees, contractors, and other third parties must adhere to confidentiality and proprietary rights agreements, and we strictly control access to and the distribution of our software and data. We register domain names, trademarks, and service marks in jurisdictions around the world.

In partnership with the BSM Community, we create new and unique capabilities that provide our customers, partners, and suppliers with increased visibility, insights, and solutions to manage their spend. In 2022, Coupa was granted 14 U.S. patents, increasing our total issued patents to 84. This milestone reflects our commitment to building the most innovative platform to help businesses make the most of every dollar they spend.

Ethics & Compliance

Our company values are the foundation for our culture and how we interact with customers. These values come to life in all we do at Coupa and are formalized in our [Code of Conduct](#), Employee Handbook, and [Global Anti-Corruption and Bribery Policy](#).

We build strong mechanisms to ensure accountability. Employees can submit complaints and concerns about questionable behavior confidentially; all submissions are reviewed impartially and with reference to an objective set of compliance standards. All employees are compliant with our Code of Conduct and we train every in-scope employee on anti-corruption and bribery practices.

In 2022, we updated both our Code of Conduct and [Supplier Code of Conduct](#) to strengthen policies on human rights, preventing modern slavery, law abidance, and anti-corruption practices.

Human Rights

Just as we treat all Coupa employees with respect, we expect the same standards to be applied at every link of our global supply chain. As part of our efforts to support human rights throughout our supply chain and operations, Coupa releases an annual [Modern Slavery Statement](#). It outlines our commitment to continually monitor and manage our supply chain and operations to avoid human trafficking and other potential abuses.

We reference our stance on Modern Slavery in our Code of Conduct and Supplier Code of Conduct, and we support our customers in minimizing human rights risk in their supply chain. We also offer a Modern Slavery e-learning course to increase employees' awareness of these issues.

As a signatory of the United Nations Global Compact, the world's largest corporate sustainability initiative, we support the Compact's Ten Principles. Those include support and respect for the protection of internationally proclaimed human rights and making sure that we are not complicit in human rights abuses. We will continue to evaluate ways for us to incorporate additional human rights monitoring into our supply chain.

Appendix

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56 United Nations Global Compact



ESG Scorecard

Focus Area	Metric	2022
Planet*	Scope 1 Emissions	291 MT CO ₂ e
	Scope 2 Emissions (market-based)	2 MT CO ₂ e
	Scope 2 Emissions (location-based)	1,403 MT CO ₂ e
	Scope 3 Emissions—Purchased Goods & Services	18,748 MT CO ₂ e
	Scope 3 Emissions—Capital Goods	494 MT CO ₂ e
	Scope 3 Emissions—Fuel & Energy Related Activities	623 MT CO ₂ e
	Scope 3 Emissions—Waste Generated in Operations	118 MT CO ₂ e
	Scope 3 Emissions—Business Travel	10,826 MT CO ₂ e
	Scope 3 Emissions—Employee Commuting	2,766 MT CO ₂ e
	Scope 3 Emissions—Upstream Leased Assets	123 MT CO ₂ e
	Total Scope 3 Emissions	33,698 MT CO ₂ e
	% of Renewable Electricity	100%
Total Electricity Consumption	3,680 MWh	
People & Community	% of Spend with Diverse Suppliers (Coupa Direct Spend)	6.7%
	% of Suppliers Certified as Diverse (Coupa Direct Spend)	2.5%
	Total Spend with Diverse Suppliers (Coupa Direct Spend)	\$23 million
	Global Workforce Gender*	Female 31% Male 69%

Focus Area	Metric	2022
People & Community	U.S. Race/Ethnicity Breakdown*:	
	American Indian or Alaska Native	0.3%
	Asian	21.7%
	Black	3.7%
	Hispanic/Latinx	4.5%
	Native Hawaiian or Other Pacific Islander	0.2%
	Two or More Races	3.3%
	White	63.3%
	Did not disclose	3%
	Total Donations made by Coupa Cares and Coupa Employees ¹	\$720,000
Total Volunteer Hours	3,790 hours	
Total % of Employee Participation in Coupa Cares programs	28%	
Platform Innovation	# of Sustainable Business Spend Management Capabilities in the Coupa Platform	100+
Principles & Ethics	% of Employees Certified to Code of Conduct	100%
	# of US Patents Granted to Coupa	14

*These KPIs reflect Fiscal Year 2023: February 1, 2022- January 31, 2023

¹ Donations include Pro bono service, corporate donations, employee matching and employee donations

SASB – Software & IT Services

The Sustainability Accounting Standards Board (SASB) framework enables businesses to identify, manage, and communicate financially-material sustainability information. The below index maps our current disclosures for key relevant ESG topics from the Software & IT Services industry standards.

