# Nice-business Consulting Oy - Climate Change 2022

## C0. Introduction

### C0.1

**(C0.1) Give a general description and introduction to your organization.**

NICE Ltd., a public company traded in NASDAQ, is a world leading provider of both cloud and on-premises enterprise software solutions that empower organizations to make smarter decisions based on advanced analytics of structured and unstructured data.

NICE helps organizations of all sizes deliver better customer service, ensure compliance, combat fraud and safeguard citizens. We support our customers in more than 150 countries; over 25,000 organizations, which include 85 Fortune 100 companies, are using NICE solutions.

Including our headquarters in Israel, we operate in 20 countries: Australia, Bolivia, Brazil, Canada, China, France, Germany, Hong Kong, Hungary, India, Ireland, Japan, Mexico, Netherlands, Philippines, Singapore, Switzerland, United Kingdom, and the United States.

### C0.2

**(C0.2) State the start and end date of the year for which you are reporting data.**

| | Start date | End date | Indicate if you are providing emissions data for past reporting years | Select the number of past reporting years you will be providing emissions data for |
|---|---|---|---|---|
| Reporting year | January 1 2021 | December 31 2021 | Yes | 2 years |

### C0.3

**(C0.3) Select the countries/areas in which you operate.**

India
Israel
Netherlands
Philippines
United Kingdom of Great Britain and Northern Ireland
United States of America

### C0.4

**(C0.4) Select the currency used for all financial information disclosed throughout your response.**

USD

### C0.5

**(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.**

Operational control

### C0.8

**(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?**

| Indicate whether you are able to provide a unique identifier for your organization | Provide your unique identifier |
|---|---|
| Yes, a Ticker symbol | NICE |

## C1. Governance

## C1.1

**(C1.1) Is there board-level oversight of climate-related issues within your organization?**

Yes

## C1.1a

**(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.**

| Position of individual(s) | Please explain |
|---|---|
| Other, please specify (Corporate Compliance Director ) | Director, Corporate Compliance & Privacy and Data Protection Officer |

## C1.1b

**(C1.1b) Provide further details on the board's oversight of climate-related issues.**

| Frequency with which climate-related issues are a scheduled agenda item | Governance mechanisms into which climate-related issues are integrated | Scope of board-level oversight | Please explain |
|---|---|---|---|
| Sporadic - as important matters arise | Reviewing and guiding risk management policies | <Not Applicable> | |

## C1.1d

**(C1.1d) Does your organization have at least one board member with competence on climate-related issues?**

| | Board member(s) have competence on climate-related issues | Criteria used to assess competence of board member(s) on climate-related issues | Primary reason for no board-level competence on climate-related issues | Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future |
|---|---|---|---|---|
| Row 1 | Not assessed | <Not Applicable> | <Not Applicable> | <Not Applicable> |

## C1.2

**(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.**

| Name of the position(s) and/or committee(s) | Reporting line | Responsibility | Coverage of responsibility | Frequency of reporting to the board on climate-related issues |
|---|---|---|---|---|
| Environment/ Sustainability manager | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | Annually |
| Other, please specify (Corporate Compliance Director) | <Not Applicable> | Both assessing and managing climate-related risks and opportunities | <Not Applicable> | Annually |

## C1.2a

**(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).**

NICE's Corporate Compliance Director is responsible for NICE's ESG disclosures, including climate related disclosures. Climate related issues and data are collected, monitored and disclosed annually via continuous discourse throughout the company.

## C1.3

**(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?**

| | Provide incentives for the management of climate-related issues | Comment |
|---|---|---|
| Row 1 | No, not currently but we plan to introduce them in the next two years | |

## C2. Risks and opportunities

## C2.1

**(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?**

No

## C2.1a

**(C2.1a) How does your organization define short-, medium- and long-term time horizons?**

| | From (years) | To (years) | Comment |
|---|---|---|---|
| Short-term | 1 | 3 | |
| Medium-term | 3 | 5 | |
| Long-term | 5 | 10 | |

## C2.1b

**(C2.1b) How does your organization define substantive financial or strategic impact on your business?**

As stated in our 20-F fillings, natural disasters or other unexpected events that adversely affect the business climate in any of our markets could have a material adverse effect on our business, financial condition and results of operations. Our business operations may be subject to interruption by natural disasters, fire, power shortages, telecommunications failures, pandemics and epidemics and other events beyond our control. Although we maintain disaster recovery and business continuity plans, such events could make it difficult or impossible for us to deliver our products and services to our customers, and could decrease the demand for our offerings.

## C2.2g

**(C2.2g) Why does your organization not have a process in place for identifying, assessing, and responding to climate-related risks and opportunities, and do you plan to introduce such a process in the future?**

| | Primary reason | Please explain |
|---|---|---|
| Row 1 | Important but not an immediate business priority | |

## C2.3

**(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

Yes

## C2.3a

**(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Risk 1

**Where in the value chain does the risk driver occur?**

Please select

**Risk type & Primary climate-related risk driver**

Please select

**Primary potential financial impact**

Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Changes in temperature extremes are considered a risk due to possible power outages. which can disrupt ongoing operations and services provided to customers, as well as the ongoing operations of NICE's suppliers, whilst leading to increased costs required for recovery. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**

Long-term

**Likelihood**

Virtually certain

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of temperature extremes are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management

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**Identifier**
Risk 2

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Changes in temperature extremes are considered a risk due to possible power outages. which can disrupt ongoing operations and services provided to customers, as well as the ongoing operations of NICE's suppliers, whilst leading to increased costs required for recovery. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of temperature extremes are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 3

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Increased direct costs

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**
Changes in temperature extremes are considered a risk due to possible power outages. which can disrupt ongoing operations and services provided to customers, as well as the ongoing operations of NICE's suppliers, whilst leading to increased costs required for recovery. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done so far.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 4

