



Sustainability, Purpose & Growth

FY25 Sustainability Report



About This Report

This fifth annual Sustainability Report outlines our Environmental, Social, and Governance (ESG) strategy and reports progress on our related targets and initiatives. It highlights activities and performance during Coupa's 2025 fiscal year (FY) running February 1, 2024 to January 31, 2025. However, commentary may also include events and announcements through the time of the report's publication in September 2025.

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Message from Our CEO



At Coupa, we have always believed that business can and *should* be a force for good. This belief shaped our vision 19 years ago when we asked customers to share their data with us, leading to responsible, community-generated AI that helps organizations around the globe be more efficient, productive, and resilient. Leveraging our community data and industry-leading AI-native platform, we create a better world by making customers more durable and sustainable.

We are deeply committed to embedding sustainability into how we operate, innovate, and support the global Coupa Community we are fortunate enough to serve.

With that in mind, I am excited to share some highlights from our FY25 Sustainability Report that reflect our continued progress and unwavering commitment to doing what is right for all people, the planet, and shared long-term prosperity.

Platform Innovations that Boost Commercial Sustainability

Growth and profitability are the results for businesses that boost resiliency, efficiency, and growth while improving margins, advancing sustainability, and staying compliant. Coupa's customizable platform helps achieve these goals through responsible, community-powered AI that fosters collaboration, delivers insights, and enables industry benchmarking. By integrating sustainability data into spend and supply decisions, Coupa empowers organizations to reduce environmental impact, support diverse suppliers, enhance supply chain transparency, and meet evolving regulations.

Net-Zero Target for a Healthier Planet

Coupa is committed to meaningful climate action. We have set a net-zero emissions target by FY41 and conducted our first climate risk scenario analysis in line with the framework established by the Task Force on Climate-related Financial Disclosures (TCFD). In 2024, we integrated climate and ESG risks into our Enterprise Risk Management program, strengthening our strategy for long-term resilience. Cross-functional teams actively embedded climate considerations across our operations—from office locations to cloud operations and procurement practices. Through workshops grounded in data-driven insights, we identified key climate risks and opportunities to guide strategic interventions and support a more sustainable future.

Our Purpose Is Building Community

We foster a culture of collaboration, trust, and shared growth at Coupa. We empower employees to lead with integrity, take initiative, and contribute new ideas, ultimately building a foundation of trust, accountability, and collective success. In 2024, we reinforced our commitment to inclusion by adding Cultivate Belonging to our core values, ensuring employee's voices are heard and valued. Our seven global Employee Resource Groups play a key role in this effort, including hosting 75 initiatives last year to strengthen inclusivity and connection across our workforce.

Long-Standing Commitment to Principles & Ethics

The evolution of AI is transforming business at a rapid pace, unlocking new potential while introducing complex risks. At Coupa, we view AI as a powerful engine for innovation and we are equally focused on using it ethically and responsibly. From foundational AI that provides key insights, to AI that takes autonomous action, we are committed to the responsible use and application of technology for impact and benefit. This is why we have established strong governance around cybersecurity, data privacy, and AI development.

Real impact happens when we work together. Looking ahead, our commitment is clear: we will continue to work hand-in-hand with our employees, customers, partners, and suppliers—the global Coupa Community—to embed sustainability into our operations and innovations.

We are building a more resilient, inclusive, and purpose-driven organization. However, this is about more than Coupa's journey. It is about a shared vision to create a better, brighter future for every business and community we touch.

Here's to building the network that powers the future of trade—for good—together.

Leagh Turner

Chief Executive Officer

Our FY25 Highlights

\$8T+*

in cumulative economic
spend data

100+

new features and AI
innovations launched

100%

renewable electricity
in operations

54,000

hours spent on employee
professional development

\$1.5T

in spend transactions
happening on Coupa

27

analyst reports name
Coupa a leader

16%↓

in Scope 3 emissions
intensity from FY23

3,540

volunteer hours

10M+

suppliers in global network

19

patents granted
(124 total issued patents)

Climate risk

assessment conducted
across our global operations

853

nonprofits supported

*As of August 2025

About Coupa

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Our Mission, Vision & Values

Coupa's vision is to build the network that powers the future of trade, helping companies around the world create sustainable growth. We achieve this by continually pursuing our mission to Make Margins Multiply™ for our customers—matching their supply and demand with our expertise and vision.

