2024 ESG Report

Environmental, Social, and Governance (ESG) Activities and Metrics

January – December 2024

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Letter from the CEO

At PDI Technologies, we believe that business is about more than delivering results—it's about building a better future for our customers, our communities, and our planet. Our PEAK PDI vision focuses on Product Leadership, Employee Enablement, Accelerated Customer Value, and KPI–Focused Execution—all initiatives that drive meaningful impact as we scale and deliver across our organization and the industries we serve.

Our inaugural Environmental, Social, and Governance (ESG) report reflects our commitment to transparency, accountability, and continuous improvement in how we operate and how we show up in the world.

With a global team of more than 2,200 associates, we know we have both the responsibility and the opportunity to lead with purpose. Our values—Integrity, Curiosity, Adaptable, Courageous, Collaborative, and Accountable—are the foundation of our culture and the compass for how we drive progress. We're working internally to understand our own footprint, set goals for reduction, and contribute positively to the communities we serve.

We're proud of what we've accomplished so far and look forward to what lies ahead. Thank you to our associates, investors, customers, and others throughout the ecosystem for being part of this journey.

Jimmy Frangis

Chief Executive Officer
PDI Technologies

About This Report

This report covers our key ESG metrics and milestones during fiscal year (FY) 2024, reflecting data from January 1, 2024, through December 31, 2024. Data is presented using an operational control boundary. It was prepared by the PDI Technologies Sustainability Solutions team, which focuses on sustainability as a service for our customers as well as measuring our own environmental impact.

By formally disclosing our ESG performance, we aim to:

Demonstrate accountability
for the impacts of our operations, solutions, and global footprint.

Support our customers' sustainability goals
by aligning our products and partnerships with industry-wide shifts toward lower emissions, energy efficiency, and responsible resource use.

Attract and retain talent
by fostering a culture of purpose, diversity, and opportunity across our global workforce.

Meet growing expectations
from investors and other stakeholders who value ethical governance and climate-conscious leadership.

Drive continuous improvement
by using data to inform our decisions, identify areas for progress, and integrate ESG considerations into our business strategy.

People

Our Associates: A Global and Diverse Team Driving Innovation

At PDI, our people are our greatest strength. With a global workforce of 2,200 associates, we're committed to fostering an inclusive, dynamic, and growth-oriented workplace that empowers our employees to drive meaningful impact.

In 2024, our workforce expanded with 353 net new hires. Additionally, with two strategic acquisitions in 2024—bringing our historical total to 30 acquisitions—we welcomed 225 new associates into our organization, further strengthening our capabilities and industry expertise.

This growth reflects our ongoing investment in attracting top talent and expanding our global reach to better serve our customers. As we scale, we remain committed to maintaining a people-first culture that prioritizes innovation, collaboration, and professional development.

To learn about Diversity and Inclusion at PDI, **read our annual report.**

Continuous learning is at the heart of PDI's culture. Through structured training programs, mentorship opportunities, and leadership development initiatives, we equip our associates with the skills, training, resources, and programs needed to excel in an evolving industry. Additionally, as a fast-growing organization, we're dedicated to providing internal mobility opportunities, ensuring that our associates have clear pathways for career advancement.

People

Our Communities: Local and Global Connections Empowering Positive Change

With 19 offices across 13 countries, contributing positively to the communities where we live and work is a central pillar of our social impact efforts. This includes offering an employee volunteer program that allows associates to take a paid leave of absence for five days (or 40 hours) of community service. All full-time employees are eligible for this benefit after three years of employment at PDI.

In 2024, our associates actively participated in a variety of volunteer, philanthropic, and community-based initiatives that reflect our values and commitment to meaningful engagement. Some of the efforts highlighted include:

01 Showing Gratitude

A Million Thanks letter writing program for active-duty service members, veterans, and reservists (US effort, led by our remote teams)

02 Fulfilling Wish Lists

Angel Tree holiday donations for families in need (US effort, led by our Alpharetta, Georgia and Temple, Texas offices)

03 Engaging Over Time

Feed My Sheep long-running support for local families in crisis (US effort, led by our Temple, Texas office)

04 Giving for the Holidays

Lions Clubs International seasonal collaboration (EMEA effort, led by our Slovakia office)