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Decreased revenues due to reduced production capacity

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Changes in temperature extremes are considered a risk due to possible power outages. which can disrupt ongoing operations and services provided to customers, as well as the ongoing operations of NICE's suppliers, whilst leading to increased costs required for recovery. The likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done so far.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 5

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Other, please specify

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Changes in temperature extremes are considered a risk due to possible power outages. which can disrupt ongoing operations and services provided to customers, as well as the ongoing operations of NICE's suppliers, whilst leading to increased costs required for recovery. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done so far.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management

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**Identifier**
Risk 6

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Other, please specify

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Changes in temperature extremes are considered a risk due to possible power outages. which can disrupt ongoing operations and services provided to customers, as well as the ongoing operations of NICE's suppliers, whilst leading to increased costs required for recovery. The likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done so far.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 7

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Change in precipitation extremes are considered a risk as they can cause flooding of NICE sites and the sites of suppliers. The risk for extreme events such as this is considered to be most prominent it sites located in coastal areas. The potential impact of flooding is disruption to daily operations, in particular disruption of employee mobility. In addition, such events could also cause damage to equipment, further disrupting operations and leading to possible costs for repair and maintenance of damaged equipment.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 8

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Change in precipitation extremes is considered a risk as they can cause flooding of NICE sites and the sites of suppliers. The risk for extreme events such as this is considered to be most prominent it sites located in coastal areas. The potential impact of flooding is disruption to daily operations, in particular, disruption of employee mobility. In addition, such events could also cause damage to equipment, further disrupting operations and leading to possible costs for repair and maintenance of damaged equipment.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 9

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Increased capital expenditures

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Change in precipitation extremes is considered a risk as they can cause flooding of NICE sites and the sites of suppliers. The risk for extreme events such as this is considered to be most prominent it sites located in coastal areas. The potential impact of flooding is disruption to daily operations, in particular, disruption of employee mobility. In addition, such events could also cause damage to equipment, further disrupting operations and leading to possible costs for repair and maintenance of damaged equipment.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 10

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Decreased revenues due to reduced production capacity

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Change in precipitation extremes is considered a risk as they can cause flooding of NICE sites and the sites of suppliers. The risk for extreme events such as this is considered to be most prominent it sites located in coastal areas. The potential impact of flooding is disruption to daily operations, in particular, disruption of employee mobility. In addition, such events could also cause damage to equipment, further disrupting operations and leading to possible costs for repair and maintenance of damaged equipment.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 11

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Decreased revenues due to reduced production capacity

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Change in precipitation extremes is considered a risk as they can cause flooding of NICE sites and the sites of suppliers. The risk for extreme events such as this is considered to be most prominent it sites located in coastal areas. The potential impact of flooding is disruption to daily operations, in particular, disruption of employee mobility. In addition, such events could also cause damage to equipment, further disrupting operations and leading to possible costs for repair and maintenance of damaged equipment.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**

No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 12

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Other, please specify

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Change in precipitation extremes is considered a risk as they can cause flooding of NICE sites and the sites of suppliers. The risk for extreme events such as this is considered to be most prominent it sites located in coastal areas. The potential impact of flooding is disruption to daily operations, in particular, disruption of employee mobility. In addition, such events could also cause damage to equipment, further disrupting operations and leading to possible costs for repair and maintenance of damaged equipment.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 13

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Other, please specify

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
Change in precipitation extremes is considered a risk as they can cause flooding of NICE sites and the sites of suppliers. The risk for extreme events such as this is considered to be most prominent it sites located in coastal areas. The potential impact of flooding is disruption to daily operations, in particular, disruption of employee mobility. In addition, such events could also cause damage to equipment, further disrupting operations and leading to possible costs for repair and maintenance of damaged equipment.

**Time horizon**
Long-term

**Likelihood**

Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 14

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
There is a risk of tropical storms impacting South east Asia sites, as well as sites on the east coast of the United States (such as Hurricane Sandy). Tropical storms can potentially cause both power outages as well as damage to infrastructure, as well as impede employee mobility, causing both disruption to the provision of services as well as increased capital costs to repair damages. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 15

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**

Please select

**Primary potential financial impact**
Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
There is a risk of tropical storms impacting South east Asia sites, as well as sites on the east coast of the United States (such as Hurricane Sandy). Tropical storms can potentially cause both power outages as well as damage to infrastructure, as well as impede employee mobility, causing both disruption to the provision of services as well as increased capital costs to repair damages. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 16

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Increased capital expenditures

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
There is a risk of tropical storms impacting South east Asia sites, as well as sites on the east coast of the United States (such as Hurricane Sandy). Tropical storms can potentially cause both power outages as well as damage to infrastructure, as well as impede employee mobility, causing both disruption to the provision of services as well as increased capital costs to repair damages. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of

equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

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**Identifier**
Risk 17

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Decreased revenues due to reduced production capacity

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
There is a risk of tropical storms impacting South east Asia sites, as well as sites on the east coast of the United States (such as Hurricane Sandy). Tropical storms can potentially cause both power outages as well as damage to infrastructure, as well as impede employee mobility, causing both disruption to the provision of services as well as increased capital costs to repair damages. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

---

**Identifier**
Risk 18

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Decreased revenues due to reduced production capacity

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
There is a risk of tropical storms impacting South east Asia sites, as well as sites on the east coast of the United States (such as Hurricane Sandy). Tropical storms can potentially cause both power outages as well as damage to infrastructure, as well as impede employee mobility, causing both disruption to the provision of services as well as increased capital costs to repair damages. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

---

**Identifier**
Risk 19

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Other, please specify

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
There is a risk of tropical storms impacting South east Asia sites, as well as sites on the east coast of the United States (such as Hurricane Sandy). Tropical storms can potentially cause both power outages as well as damage to infrastructure, as well as impede employee mobility, causing both disruption to the provision of services as well as increased capital costs to repair damages. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

---

**Identifier**
Risk 20

**Where in the value chain does the risk driver occur?**
Please select

**Risk type & Primary climate-related risk driver**
Please select

**Primary potential financial impact**
Other, please specify

**Climate risk type mapped to traditional financial services industry risk classification**
<Not Applicable>

**Company-specific description**
There is a risk of tropical storms impacting South east Asia sites, as well as sites on the east coast of the United States (such as Hurricane Sandy). Tropical storms can potentially cause both power outages as well as damage to infrastructure, as well as impede employee mobility, causing both disruption to the provision of services as well as increased capital costs to repair damages. Likelihood is perceived to be virtually certain as similar events have happened in the past and are therefore expected to recur.