Our work is guided every day by four core values:

1 Drive Success for #AllOfUs:

We ensure value for our entire community—customers, partners, suppliers, and employees.

2 Own Our Results:

We take proactive action and have accountability for the outcomes of our efforts.

3 Cultivate Belonging:

We foster an environment of empathy, inclusion, and goodwill.

4 Build Tomorrow Together:

We collaborate and innovate to disrupt the industry in the best way.

For our employees, we nurture transparency and mutual accountability, cultivate self-awareness and a sense of belonging, and foster a global mindset so we can all work together to bring our innovations to the world.



Our Operations

Coupa is a remote-first company, with employees and operations extending across North and South America, Europe, Africa, the Middle East, Asia, and Australia. Over half of Coupa employees reside outside the U.S., including two-thirds of our core leadership team. In 2024, we expanded our global presence by growing our remote workforce while reducing physical office locations, allowing us to streamline operations and deliver even better service to our customers.

As of January 2025, our operational footprint included:



24

Offices



2,868

Employees



28

Countries

Our employees are located across the following countries

- Australia • Austria • Brazil • Canada • China • Colombia
- Denmark • France • Germany • Greece • India • Ireland • Italy
- Japan • Mexico • Netherlands • Norway • Panama • Singapore
- South Africa • Spain • Sweden • Switzerland • Taiwan • Thailand
- United Arab Emirates • United Kingdom • United States

Our Products



Supply Chain Design & Planning:

Network Optimization, Transportation Optimization, Inventory Optimization, Demand Modeler, App Studio, Tariff Impact Planning



Supply Chain Collaboration:

PO Collaboration, Forecast Collaboration



Source-to-Contract:

Category Planner, Sourcing, Advanced Sourcing Optimization, Contract Management, Supplier Risk & Performance



Procure-to-Pay:

Intake & Orchestration, Procurement, Inventory Management, Services Procurement, Spend Analysis



AP Automation:

Invoicing, Payments, Virtual Cards, Expense Management, Fraud Detection



Treasury & Cash Management:

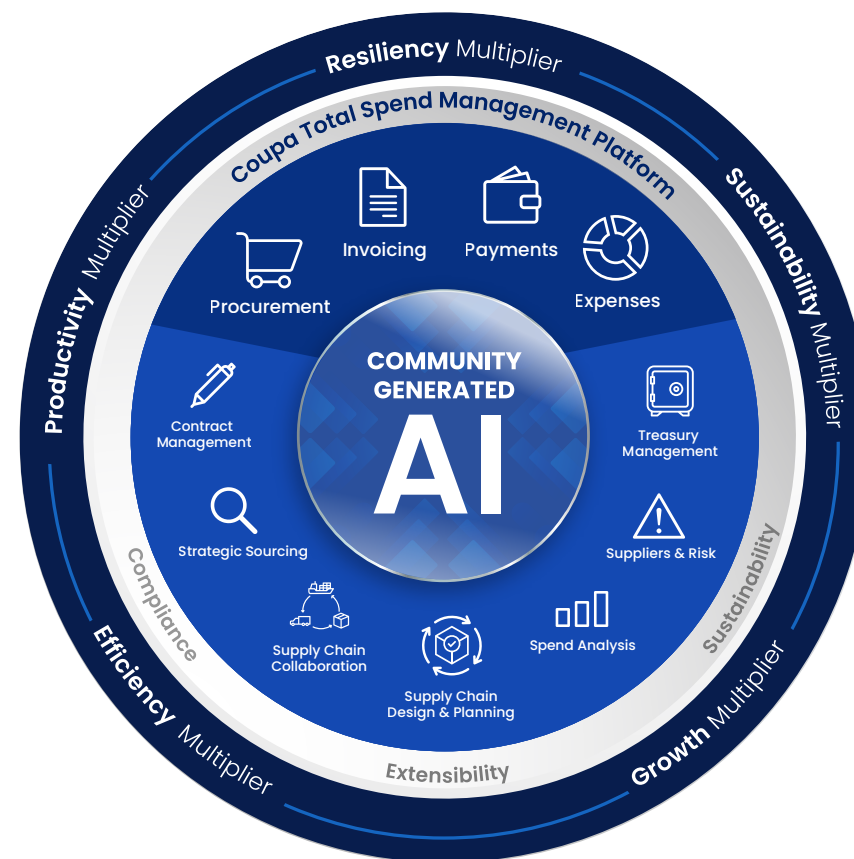
Treasury Management, Cash & Liquidity

Our Platform

Coupa is the leading AI platform for total spend management. Using its trusted, community-generated, \$8 trillion dataset, Coupa brings autonomous AI agents, a network of 10M+ buyers and suppliers, and leading apps together on one unified platform to seamlessly automate the buying process and connect to customers in a whole new way.

The scale of this customer-permissioned AI data—combined with our cloud-native origins—is brought to life in our network. Our AI agents match buyer and supplier operational conditions and parameters automatically, without human intervention, handling everything from supplier sourcing and contracts to payment collection, purchase order deals, transaction closures, and much more.

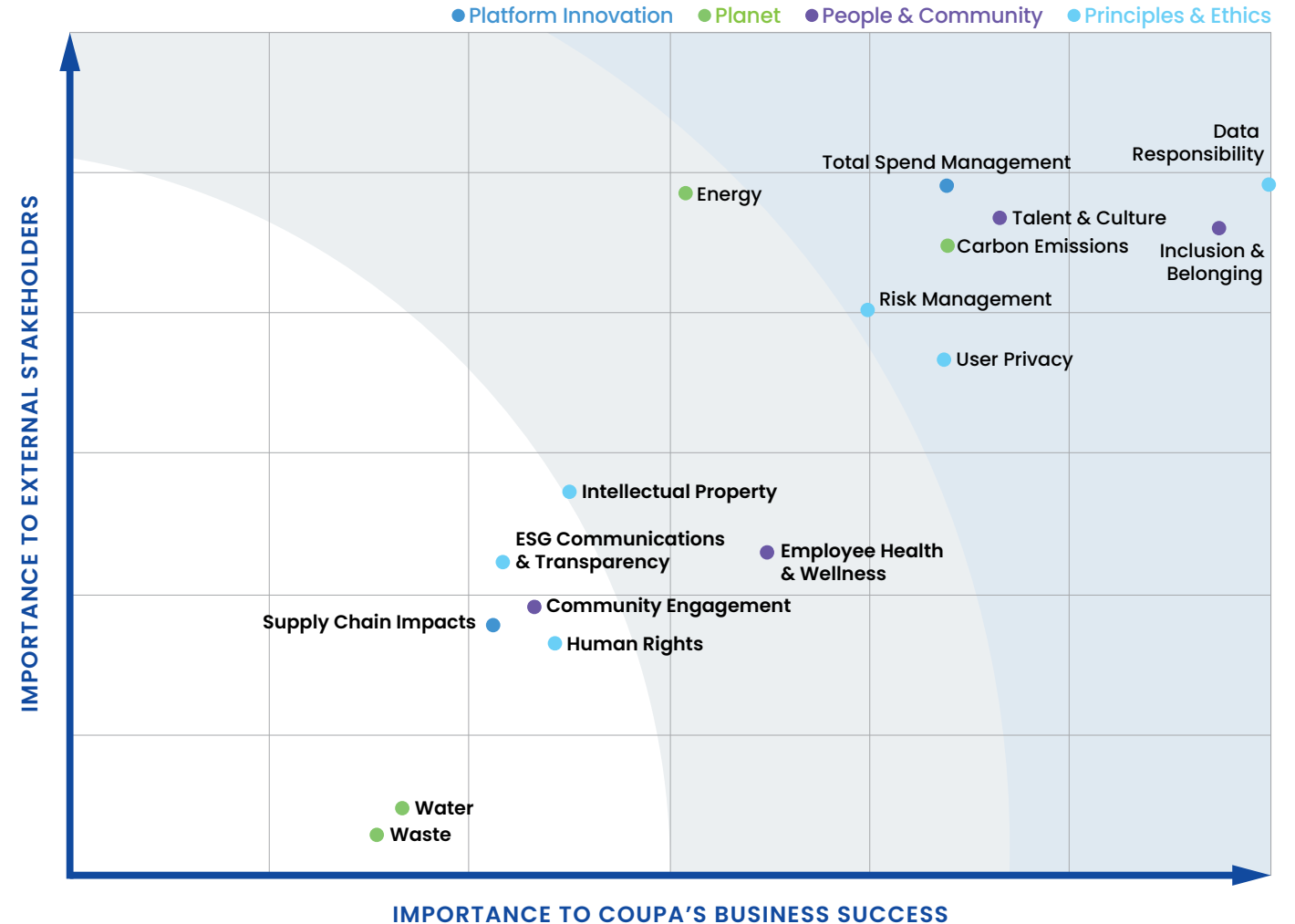
Coupa is a renowned innovator in the SaaS industry, with over 150 patents issued or pending. We are also a leader in 27 active analyst reports including the IDC MarketScape: Worldwide Embedded Payment Applications 2024–2025 Vendor Assessment and the IDC MarketScape: Worldwide SaaS and Cloud-Enabled Direct Spend Vendor Assessment.