05 Stocking the Shelves

Meals by Grace food pantry shopping with families (US effort, led by our Alpharetta, Georgia office)

06 Shining a Light

Moonbeams for Sweet Dreams entertaining pediatric patients (US effort, led by our Michigan office)

07 Honoring a Colleague

Mountbatten Hampshire hospice fundraising (UK effort, led by our Southampton, England office)

08 Supporting Men's Health

The Movember Foundation internal activations and nonprofit donations (US effort, led by our Dallas, Texas office)

09 Digging in on an Urban Farm

Old Rucker Farm planting and eco-awareness (US effort, led by our Alpharetta, Georgia office)

10 Assisting Military Families

Operation Homefront (PDI Connections Live 2024 charitable organization supported by PDI through customer engagements)

People

Our Customers: Trusted Relationships Inspiring Purpose–Driven Solutions

Through ongoing collaboration, support, and community–building, we foster strong, trust-based relationships that empower both our customers and our people to grow together. That shared purpose extends to sustainability. Many of our customers are leading the charge in reducing their environmental impact—and we're proud to support them in that mission. Through the sustainability programs and carbon offsetting products we've facilitated on their behalf, our customers have collectively offset more than **14.95 million metric tons** of carbon emissions (from the customer program's inception through 2024). That's the equivalent of over 2 million homes' energy use for an entire year.

> "
> We've seen very positive customer response to the sustainability program, with over 30 million litres of Maxol Premium Fuel offset via certified carbon offset projects across the globe. "
>
> **— Maxol Environmental, Social, and Governance Project Lead**

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We know that making sustainability accessible and actionable is key to driving change. That's why we offer innovative sustainability products that help our customers track, reduce, and offset their emissions. Whether through our carbon offsetting solutions, emissions tracking capabilities, or sustainability-focused programs, we provide the tools and insights businesses need to align their operations with a lower-carbon future.

As we continue to evolve, PDI is dedicated to:

01
Developing technology-driven sustainability solutions that make it easier for businesses to measure and reduce their environmental impact

02
Reducing our own carbon footprint, from optimizing our operations to offsetting emissions from key corporate activities

03
Fostering a culture of responsibility, making sustainability an important theme in how we operate and how we serve our customers

Sustainability should be convenient, achievable, and scalable—and we're committed to making that vision a reality.

Planet

Our Approach to Sustainability

Our environmental strategy is built on three key pillars:

Reducing Greenhouse Gas Emissions
We're actively working to lower our carbon footprint across Scope 1, 2, and 3 emissions by improving operational efficiency and engaging with suppliers to promote sustainability throughout our value chain.

Sustainable Resource Management
We're optimizing energy and water use in our offices, reducing waste, and responsibly managing IT equipment through refurbishment, recycling, and circular economy initiatives.

Technology for Sustainability
We're committed to leveraging our expertise in software and digital infrastructure to develop solutions that help businesses and industries transition to a low-carbon economy.

Our Greenhouse Gas Inventory: Measuring Our Impact

In 2024, PDI completed our first comprehensive Greenhouse Gas (GHG) Inventory, marking a significant milestone in our sustainability journey. As a global software and technology company, we recognize the importance of understanding and managing our carbon footprint to drive meaningful climate action.

Our GHG inventory was developed to:

01

Establish a Baseline

By measuring our emissions across Scope 1, 2, and 3 categories, we now have a clear understanding of our environmental impact, allowing us to set data-driven reduction targets.