**Time horizon**
Long-term

**Likelihood**
Virtually certain

**Magnitude of impact**
Medium

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
No specific assessment has been done to date, but it is likely that the financial implications of flooding are increased operational costs due to maintenance and recovery of equipment.

**Cost of response to risk**

**Description of response and explanation of cost calculation**
Risks and impacts of such events are taken into consideration and managed within the context of the annual business continuity management process.

**Comment**
There is no data available at the moment for cost of management.

## C2.4

**(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?**
Yes

## C2.4a

**(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**
Opp1

**Where in the value chain does the opportunity occur?**
Direct operations

**Opportunity type**
Products and services

**Primary climate-related opportunity driver**
Shift in consumer preferences

**Primary potential financial impact**
Increased revenues resulting from increased demand for products and services

**Company-specific description**
Addressing climate change and implementing targets and social responsibility into the company's activities can appeal to customers and investors who find more environmental aware companies to be more attractive both as investment opportunities and as suppliers. Action as such are perceived as an opportunity to improve the company's reputation and perhaps even an increase in sales volume.

**Time horizon**
Long-term

**Likelihood**
About as likely as not

**Magnitude of impact**
Low

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
Due to the uncertainty of this impact taking occurring, there is currently no assessment of the financial implications.

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**
Due to the uncertainty of this impact occurring, currently no management method is implemented at NICE.

**Comment**
No estimation has been done yet regarding cost of realizing opportunity.

---

**Identifier**
Opp2

**Where in the value chain does the opportunity occur?**
Direct operations

**Opportunity type**
Markets

**Primary climate-related opportunity driver**
Other, please specify

**Primary potential financial impact**
Other, please specify (Increased stock price (market valuation))

**Company-specific description**
Addressing climate change and implementing targets and social responsibility into the company's activities can appeal to customers and investors who find more environmentally aware companies to be more attractive both as investment opportunities and as suppliers. Action as such is perceived as an opportunity to improve the company's reputation and perhaps even an increase in sales volume.

**Time horizon**
Long-term

**Likelihood**
About as likely as not

**Magnitude of impact**
Low

**Are you able to provide a potential financial impact figure?**
Please select

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
Due to the uncertainty of this impact occurring, there is currently no assessment of the financial implications.

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**
Due to the uncertainty of this impact occurring, currently no management method is implemented at NICE.

**Comment**
No estimation has been done yet regarding cost to realize opportunity.

---

**Identifier**
Opp3

**Where in the value chain does the opportunity occur?**
Direct operations

**Opportunity type**
Markets

**Primary climate-related opportunity driver**
Other, please specify

**Primary potential financial impact**
Other, please specify (Premium price opportunities)

**Company-specific description**
Addressing climate change and implementing targets and social responsibility into the company's activities can appeal to customers and investors who find more

environmental aware companies to be more attractive both as investment opportunities and as suppliers. Action as such are perceived as an opportunity to improve the company's reputation and perhaps even an increase in sales volume.

**Time horizon**
Long-term

**Likelihood**
About as likely as not

**Magnitude of impact**
Unknown

**Are you able to provide a potential financial impact figure?**
No, we do not have this figure

**Potential financial impact figure (currency)**
<Not Applicable>

**Potential financial impact figure – minimum (currency)**
<Not Applicable>

**Potential financial impact figure – maximum (currency)**
<Not Applicable>

**Explanation of financial impact figure**
Due to the uncertainty of this impact occurring, there is currently no assessment of the financial implications.

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**
Due to the uncertainty of this impact occurring, currently no management method is implemented at NICE.

**Comment**
No estimation has been done yet regarding cost to realize the opportunity.

## C3. Business Strategy

### C3.1

**(C3.1) Does your organization's strategy include a transition plan that aligns with a 1.5°C world?**

**Row 1**

**Transition plan**
No, and our strategy has not been influenced by climate-related risks and opportunities

**Publicly available transition plan**
<Not Applicable>

**Mechanism by which feedback is collected from shareholders on your transition plan**
<Not Applicable>

**Description of feedback mechanism**
<Not Applicable>

**Frequency of feedback collection**
<Not Applicable>

**Attach any relevant documents which detail your transition plan (optional)**
<Not Applicable>

**Explain why your organization does not have a transition plan that aligns with a 1.5°C world and any plans to develop one in the future**
<Not Applicable>

**Explain why climate-related risks and opportunities have not influenced your strategy**

### C3.2

**(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?**

| | Use of climate-related scenario analysis to inform strategy | Primary reason why your organization does not use climate-related scenario analysis to inform its strategy | Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future |
|---|---|---|---|
| Row 1 | No, and we do not anticipate doing so in the next two years | Important but not an immediate priority | Important but not an immediate priority |

## C4. Targets and performance

## C4.1

**(C4.1) Did you have an emissions target that was active in the reporting year?**

No target

## C4.1c

**(C4.1c) Explain why you did not have an emissions target, and forecast how your emissions will change over the next five years.**

| | Primary reason | Five-year forecast | Please explain |
|---|---|---|---|
| Row 1 | Important but not an immediate business priority | | |