Our ESG Material Topics

In 2023, we partnered with a third party to undertake our second ESG materiality assessment. The results of this assessment, as shown in the accompanying chart, were essential in integrating ESG into our business strategy, operations, and communications, and enabled us to focus on the most relevant topics for our stakeholders.

In the coming year, we will embark on our first double materiality assessment—an even more comprehensive approach to determining material topics. This process will evaluate Coupa’s impacts on people and the environment in various topical areas, in addition to identifying financial risks or opportunities those topics could pose to our operations and business success. The results of this assessment will be shared in our next Sustainability report.



ESG Strategy & Governance

To build trust across our operations, Coupa is committed to addressing the ESG aspects of our business with accountability and sound oversight. We partner with the Head of Responsible Growth and Governance at Thoma Bravo, our private equity sponsor, to help further integrate our ESG priorities across Coupa's business operations and to foster collaboration with other Thoma Bravo portfolio companies on ESG considerations impacting software.

Coupa's commitment to operate sustainably, equitably, and ethically underpins our approach to ESG management and strategy across our operational pillars.

Our Governance Approach

Our strong ESG governance structure ensures we integrate our ESG strategy across the business and continually evolve our programs to meet customer demands and regulations. Our ESG Team oversees ESG program strategy, implementation, and communication regarding our initiatives to reduce environmental impacts, expand social impacts, and ensure regulatory compliance. Key stakeholders across the business collaborate to reduce ESG risk, capture ESG opportunities, and ensure our ESG programs evolve to meet regulatory and customer requirements. In 2025, Coupa will update our ESG Governance structure to include a formalized ESG Steering Committee, which will provide an annual ESG update to the Board of Directors.

Platform Innovation



We empower businesses to reduce their environmental footprint, increase social impact, mitigate ESG risk, and make every dollar spent more effective, equitable, and sustainable.

MATERIAL TOPICS: Total Spend Management, Supply Chain Impacts

Planet



We pursue science-based climate targets and apply conservation, renewable energy, environmental justice, and sustainable innovation practices across our operations as we work to achieve net zero by FY2041.

MATERIAL TOPICS: Carbon Emissions, Energy, Water, Waste

People & Community



We provide rich opportunities for professional growth, offer robust health and wellness resources, nurture a culture of inclusion, and engage in employee volunteerism and philanthropy.

MATERIAL TOPICS: Inclusion & Belonging, Talent & Culture, Employee Health & Wellness, Community Engagement

Principles & Ethics



We apply strong governance practices across our operations to ensure a safe, transparent, and ethical work environment and effectively manage emerging risks and opportunities.