02

Identify Key Emission Sources

Our analysis revealed that our largest source of Scope 3 emissions comes from Purchased Goods and Services, reinforcing the need for deeper supplier engagement and sustainable procurement practices.
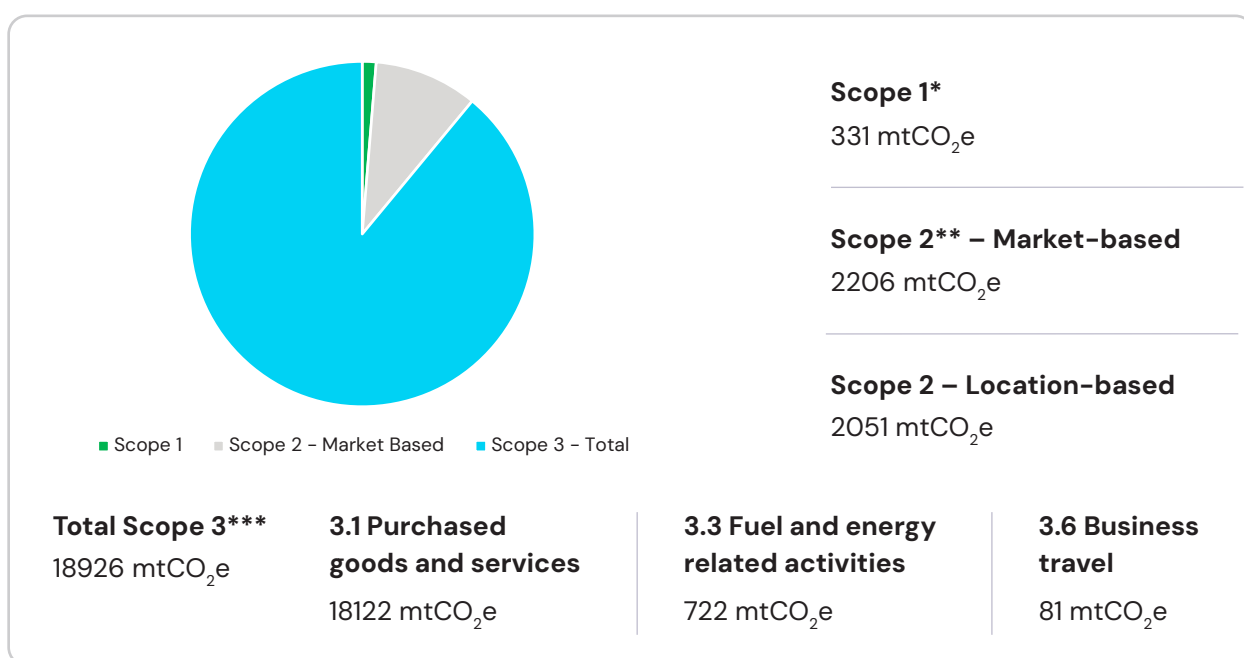
03

Align with Industry Best Practices

Conducting a GHG inventory ensures that our sustainability strategy aligns with leading global frameworks, helping us contribute to the broader transition to a low-carbon economy.

Planet

Our methodology is compliant with the Greenhouse Gas Protocol, the internationally recognized standard for corporate GHG accounting. We used both activity data and square footage estimates to calculate emissions from Scope 1 (direct emissions) and Scope 2 (purchased electricity), based on regional emission factors and a spend-based calculation to estimate Scope 3 emissions, particularly for Purchased Goods and Services and other categories where supplier-specific data is not yet available.

This foundational work will guide our future climate initiatives, from setting emissions reduction targets to optimizing our operations and supply chain. Moving forward, we're committed to regularly updating our inventory, improving data accuracy, and integrating sustainability into our core business decisions.

■ Scope 1   ■ Scope 2 – Market Based   ■ Scope 3 – Total

Scope 1*
331 $mtCO_2e$

Scope 2 – Market-based**
2206 $mtCO_2e$

Scope 2 – Location-based
2051 $mtCO_2e$

Total Scope 3*
18926 $mtCO_2e$

3.1 Purchased goods and services
18122 $mtCO_2e$

3.3 Fuel and energy related activities
722 $mtCO_2e$

3.6 Business travel
81 $mtCO_2e$

Climate-related Risks and Opportunities

Risk Identification and Management

Climate-related risks are considered within our Enterprise Risk Management (ERM) process. Emerging risks, including those related to climate change, carbon regulation, and energy costs, are reviewed annually by executive leadership. We classify climate-related risks into two categories: Transition Risks (policy, market, reputation) and Physical Risks (chronic and acute climate hazards).

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* **Scope 1 emissions** are direct emissions generated by sources owned or operated by the company.

** **Scope 2 emissions** are indirect emissions generated by the purchase of electricity. A **location-based method** reflects the average emissions intensity of the grid on which energy consumption occurs. A **market-based method** reflects emissions from electricity that companies have purposefully chosen.