## C4.2

**(C4.2) Did you have any other climate-related targets that were active in the reporting year?**

No other climate-related targets

## C4.3

**(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Yes

## C4.3a

**(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

| | Number of initiatives | Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *) |
|---|---|---|
| Under investigation | 8 | 600 |
| To be implemented* | 0 | 0 |
| Implementation commenced* | 0 | 0 |
| Implemented* | 0 | 0 |
| Not to be implemented | 0 | 0 |

## C4.3b

**(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.**

**Initiative category & Initiative type**

| | |
|---|---|
| Company policy or behavioral change | Other, please specify (Transition to remote working reduces the need for transportation to and from work, as well as reduces electricity use in NICE offices.) |

**Estimated annual CO2e savings (metric tonnes CO2e)**

**Scope(s) or Scope 3 category(ies) where emissions savings occur**
Scope 1
Scope 2 (location-based)

**Voluntary/Mandatory**
Voluntary

**Annual monetary savings (unit currency – as specified in C0.4)**

**Investment required (unit currency – as specified in C0.4)**

**Payback period**
Please select

**Estimated lifetime of the initiative**
Please select

**Comment**

---

**Initiative category & Initiative type**

| | |
|---|---|
| Energy efficiency in buildings | Building Energy Management Systems (BEMS) |

**Estimated annual CO2e savings (metric tonnes CO2e)**
600

**Scope(s) or Scope 3 category(ies) where emissions savings occur**
Scope 2 (location-based)

**Voluntary/Mandatory**
Voluntary

**Annual monetary savings (unit currency – as specified in C0.4)**
540000

**Investment required (unit currency – as specified in C0.4)**
3800000

**Payback period**
Please select

**Estimated lifetime of the initiative**
Please select

**Comment**
Every 4.5 years we hire a specialized company to conduct an energy evaluation aiming to identify potential energy-saving and formulate practical recommendations for saving. The last survey was concluded in March 2020. These initiatives are being evaluated to make investment decisions.

---

**Initiative category & Initiative type**

| | |
|---|---|
| Low-carbon energy consumption | Solar PV |

**Estimated annual CO2e savings (metric tonnes CO2e)**

**Scope(s) or Scope 3 category(ies) where emissions savings occur**
Please select

**Voluntary/Mandatory**
Please select

**Annual monetary savings (unit currency – as specified in C0.4)**

**Investment required (unit currency – as specified in C0.4)**

**Payback period**
Please select

**Estimated lifetime of the initiative**
Please select

**Comment**
Although we do not monitor our Scope 3 emissions, we understand that emissions from the data centers' electricity consumption are especially relevant. In this context, most data centers that we use are committed to using renewable energy and/or improving energy efficiency, for example, with Energy Star Certification. Our top two data center suppliers have committed to use 100% renewable energy by 2025, and have already reached 85% and 96% renewable energy use. Our top data center supplier also indicates that it is 3.6 times more energy-efficient than the median of US data centers thereby reducing power consumption and carbon emissions.

---

## C4.3c

**(C4.3c) What methods do you use to drive investment in emissions reduction activities?**

| Method | Comment |
|---|---|
| Other | |

## C4.5

**(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?**

No

# C5. Emissions methodology

## C5.1

**(C5.1) Is this your first year of reporting emissions data to CDP?**

No

## C5.1a

**(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?**

**Row 1**

**Has there been a structural change?**

No

**Name of organization(s) acquired, divested from, or merged with**

<Not Applicable>

**Details of structural change(s), including completion dates**

<Not Applicable>

## C5.1b

**(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?**

| | Change(s) in methodology, boundary, and/or reporting year definition? | Details of methodology, boundary, and/or reporting year definition change(s) |
|---|---|---|
| Row 1 | Yes, a change in boundary | NICE has expanded scope 2 emission accounting boundaries to include US offices in New Jersey and Texas, UK offices in London and Southampton, Philippines office in Manila and Netherlands office in Alkmaar. In addition, NICE data centers in India, the US, and the UK were also included in this year's report. Scope 1 is only applicable to Israel offices. |

## C5.1c

**(C5.1c) Have your organization's base year emissions been recalculated as result of the changes or errors reported in C5.1a and C5.1b?**

| | Base year recalculation | Base year emissions recalculation policy, including significance threshold |
|---|---|---|
| Row 1 | No, because we do not have the data yet and plan to recalculate next year | |

## C5.2

**(C5.2) Provide your base year and base year emissions.**

**Scope 1**

**Base year start**
January 1 2018

**Base year end**
December 31 2018

**Base year emissions (metric tons CO2e)**
1352.06

**Comment**
Includes Israel fuel consumption, the sole office with leased vehicles.

**Scope 2 (location-based)**

**Base year start**
January 1 2018

**Base year end**
December 31 2018

**Base year emissions (metric tons CO2e)**
7395.92

**Comment**
Includes Israel, Utah., Pune electricity consumption

**Scope 2 (market-based)**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 1: Purchased goods and services**

**Base year start**
January 1 2020

**Base year end**
December 31 2020

**Base year emissions (metric tons CO2e)**
750

**Comment**
NICE's share of CO2 emissions of it main data center supplier, represents over 90% of NICE's public cloud consumption.

**Scope 3 category 2: Capital goods**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 4: Upstream transportation and distribution**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 5: Waste generated in operations**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 6: Business travel**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 7: Employee commuting**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 8: Upstream leased assets**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 9: Downstream transportation and distribution**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 10: Processing of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 11: Use of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 12: End of life treatment of sold products**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 13: Downstream leased assets**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 14: Franchises**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3 category 15: Investments**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3: Other (upstream)**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

**Scope 3: Other (downstream)**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

## C5.3

**(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

# C6. Emissions data

## C6.1

**(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**

**Reporting year**

**Gross global Scope 1 emissions (metric tons CO2e)**

542

**Start date**

January 1 2021

**End date**

December 31 2021

**Comment**

Scope 1 includes fuel consumption of NICE's leased vehicles in Israel.