Topic	Accounting Metric	Code	Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Pages 14-16
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.1	Pages 14-16
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Page 45
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Page 45
Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-220a.2	Pages 43-47
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Page 28
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Pages 43-44

GRI Index

General Disclosures		
GRI Standard		Information / Location in Report
GRI 2: General Disclosures 2021	2-1 Organization details	Coupa Software Incorporated: 1855 S. Grant Street, San Mateo, CA 94402, USA
	2-2 Entities included in the organization's sustainability reporting	This report includes Coupa Software Incorporated
	2-3 Reporting period, frequency and contact point	Pages 1 and 57
	2-4 Restatements of information	Page 28 includes a restatement for DEI Metrics
	2-5 External assurance	This report was not externally assured
	2-6 Activities, value chain, and other business relationships	Pages 5-11
	2-7 Employees	Pages 27-34
	2-8 Workers who are not employees	We choose not to disclose this information
	2-9 Governance structure and composition	Page 11
	2-10 Nomination and selection of the highest governance body	Please refer to pages 14-15 in our 2022 Proxy Statement
	2-11 Chair of the highest governance body	Page 11
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 11
	2-13 Delegation of responsibility for managing impacts	Page 11
	2-14 Role of the highest governance body in sustainability reporting	Page 11
	2-15 Conflicts of interest	None
	2-16 Communication of critical concerns	Page 48
	2-17 Collective knowledge of the highest governance body	Please refer to pages 18-22 in our 2022 Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	Please refer to pages 14-15 in our 2022 Proxy Statement
	2-19 Remuneration policies	Executive compensation policies and practices can be found on pages 35-48 in our 2022 Proxy Statement
	2-20 Process to determine remuneration	Executive compensation policies and practices can be found on pages 35-48 in our 2022 Proxy Statement

GRI Index

(continued)

		Information / Location in Report
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Please see pages 55-56 in our 2022 Proxy Statement
	2-22 Statement on sustainable development strategy	Page 2
	2-23 Policy commitments	Page 48
	2-24 Embedding policy commitments	Page 11
	2-25 Processes to remediate negative impacts	Page 48
	2-26 Mechanisms for seeking advice and raising concerns	Page 48
	2-27 Compliance with laws and regulations	Pages 31 and 48
	2-28 Membership associations	Page 11
	2-29 Approach to stakeholder engagement	Page 9
	2-30 Collective bargaining agreements	We may have and/or allow for collective bargaining agreements per local laws
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 9
	3-2 List of material topics	Page 9
Customer Privacy (Coupa Material Topics: Data Responsibility)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pages 44-45

GRI Index

(continued)

Information / Location in Report		
Economic Performance (Coupa Material Topic: Sustainable BSM)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 36-40
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Please refer to the Consolidated Statements of Operations, F-6 in the 2022 Coupa Software 10-K filing
Employment (Coupa Material Topic: Talent & Culture)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 21-34
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pages 27-34
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 32
	401-3 Parental leave	Page 32
Training and Education (Coupa Material Topic: Talent & Culture)		
GRI 3: Material Topics 2021	3-3- Management of material topics	Pages 33-34
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 33
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 33-34
	404-3 Percentage of employees receiving regular performance and career development reviews	100%
Diversity and Equal Opportunity (Coupa Material Topic: Diversity, Equity, and Inclusion)		
GRI 3: Material Topics 2021	3-3- Management of material topics	Page 27
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 27-31

GRI Index

(continued)

Information / Location in Report		
Non-discrimination (Coupa Material Topic: Diversity, Equity, and Inclusion)		
GRI 3: Material Topics 2021	3-3- Management of material topics	Page 27
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Pages 27-31
Security Practices (Coupa Material Topic: Risk Management)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 43
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Pages 43 and 48
Customer Privacy (Coupa Material Topic: User Privacy)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 45
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 45

United Nations Global Compact

Statement of Continued Support by the Chief Executive Officer

Description of Actions

Human Rights

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	Page 2
Principle 2	Make sure that they are not complicit in human rights abuses	Page 2

Labor

Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Pages 2 and 48
Principle 4	The elimination of all forms of forced and compulsory labor	Pages 2 and 48
Principle 5	The effective abolition of child labor	Pages 2 and 48
Principle 6	The elimination of discrimination in respect of employment and occupation	Pages 2 and 48

Environment

Principle 7	Businesses should support a precautionary approach to environmental challenges	Pages 6, 10, 13
Principle 8	Undertake initiatives to promote greater environmental responsibility	Pages 14-16 and 36-40
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Pages 14-16

Anti-Corruption

Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Pages 2, 38, 48
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For any questions, comments, or feedback, please contact our ESG Team at esg@coupa.com