***Scope 3 emissions** are all other indirect emissions generated by the company.

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Identified risks are assessed based on financial materiality and business continuity impact. While mitigation strategies are in the initial stages, we're currently prioritizing monitoring climate disclosure regulations across our 13 operating countries and evaluating vendor emissions disclosures to inform future procurement policy development. Climate-related risks are integrated into our overall risk management structure and are also linked to broader strategic initiatives, such as enterprise resilience, compliance, and digital product development.

Key Risks and Opportunities

We've identified the following key risks and opportunities:

0–2 years

Short-term

> Regulatory complexity due to emerging climate disclosure requirements in the U.S., EU, and Asia-Pacific.

> Growing investor and customer focus on decarbonization strategies within fuel retail and technology vendors.

> Requests from enterprise clients requiring ESG disclosures and supply chain transparency.

> Reputational risks from the absence of a decarbonization strategy.

> The opportunity for development of emissions analytics, renewable fuel procurement tools, and AI-powered energy optimization products for fuel retail clients.

3–5 years

Medium-term

> Expansion of Electric Vehicle (EV) charging solutions into customer platforms.

> Rising expectations for software solutions to improve energy efficiency and support client ESG tracking.

> Talent attraction and retention challenges as climate-conscious professionals increasingly seek value-aligned employers.

> Growing interest in low-carbon or net-zero-aligned vendors in procurement decisions.

6+ years

Long-term

> Physical risks affecting operations in climate-vulnerable regions (e.g., weather-related events disrupting service hubs or offices).

> Opportunity to scale offerings in climate technology, analytics, and digital decarbonization solutions.

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The climate-related risks and opportunities identified may influence fuel sales, customer procurement decisions, and demand for emissions tracking, while also creating new revenue streams through EV and cloud-based solutions. We are evaluating potential impacts on procurement, product development, and compliance, including future investments in operational efficiency, renewable energy, and emissions data tools. Although we have not yet set formal decarbonization targets, we are actively assessing our exposure and response strategies.

We've initiated high-level scenario planning using publicly available frameworks such as the IEA Net Zero Emissions by 2050 (NZE) and NGFS Climate Scenarios. These analyses help us understand how different climate policy trajectories may impact regulatory costs, client demand, and supply chain exposure. However, we acknowledge the need to expand our scenario analysis to better understand our resilience under 1.5°C and 2°C pathways.

Decarbonization Efforts

At PDI, we're committed to reducing our carbon footprint through a combination of operational efficiencies, responsible energy use, and strategic initiatives that support both our internal and customer sustainability goals. Our decarbonization strategy focuses on four key areas.

01 Energy Efficiency Measures

- **Data Centers and Cloud Infrastructure**: We're working to improve the energy efficiency of our digital infrastructure by partnering with data centers that have adopted advanced cooling technologies, optimized server utilization, and leveraged cloud-based solutions that run on renewable energy where possible.

- **Facilities**: While we operate a distributed office model, we prioritize energy-efficient workspaces, with a focus on smart lighting, automation, and renewable energy procurement where feasible.

02 Emissions Reduction Targets

We're actively developing measurable emissions reduction targets to guide our sustainability strategy. Our 2024 GHG inventory provides a baseline that will inform our science-aligned approach to reducing Scope 1, 2, and 3 emissions. We recognize the importance of setting science-based or net-zero-aligned targets and are evaluating pathways to define a decarbonization roadmap that is actionable and aligned with stakeholder expectations. Moving forward, we'll establish clear milestones and track our progress through transparent reporting.

Planet

03 Offsetting Initiatives

Recognizing that some emissions are unavoidable, we're exploring strategic offsetting initiatives to mitigate our impact. For the past two years, PDI has offset our Connections Live annual users conference, including emissions from the venue and from attendee travel, to reduce the environmental impact of our events. We're also evaluating ways to further our commitment to responsible business travel.

04 Supporting Customer Reduction Strategies

Beyond our own footprint, we're committed to helping our customers achieve their sustainability goals through technology solutions that drive efficiency and decarbonization. This includes:

- **Cloud Optimization**: Providing solutions that enable customers to transition to more energy-efficient cloud-based services.