**Past year 1**

**Gross global Scope 1 emissions (metric tons CO2e)**

691

**Start date**

January 1 2020

**End date**

December 31 2020

**Comment**

Scope 1 includes fuel consumption of NICE's leased vehicles in Israel.

**Past year 2**

**Gross global Scope 1 emissions (metric tons CO2e)**

1153

**Start date**

January 1 2019

**End date**

December 31 2019

**Comment**

Scope 1 includes fuel consumption of NICE's leased vehicles in Israel.

## C6.2

**(C6.2) Describe your organization's approach to reporting Scope 2 emissions.**

**Row 1**

**Scope 2, location-based**
We are reporting a Scope 2, location-based figure

**Scope 2, market-based**
We have no operations where we are able to access electricity supplier emission factors or residual emissions factors and are unable to report a Scope 2, market-based figure

**Comment**

## C6.3

**(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?**

**Reporting year**

**Scope 2, location-based**
14717

**Scope 2, market-based (if applicable)**
<Not Applicable>

**Start date**
January 1 2021

**End date**
December 31 2021

**Comment**
Includes Israel, US, UK, India, Philippines and Netherlands emissions.

**Past year 1**

**Scope 2, location-based**
15328

**Scope 2, market-based (if applicable)**
<Not Applicable>

**Start date**
January 1 2020

**End date**
December 31 2020

**Comment**
Includes Israel, US, UK, India, Philippines and Netherlands emissions. Does not include select data centers in US, UK and India which were included in 2021 data calculation.

**Past year 2**

**Scope 2, location-based**
15799

**Scope 2, market-based (if applicable)**
<Not Applicable>

**Start date**
January 1 2019

**End date**
December 31 2019

**Comment**
Includes Israel, US, UK, India, Philippines and Netherlands emissions. Does not include select data centers in US, UK and India which were included in 2021 data calculation.

## C6.4

**(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?**
Yes

## C6.4a

**(C6.4a) Provide details of the sources of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure.**

**Source**
All offices

**Relevance of Scope 1 emissions from this source**
Emissions are not relevant

**Relevance of location-based Scope 2 emissions from this source**
Please select

**Relevance of market-based Scope 2 emissions from this source (if applicable)**
Please select

**Explain why this source is excluded**
Air conditioning gases emission excluded, because the data was not available.

**Estimated percentage of total Scope 1+2 emissions this excluded source represents**
<Not Applicable>

**Explain how you estimated the percentage of emissions this excluded source represents**
<Not Applicable>

---

**Source**
Ohio, Mountain View, San Diego, Hong Kong

**Relevance of Scope 1 emissions from this source**
Please select

**Relevance of location-based Scope 2 emissions from this source**
Emissions are not evaluated

**Relevance of market-based Scope 2 emissions from this source (if applicable)**
Please select

**Explain why this source is excluded**
Data was not available.

**Estimated percentage of total Scope 1+2 emissions this excluded source represents**
<Not Applicable>

**Explain how you estimated the percentage of emissions this excluded source represents**
<Not Applicable>

---

## C6.5

**(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.**

**Purchased goods and services**

**Evaluation status**
Relevant, calculated

**Emissions in reporting year (metric tons CO2e)**
837.4

**Emissions calculation methodology**
Supplier-specific method

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

**Please explain**
NICE's share of its main data center carbon emissions, represents 92% of NICE's total public cloud consumption.

**Capital goods**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Fuel-and-energy-related activities (not included in Scope 1 or 2)**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Upstream transportation and distribution**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Waste generated in operations**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Business travel**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Employee commuting**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Upstream leased assets**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Downstream transportation and distribution**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Processing of sold products**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Use of sold products**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**End of life treatment of sold products**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Downstream leased assets**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Franchises**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Investments**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Other (upstream)**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