MATERIAL TOPICS: Data Responsibility, Risk Management, User Privacy, Intellectual Property, ESG Communications & Transparency, Human Rights

Reporting Frameworks

We follow the internationally recognized frameworks of GRI and SASB to transparently inform our stakeholders about our performance. We have validated net zero targets through the Science Based Targets initiative and submit annually to the Carbon Disclosure Project and EcoVadis. We also support the Ten Principles of the United Nations Global Compact and align with relevant United Nations Sustainable Development Goals. Coupa has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, environment, and anti-corruption since 2020.



ESG Industry Peer Groups & Memberships

Coupa is a member of BSR®—a sustainable business network and consultancy focused on creating a world in which all people can thrive on a healthy planet. We are also a member of NationSwell, an executive membership community and advisory that supports social impact leaders in enacting meaningful change within their organizations and communities.



Platform Innovation

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Platform Innovation: FY25 Key Highlights



100+

new features and AI innovations
were launched



1,450

businesses initiated or expanded
their partnership with Coupa



Leader

in 27 active analyst reports

With a community-generated \$8+ trillion dataset, Coupa is the leader in AI-native total spend management. We bring autonomous AI agents, a network of 10M+ buyers and suppliers, and leading apps together on one unified platform to seamlessly automate the buying process. Our platform not only meets the demand for greater accountability from suppliers, governments, and customers, it also helps businesses rethink their supply chain design, procurement, and financial processes to power the future of global trade.

Sustainable Product Capabilities

We offer industry-shaping capabilities across our platform that enable buyers and suppliers to collaborate, uncover insights, and unlock margin growth, while also improving sustainability performance.

In the face of today's unparalleled disruptions, businesses must find ways to enhance their resiliency and effectiveness, while also driving growth, improving margins, advancing sustainability, and ensuring compliance. Our Coupa platform offers a variety of capabilities that businesses can customize to help them reach these goals. Our proprietary, community-generated AI enables customers, suppliers, and partners to collaborate and share information, uncover insights, and benchmark their progress against others in their industry. By incorporating sustainability data into spend and supply decisions, businesses can reduce environmental impacts, support diverse suppliers, increase supply chain sustainability and transparency, and stay compliant with increasing regulations.



Our sustainable product capabilities include:



Supply Chain Sustainability:

Optimize your supply chain network to reduce your carbon footprint and waste.



Sustainable and Diverse Sourcing:

Transform your business and deliver innovative products and services by sourcing from sustainable and diverse suppliers.



Risk Mitigation: Mitigate risk and monitor suppliers' ongoing compliance with your ESG goals and global regulations.



Coupa App Marketplace:

Access additional third-party data through certified, pre-built apps to integrate ESG factors into your procurement processes.

Supply Chain Sustainability

Today's supply chain officers are faced with numerous challenges, from climate pressures to geopolitical conflicts to regulatory changes. To maintain sustainable operations, businesses must reinvent how they source materials while also balancing costs, consumer demands, and profitability. While some focus on meeting compliance and regulatory requirements, others are turning these challenges into a competitive advantage. Through key strategies and technologies, companies are proactively designing and planning their supply chains for optimal business performance and seamless execution with their supplier partners.

We call this the Adaptive Supply Chain, and businesses that are adopting this approach are positioning themselves to thrive in today's turbulent environment.¹ Through scenario-based decision-making, their Adaptive Supply Chains are adjusting quickly and precisely to changes in market conditions, disruptions, or unforeseen challenges. This is enabling their leadership teams to make informed decisions that mitigate risks while also unlocking new growth opportunities.

An Adaptive Supply Chain enables our customers to:

- **Optimize networks:** Build a cost-effective, sustainable and resilient supply-chain network with digital twin technology and constraint-based optimization to optimize facility placement, shipping modes, and stocking and production strategies.