- **Digital Transformation for Sustainability**: Leveraging responsible AI use, data analytics, and automation to help businesses optimize resource use and reduce emissions.

- **Collaboration and Education**: Engaging with customers on best practices for sustainable IT management and carbon reduction strategies including voluntary offsetting purchases and retirements.

Through these initiatives, we're taking meaningful steps to decarbonize our operations, support our partners, and contribute to a lower-carbon economy. As we refine our approach, we'll continue to align with industry best practices and science-based climate action.

Transparency and Climate Disclosure

As part of our commitment to accountability, we've disclosed our climate-related data through CDP to enhance transparency and align with global best practices in environmental reporting. This disclosure allows us to benchmark our performance, engage with stakeholders on sustainability progress, and refine our strategy to meet evolving expectations.

We recognize that climate change poses both risks and opportunities for our business. In response, we're:

01
Assessing climate-related risks that may impact our operations, supply chain, and data infrastructure.

02
Enhancing the efficiency and sustainability of our cloud infrastructure and digital services to reduce environmental impact and improve resilience.

03
Advocating for responsible environmental policies and industry standards to drive systemic changes in the technology sector.

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Addressing environmental challenges requires collective effort. We're committed to collaborating with our associates, customers, and other stakeholders across the industry to promote best practices, share knowledge, and further solutions that reduce environmental impact. We're also exploring collaboration with organizations focused on carbon reduction, reforestation, and clean energy initiatives.

As we continue our sustainability journey, we're setting measurable goals, tracking our progress, and increasing transparency in our environmental reporting. The development of our first GHG inventory and CDP disclosure in 2024 sets the foundation for our long-term climate strategy, and we remain committed to refining our approach based on data-driven insights and stakeholder engagement.

By embedding sustainability into our corporate culture and decision-making, we're not only reducing our impact but also contributing to a more resilient and sustainable future for our business and the planet.

Governance

At PDI, our governance framework is built upon a foundation of integrity, transparency, and ethical conduct. We recognize that robust governance is essential to sustaining trust with our stakeholders and achieving long-term success.

Guiding Principles and Core Values

Our decision-making processes are deeply rooted in our core values, which serve as the compass for our organizational behavior: Integrity, Curiosity, Adaptable, Courageous, Collaborative, and Accountable. These values are not merely aspirational—they're actively integrated into our daily operations, shaping our culture and guiding our interactions with clients, partners, and communities.

Leadership and Oversight

Our Board of Directors, comprising seasoned professionals from diverse backgrounds, provides strategic oversight and ensures that our governance practices align with top industry standards. The Board's commitment to ethical leadership and accountability reinforces our dedication to responsible business conduct.

Our Board of Directors oversees key strategic and enterprise risks, which include those related to climate change. Climate-related risks are escalated as needed as part of regular board-level reviews on corporate strategy, risk, and regulatory trends. The Board receives as-needed updates on emerging sustainability risks, including climate-related matters, from both our General Counsel and our internal sustainability team.

At the executive level, climate-related issues are monitored by our General Counsel, with support from our sustainability team. While we currently do not have a dedicated Chief Sustainability Officer, climate-related topics are addressed as needed within our broader enterprise risk and compliance functions. Additionally, members of our executive leadership team engage in assessing climate risks and opportunities as they relate to operational expenditures, capital allocation decisions (such as data center efficiency upgrades), and technology strategy. Operational decisions that integrate climate considerations include office facility upgrades for energy efficiency and product development investments that align with customer decarbonization trends, such as emissions tracking software and cloud-based sustainability solutions.

Regulatory Compliance and Ethical Standards

PDI is steadfast in its commitment to regulatory compliance and ethical operations. We've established comprehensive policies, including our Code of Business Conduct, Anticorruption Policy, and Whistleblowing Policy, to promote ethical behavior and ensure adherence to legal requirements. Our Modern Slavery and Human Trafficking Statement outlines our proactive measures to prevent such practices within our operations and partnerships.

Data Governance and Privacy

Recognizing the importance of data integrity and privacy, we work to monitor data privacy laws, conduct audits, and collaborate to embed compliance into our business initiatives.