**Other (downstream)**

**Evaluation status**

**Emissions in reporting year (metric tons CO2e)**
<Not Applicable>

**Emissions calculation methodology**
<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**
<Not Applicable>

**Please explain**

## C6.5a

**(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.**

**Past year 1**

**Start date**
January 1 2020

**End date**
December 31 2020

**Scope 3: Purchased goods and services (metric tons CO2e)**
750

**Scope 3: Capital goods (metric tons CO2e)**

**Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

**Scope 3: Upstream transportation and distribution (metric tons CO2e)**

**Scope 3: Waste generated in operations (metric tons CO2e)**

**Scope 3: Business travel (metric tons CO2e)**

**Scope 3: Employee commuting (metric tons CO2e)**

**Scope 3: Upstream leased assets (metric tons CO2e)**

**Scope 3: Downstream transportation and distribution (metric tons CO2e)**

**Scope 3: Processing of sold products (metric tons CO2e)**

**Scope 3: Use of sold products (metric tons CO2e)**

**Scope 3: End of life treatment of sold products (metric tons CO2e)**

**Scope 3: Downstream leased assets (metric tons CO2e)**

**Scope 3: Franchises (metric tons CO2e)**

**Scope 3: Investments (metric tons CO2e)**

**Scope 3: Other (upstream) (metric tons CO2e)**

**Scope 3: Other (downstream) (metric tons CO2e)**

**Comment**

**Past year 2**

**Start date**

**End date**

**Scope 3: Purchased goods and services (metric tons CO2e)**

**Scope 3: Capital goods (metric tons CO2e)**

**Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

**Scope 3: Upstream transportation and distribution (metric tons CO2e)**

**Scope 3: Waste generated in operations (metric tons CO2e)**

**Scope 3: Business travel (metric tons CO2e)**

**Scope 3: Employee commuting (metric tons CO2e)**

**Scope 3: Upstream leased assets (metric tons CO2e)**

**Scope 3: Downstream transportation and distribution (metric tons CO2e)**

**Scope 3: Processing of sold products (metric tons CO2e)**

**Scope 3: Use of sold products (metric tons CO2e)**

**Scope 3: End of life treatment of sold products (metric tons CO2e)**

**Scope 3: Downstream leased assets (metric tons CO2e)**

**Scope 3: Franchises (metric tons CO2e)**

**Scope 3: Investments (metric tons CO2e)**

**Scope 3: Other (upstream) (metric tons CO2e)**

**Scope 3: Other (downstream) (metric tons CO2e)**

**Comment**

## C6.7

**(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**
No

## C6.10

**(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.**

**Intensity figure**
7.81

**Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**
14995

**Metric denominator**
unit total revenue

**Metric denominator: Unit total**
1921

**Scope 2 figure used**
Location-based

**% change from previous year**
19

**Direction of change**
Decreased

**Reason for change**

# C7. Emissions breakdowns

## C7.1

**(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?**
Yes

## C7.1a

**(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).**

| Greenhouse gas | Scope 1 emissions (metric tons of CO2e) | GWP Reference |
|---|---|---|
| CO2 | 529.6 | IPCC Fourth Assessment Report (AR4 - 50 year) |
| CH4 | 0.7 | IPCC Fourth Assessment Report (AR4 - 50 year) |
| N2O | 13.1 | IPCC Fourth Assessment Report (AR4 - 50 year) |

## C7.2

**(C7.2) Break down your total gross global Scope 1 emissions by country/region.**

| Country/Region | Scope 1 emissions (metric tons CO2e) |
|---|---|
| Israel | 542 |

## C7.3

**(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**
By facility

## C7.3b

**(C7.3b) Break down your total gross global Scope 1 emissions by business facility.**

| Facility | Scope 1 emissions (metric tons CO2e) | Latitude | Longitude |
|---|---|---|---|
| Ra'anana, Israel- (Offices and Lab) | 542 | 32.198048 | 34.882458 |

## C7.5

**(C7.5) Break down your total gross global Scope 2 emissions by country/region.**

| Country/Region | Scope 2, location-based (metric tons CO2e) | Scope 2, market-based (metric tons CO2e) |
|---|---|---|
| Israel | 3519 | |
| United States of America | 10092 | |
| United Kingdom of Great Britain and Northern Ireland | 278 | |
| India | 555 | |
| Philippines | 160 | |
| Netherlands | 107 | |

## C7.6

**(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

By facility

## C7.6b

**(C7.6b) Break down your total gross global Scope 2 emissions by business facility.**

| Facility | Scope 2, location-based (metric tons CO2e) | Scope 2, market-based (metric tons CO2e) |
|---|---|---|
| Ra'anana, Israel (Offices and Lab) | 3519 | |
| New Jersey, US | 141 | |
| Texas, US | 2827 | |
| Utah, US | 7124 | |
| Cyxteria, US (data center) | 11 | |
| London, UK | 72 | |
| Southampton, UK | 206 | |
| Equinex (Data center), UK | 5 | |
| Pune, India (offices) | 374 | |
| Pune, India (Data center) | 181 | |
| Manila, Philippines | 160 | |
| Alkmaar, Netherlands | 107 | |

## C7.9

**(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?**

Decreased

## C7.9a

**(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.**

| | Change in emissions (metric tons CO2e) | Direction of change | Emissions value (percentage) | Please explain calculation |
|---|---|---|---|---|
| Change in renewable energy consumption | | <Not Applicable> | | |
| Other emissions reduction activities | 149 | Decreased | 1 | 22% decrease in fuel consumption (scope 1) resulted in a reduction of 149 tCO2e |
| Divestment | | <Not Applicable> | | |
| Acquisitions | | <Not Applicable> | | |
| Mergers | | <Not Applicable> | | |
| Change in output | | <Not Applicable> | | |
| Change in methodology | | <Not Applicable> | | |
| Change in boundary | 198 | Increased | 1.2 | Increase in 198 tCO2e due to inclusion of emissions from data centers in India, the US and the UK. Data was not provided for 2020 and therefore cannot be compared. |
| Change in physical operating conditions | | <Not Applicable> | | |
| Unidentified | 809 | Decreased | 5.1 | 809 tCO2e decrease in scope 2 emissions when compared to 2020 CO2e emissions and when boundary change is disregarded (611 tCO2e decrease when boundary change is accounted for). |
| Other | | <Not Applicable> | | |

## C7.9b

**(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

Location-based

# C8. Energy

## C8.1

**(C8.1) What percentage of your total operational spend in the reporting year was on energy?**

More than 0% but less than or equal to 5%

## C8.2

**(C8.2) Select which energy-related activities your organization has undertaken.**

| | Indicate whether your organization undertook this energy-related activity in the reporting year |
|---|---|
| Consumption of fuel (excluding feedstocks) | Yes |
| Consumption of purchased or acquired electricity | Yes |
| Consumption of purchased or acquired heat | No |
| Consumption of purchased or acquired steam | No |
| Consumption of purchased or acquired cooling | No |
| Generation of electricity, heat, steam, or cooling | No |

## C8.2a

**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

| | Heating value | MWh from renewable sources | MWh from non-renewable sources | Total (renewable and non-renewable) MWh |
|---|---|---|---|---|
| Consumption of fuel (excluding feedstock) | Please select | | 2161 | 2161 |
| Consumption of purchased or acquired electricity | <Not Applicable> | | 33513 | 33513 |
| Consumption of purchased or acquired heat | <Not Applicable> | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Consumption of purchased or acquired steam | <Not Applicable> | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Consumption of purchased or acquired cooling | <Not Applicable> | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Consumption of self-generated non-fuel renewable energy | <Not Applicable> | <Not Applicable> | <Not Applicable> | <Not Applicable> |
| Total energy consumption | <Not Applicable> | | 35674 | 35674 |