- **Streamline transportation:** Automatically identify the best transportation, equipment, and carrier modes to speed up planning, reduce costs, and improve supply chain sustainability.
- **Reduce tariff impacts:** Take a proactive approach to define your current network, assess tariff implications, and explore alternate strategies to reduce tariff impact.
- **Evaluate trade-offs:** Weigh cost, service, and risk in selecting production and sourcing locations to balance tariff mitigation with operational efficiency.
- **Model supply chains:** Improve sustainability decisions through modeling and digital twins to quantify greenhouse gas emissions and outcomes to achieve sustainability goals.

Checklist for Building an Adaptive Supply Chain

Sourcing:

- Incorporate sustainability into the scoring process for supplier bids.
- Prioritize more sustainable materials to hit ESG goals.
- Seek supplier sustainability risk and performance data.

Transportation:

- Reduce transportation-related emissions using AI.
- Understand how different transportation scenarios can impact costs, service, and emissions.

Inventory

- Minimize wasted inventory at every stage with AI-powered inventory optimization.
- Segment inventory by service level to better control costs.

¹ For more information, see www.coupa.com/6-strategies-for-building-an-adaptive-supply-chain/.

Adaptive Supply Chains in Action with Coupa



Tetra Pak, a multinational food processing and packaging company operating in over 160 countries, is a global leader in sustainable packaging solutions. To address its complex sourcing needs, the company uses Coupa Sourcing Optimization, which takes supplier data and translates it into the measurements needed to reduce supplier risk, manage logistics categories, and meet an ambitious goal to be net zero by 2050. It also includes GHG emissions in tenders to ensure the company only works with suppliers that align with its sustainability goals.



A global manufacturer of well-known brands, Compagnie de Saint-Gobain S.A., is also on a mission toward carbon neutrality by 2050. To achieve this, it uses Coupa Supply Chain Design & Planning to analyze routes across various business units to consolidate and optimize transportation. Coupa also helps the company evaluate costs in its transport optimization initiatives, giving leadership access to data-driven scenarios to make decisions that align with sustainability and margin improvements. So far, the company has seen a 40–60% reduction in emissions across several brands.



With a goal to achieve net zero GHG emissions by 2040, Mastercard is working diligently to advance sustainability across its operations. Its commitment to environmental sustainability begins with decarbonizing its operations—and with supply chain emissions accounting for approximately 78% of Mastercard’s total global emissions, supplier data is critical.

To effectively manage and support decision-making within its net zero supply chain program, Mastercard has turned to Coupa to help the company improve its ESG data collection. We’ve helped Mastercard understand its supplier spend to identify suppliers in scope, enhance supplier onboarding, and capture sustainability data with RFP modules. Coupa’s centralized contract module has also provided visibility and quick access to research, engage and negotiate with suppliers on sustainability matters.

“At Mastercard, environment and social impact are core to our business. With the right data and technologies, we are able to more effectively manage greenhouse gas emissions that come from our supply chain. We aim to build a transparent, resilient supply base that supports our mission to create a sustainable autonomy where everyone can prosper.”

—Ryan Look, Vice President, Global Supply Chain Management

Diverse Supplier Sourcing and Services

At Coupa, we define diverse suppliers as those owned by veterans, minorities, women, members of the LGBTQ+ community, and people with disabilities. But supplier diversity at Coupa encompasses more than just the business owners in our network. We also evaluate the size and geographic location of suppliers across our global community to make sure that our database includes small- and medium-size enterprises that can provide our customers with the products and services they need at fair prices. Our supplier diversity solutions and offerings support the tracking of up to 32 diversity categories in over 200 currencies across 200 countries.

Coupa's Supplier Diversity Enrichment Service (Scrub) helps customers easily track and report on diversity in their supply base. Based on Community.AI data recommendations and more than 130 certification data sources, our Supplier Diversity Dashboard enables customers to identify diverse suppliers and analyze supplier diversity by spend category. This helps them make impactful decisions about the high-level make up of diversity within their supplier network. They can also evaluate their inclusion of diverse suppliers in sourcing events. With these tools, customers can uncover opportunities to make meaningful progress on realizing their ESG commitments, while also increasing savings and supply chain resilience.