How We Compare

In 2024, PDI purchased approximately 2 million metric tons of verified, voluntary carbon on behalf of our customers, placing us among some of the largest corporate buyers in the world. This level of annual procurement is comparable to high–profile climate leaders such as Microsoft (~1.4 million tCO_2e purchased in FY2022) and exceeds the annual volumes of most Fortune 500 companies. Our commitment represents nearly 1% of all voluntary carbon market retirements worldwide in 2024. We have purchased 16.56 million metric tons of carbon since inception. Our cumulative impact is approaching half the total offsets achieved by 34 of the world's largest net–zero companies (companies like Apple, Google, and Dell) over a three–year period.

We submit an annual ESG survey for investors on the Novata platform. When compared to the Consumer Services All Regions (>500 FTE) 2023 data submitted on the platform, we benchmarked the following:

25%
Five social metrics in the top **25%**

- Annual Percent Turnover
- Number of Work-Related Injuries
- Number of Work-Related Fatalities
- Days Lost Due to Injury
- Number of Women C-Suite Employees

25%
Five governance metrics in the top **25%**

- Number of Women Board Members
- Violations of UNGC Principles and OECD Guidelines for Multinational Enterprises
- Policies for UNGC Principles and OECD Guidelines for Multinational Enterprises
- Code of Conduct Policy
- Whistleblower Policy

25%
Two environmental metrics in the top **25%**

- Scope 1 Emissions, normalized by FTE
- Scope 2 Emissions (location–based calculation), normalized by FTE

50%
One social metric in the mid **50%**

- Percentage of Employees Responding to Annual Employee Survey

50%
Two environmental metrics in the mid **50%**

- Scope 2 Emissions (market–based calculation), normalized by FTE
- Scope 3 Emissions, normalized by FTE

Our Path Forward

As we close our first ESG report, we reflect on the critical role PDI Technologies plays in shaping a smarter, safer, and more sustainable global convenience ecosystem. Our work touches nearly every aspect of the energy and retail value chain—from data and logistics to customer engagement—and with that comes both a responsibility and an opportunity to lead with integrity.

This report marks an important starting point in our ESG journey. It captures not only the progress we've made to date, including the development of our first global greenhouse gas inventory and our growing portfolio of sustainability solutions, but also the foundation we're laying for long-term impact. While proud of these early milestones, we recognize that ESG performance is not static. It demands continuous learning, evolving strategies, and transparency with our stakeholders. At this time, we haven't obtained external assurance for our GHG emissions or climate-related metrics. We intend to evaluate opportunities for third-party verification as we advance our climate strategy and reporting maturity.

Appendix

TCFD Index

Section	Description	Link to Content
Governance	Describe the board's oversight of climate-related risks and opportunities.	Leadership and Oversight
	Describe management's role in assessing and managing climate-related risks and opportunities.	Leadership and Oversight
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Key Risks and Opportunities
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Key Risks and Opportunities
	Describe the resilience of the organization's strategy taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Key Risks and Opportunities

Appendix

Section	Description	Link to Content
Risk Management	Describe the organization's processes for identifying climate-related risks.	Risk Identification and Management
	Describe the organization's processes for managing climate-related risks.	Risk Identification and Management
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk Identification and Management
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Our Greenhouse Gas Inventory: Measuring Our Impact
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Our Greenhouse Gas Inventory: Measuring Our Impact
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Transparency and Climate Disclosure

About PDI Technologies

With 40 years of industry leadership, PDI Technologies, Inc. resides at the intersection of productivity and sales growth, delivering powerful solutions that serve as the backbone of the convenience retail and petroleum wholesale ecosystem. By "Connecting Convenience" across the globe, we empower businesses to increase productivity, make informed decisions, and engage faster with their customers.

pditechnologies.com

About PDI Sustainability Solutions

PDI Sustainability Solutions offers sustainability as a service with patent-protected programs that deliver environmental impact and bottom-line results. Our turnkey offerings help businesses meet their sustainability goals while increasing brand value and customer loyalty. We're on pace to offset over 30 million metric tons of carbon by 2025.

pditechnologies.com/engage-customers/sustainability-solutions/