## C8.2b

**(C8.2b) Select the applications of your organization's consumption of fuel.**

| | Indicate whether your organization undertakes this fuel application |
|---|---|
| Consumption of fuel for the generation of electricity | No |
| Consumption of fuel for the generation of heat | Yes |
| Consumption of fuel for the generation of steam | No |
| Consumption of fuel for the generation of cooling | No |
| Consumption of fuel for co-generation or tri-generation | No |

## C8.2c

**(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Sustainable biomass**

**Heating value**
LHV

**Total fuel MWh consumed by the organization**
0

**MWh fuel consumed for self-generation of electricity**
<Not Applicable>

**MWh fuel consumed for self-generation of heat**
<Not Applicable>

**MWh fuel consumed for self-generation of steam**
<Not Applicable>

**MWh fuel consumed for self-generation of cooling**
<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**
<Not Applicable>

**Comment**

**Other biomass**

**Heating value**
LHV

**Total fuel MWh consumed by the organization**
0

**MWh fuel consumed for self-generation of electricity**
<Not Applicable>

**MWh fuel consumed for self-generation of heat**
<Not Applicable>

**MWh fuel consumed for self-generation of steam**
<Not Applicable>

**MWh fuel consumed for self-generation of cooling**
<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**
<Not Applicable>

**Comment**

**Other renewable fuels (e.g. renewable hydrogen)**

**Heating value**
LHV

**Total fuel MWh consumed by the organization**
0

**MWh fuel consumed for self-generation of electricity**
<Not Applicable>

**MWh fuel consumed for self-generation of heat**
<Not Applicable>

**MWh fuel consumed for self-generation of steam**
<Not Applicable>

**MWh fuel consumed for self-generation of cooling**
<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**
<Not Applicable>

**Comment**

**Coal**

**Heating value**
LHV

**Total fuel MWh consumed by the organization**
0

**MWh fuel consumed for self-generation of electricity**
<Not Applicable>

**MWh fuel consumed for self-generation of heat**
<Not Applicable>

**MWh fuel consumed for self-generation of steam**
<Not Applicable>

**MWh fuel consumed for self-generation of cooling**
<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**
<Not Applicable>

**Comment**

**Oil**

**Heating value**
LHV

**Total fuel MWh consumed by the organization**
0

**MWh fuel consumed for self-generation of electricity**
<Not Applicable>

**MWh fuel consumed for self-generation of heat**
<Not Applicable>

**MWh fuel consumed for self-generation of steam**
<Not Applicable>

**MWh fuel consumed for self-generation of cooling**
<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**
<Not Applicable>

**Comment**

**Gas**

**Heating value**
LHV

**Total fuel MWh consumed by the organization**
2161

**MWh fuel consumed for self-generation of electricity**
<Not Applicable>

**MWh fuel consumed for self-generation of heat**
<Not Applicable>

**MWh fuel consumed for self-generation of steam**
<Not Applicable>

**MWh fuel consumed for self-generation of cooling**
<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**
<Not Applicable>

**Comment**
Motor Gasoline

**Other non-renewable fuels (e.g. non-renewable hydrogen)**

**Heating value**
LHV

**Total fuel MWh consumed by the organization**
0

**MWh fuel consumed for self-generation of electricity**
<Not Applicable>

**MWh fuel consumed for self-generation of heat**
<Not Applicable>

**MWh fuel consumed for self-generation of steam**
<Not Applicable>

**MWh fuel consumed for self-generation of cooling**
<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**
<Not Applicable>

**Comment**

**Total fuel**

**Heating value**
LHV

**Total fuel MWh consumed by the organization**
2161

**MWh fuel consumed for self-generation of electricity**
<Not Applicable>

**MWh fuel consumed for self-generation of heat**
<Not Applicable>

**MWh fuel consumed for self-generation of steam**
<Not Applicable>

**MWh fuel consumed for self-generation of cooling**
<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**
<Not Applicable>

**Comment**
Motor Gasoline

## C8.2g

**(C8.2g) Provide a breakdown of your non-fuel energy consumption by country.**

**Country/area**
Israel

**Consumption of electricity (MWh)**
7487

**Consumption of heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**
<Calculated field>

**Is this consumption excluded from your RE100 commitment?**
<Not Applicable>

---

**Country/area**
United States of America

**Consumption of electricity (MWh)**
23332

**Consumption of heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**
<Calculated field>

**Is this consumption excluded from your RE100 commitment?**
<Not Applicable>

---

**Country/area**
United Kingdom of Great Britain and Northern Ireland

**Consumption of electricity (MWh)**
1335

**Consumption of heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**
<Calculated field>

**Is this consumption excluded from your RE100 commitment?**
<Not Applicable>

---

**Country/area**
India

**Consumption of electricity (MWh)**
784

**Consumption of heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**
<Calculated field>

**Is this consumption excluded from your RE100 commitment?**
<Not Applicable>

---

**Country/area**
Philippines

**Consumption of electricity (MWh)**
253

**Consumption of heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**
<Calculated field>

**Is this consumption excluded from your RE100 commitment?**
<Not Applicable>

---

**Country/area**
Netherlands

**Consumption of electricity (MWh)**
321

**Consumption of heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**
<Calculated field>

**Is this consumption excluded from your RE100 commitment?**
<Not Applicable>

---

## C9. Additional metrics

### C9.1

**(C9.1) Provide any additional climate-related metrics relevant to your business.**

## C10. Verification

### C10.1

**(C10.1) Indicate the verification/assurance status that applies to your reported emissions.**

| | Verification/assurance status |
|---|---|
| Scope 1 | No third-party verification or assurance |
| Scope 2 (location-based or market-based) | No third-party verification or assurance |
| Scope 3 | No third-party verification or assurance |

### C10.2

**(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?**

No, we do not verify any other climate-related information reported in our CDP disclosure

## C11. Carbon pricing

### C11.1

**(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**

No, and we do not anticipate being regulated in the next three years

### C11.2

**(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?**

No

### C11.3

**(C11.3) Does your organization use an internal price on carbon?**

No, and we do not currently anticipate doing so in the next two years

## C12. Engagement

### C12.1

**(C12.1) Do you engage with your value chain on climate-related issues?**

Yes, our suppliers

Yes, our customers/clients

### C12.1a

**(C12.1a) Provide details of your climate-related supplier engagement strategy.**

**Type of engagement**
Information collection (understanding supplier behavior)

**Details of engagement**
Collect climate change and carbon information at least annually from suppliers

**% of suppliers by number**

**% total procurement spend (direct and indirect)**

**% of supplier-related Scope 3 emissions as reported in C6.5**

**Rationale for the coverage of your engagement**
We engage our main data center supplier regarding our Scope 3 GHG emissions.

**Impact of engagement, including measures of success**

**Comment**

## C12.1b

**(C12.1b) Give details of your climate-related engagement strategy with your customers.**

**Type of engagement & Details of engagement**
Please select

**% of customers by number**

**% of customer - related Scope 3 emissions as reported in C6.5**

**Please explain the rationale for selecting this group of customers and scope of engagement**
We share our GHG emissions with all stakeholders, and fill out climate-related questionnaires per customer request.

**Impact of engagement, including measures of success**

## C12.2

**(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?**
No, and we do not plan to introduce climate-related requirements within the next two years

## C12.3

**(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?**

**Row 1**

**Direct or indirect engagement that could influence policy, law, or regulation that may impact the climate**
No

**Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?**
<Not Applicable>

**Attach commitment or position statement(s)**
<Not Applicable>

**Describe the process(es) your organization has in place to ensure that your engagement activities are consistent with your overall climate change strategy**

**Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

**Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

## C12.4

**(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

# C15. Biodiversity

## C15.1

**(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?**

| | Board-level oversight and/or executive management-level responsibility for biodiversity-related issues | Description of oversight and objectives relating to biodiversity | Scope of board-level oversight |
|---|---|---|---|
| Row 1 | No, and we do not plan to have both within the next two years | <Not Applicable> | <Not Applicable> |

## C15.2

**(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?**

| | Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity | Biodiversity-related public commitments | Initiatives endorsed |
|---|---|---|---|
| Row 1 | No, and we do not plan to do so within the next 2 years | <Not Applicable> | <Not Applicable> |

## C15.3

**(C15.3) Does your organization assess the impact of its value chain on biodiversity?**

| | Does your organization assess the impact of its value chain on biodiversity? | Portfolio |
|---|---|---|
| Row 1 | No, and we do not plan to assess biodiversity-related impacts within the next two years | <Not Applicable> |

## C15.4

**(C15.4) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?**

| | Have you taken any actions in the reporting period to progress your biodiversity-related commitments? | Type of action taken to progress biodiversity- related commitments |
|---|---|---|
| Row 1 | No, and we do not plan to undertake any biodiversity-related actions | <Not Applicable> |

## C15.5

**(C15.5) Does your organization use biodiversity indicators to monitor performance across its activities?**

| | Does your organization use indicators to monitor biodiversity performance? | Indicators used to monitor biodiversity performance |
|---|---|---|
| Row 1 | No | Please select |

## C15.6

**(C15.6) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

| Report type | Content elements | Attach the document and indicate where in the document the relevant biodiversity information is located |
|---|---|---|

## C16. Signoff

## C-FI

**(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**

## C16.1

**(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.**

| | Job title | Corresponding job category |
|---|---|---|
| Row 1 | Director, Corporate Compliance & Privacy and Data Protection Officer | Environment/Sustainability manager |

## SC. Supply chain module

## SC0.0

**(SC0.0) If you would like to do so, please provide a separate introduction to this module.**

NICE Ltd., a public company traded in NASDAQ, is a world leading provider of both cloud and on-premises enterprise software solutions that empower organizations to make smarter decisions based on advanced analytics of structured and unstructured data.

NICE helps organizations of all sizes deliver better customer service, ensure compliance, combat fraud and safeguard citizens. We support our customers in more than 150 countries; over 25,000 organizations, which include 85 Fortune 100 companies, are using NICE solutions.

Including our headquarters in Israel, we operate in 20 countries: Australia, Bolivia, Brazil, Canada, China, France, Germany, Hong Kong, Hungary, India, Ireland, Japan, Mexico, Netherlands, Philippines, Singapore, Switzerland, United Kingdom, and the United States.

## SC0.1

**(SC0.1) What is your company's annual revenue for the stated reporting period?**

| | Annual Revenue |
|---|---|
| Row 1 | 1921000000 |

## SC1.1

**(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.**

## SC1.2

**(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).**

No public information was used

## SC1.3

**(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?**

| Allocation challenges | Please explain what would help you overcome these challenges |
|---|---|
| We face no challenges | |

## SC1.4

**(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?**
No

## SC1.4b

**(SC1.4b) Explain why you do not plan to develop capabilities to allocate emissions to your customers.**

As we face no challenges in allocating the emissions, the capability to do so exists and there is no need to develop further capabilities.

## SC2.1

**(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.**

## SC2.2

**(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?**

No

## SC4.1

**(SC4.1) Are you providing product level data for your organization's goods or services?**

No, I am not providing data

## Submit your response

**In which language are you submitting your response?**

English

**Please confirm how your response should be handled by CDP**

| | I understand that my response will be shared with all requesting stakeholders | Response permission |
|---|---|---|
| Please select your submission options | Yes | Public |

**Please confirm below**

I have read and accept the applicable Terms