Our Supplier Diversity Outreach Services are designed to support our customers' internal teams in driving Tier 1 and Tier 2 supplier outreach activities. This includes securing and uploading updated Tier 1 diverse supplier certificates and supporting suppliers with Tier 2 diverse spend submissions into the platform. Our supplier outreach specialists assist customers with contacting suppliers and monitoring requests, freeing customer teams to focus on the strategic development of their programs.

Customers can also use Coupa's Supplier Information Dashboard to help non-certified suppliers obtain certification and upload proof of certification to our platform. Once they are certified, we then broadcast their new status in our platform to help them increase brand awareness, broaden their reach, and grow their businesses.

Supplier Risk & Governance

Amid economic, political, and environmental volatility, Coupa and our customers continue to navigate increasing legislative pressure related to critical topics such as anti-bribery, anti-corruption, anti-slavery compliance, and global regulations such as the Corporate Sustainability Due Diligence Directive (CS3D), the German Supply Chain Act (LkSG), and the Corporate Sustainability Reporting Directive (CSRD). Our dynamic platform continually adapts to these shifting compliance requirements, helping customers mitigate third-party risks while also ensuring supply chain transparency. Our supplier risk and governance capabilities include:

- Evaluating risks related to child labor and anti-slavery in our supplier intake form to support customers in complying with CSRD and other reporting regulations.
- Analyzing a supplier's ESG risks prior to contracting and including risk and climate clauses in contracts.
- Creating vendor risk templates and reports that align with ESG regulations.

Our platform also has preconfigured questionnaires for LkSG and the Norwegian Transparency Act, and we will continue tracking developments on CS3D to pinpoint additional capabilities to add to our platform.



Coupa App Marketplace

The [Coupa App Marketplace](#) gives Coupa customers access to certified, pre-built extensions that help them quickly solve specific business challenges. With solutions across nearly 20 categories including Business Intelligence, Contracts, IT Management, and Travel & Expense, the Coupa App Marketplace brings our partners' expertise directly into the Coupa platform. All applications in the Coupa App Marketplace are reviewed by a team of solution experts, who validate the applications' reliability, performance, and security.

Coupa App Marketplace specifically supports ESG monitoring through the following partnerships:



EcoVadis Supplier Sustainability Ratings: Incorporates sustainability ratings data into supplier management decisions.



EcoVadis IQ Plus Sustainability Risk Intelligence: Incorporates sustainability risk data into supplier management decisions.



Interos Supply Chain Risk Intelligence: Identifies and proactively manages supplier risk with multi-tier, multi-factor risk scores.



SUPPLY CHAIN PARTNER

SCP Supplier Scorecard: Helps manage spend intelligently with solutions that enhance the procurement function, team sustainability, and supplier relations.



Avetta™ Supplier Compliance Check: Vets risk for companies that engage third-party contractors and suppliers.



IntegrityNext Supply Chain Sustainability: Integrates supplier ESG data for informed purchasing decisions.



SUPPLYSHIFT

SupplyShift Supply Chain Insights: Uncovers insights to mitigate risk and improve supplier performance.



Moody's Connector: Enhance decision-making, boost efficiency, manage supplier relationships, and maintain regulatory compliance within Coupa.



Beroe Supplier Watch for Coupa RPM: Boost Resilience and Supplier Risk Analysis with Embedded Risk Signals and bring in derived process controls across S2P.

Embedding Sustainability into Procurement Processes

EcoVadis' Supplier Sustainability Ratings and IQ Plus Sustainability Risk Intelligence apps, available through our App Marketplace, seamlessly synchronize EcoVadis sustainability ratings and risk profile data with each supplier's Coupa profile. By integrating EcoVadis' Ratings and IQ Plus data directly into the Coupa platform, we enable users to analyze sustainability insights and make requests for supplier ratings and IQ risk profiles directly from their Coupa interface. This transforms their procurement processes by making it even easier for buyers to make strategic purchasing and supplier relationship management decisions based on a supplier's sustainability risk, performance, and maturity.



Customer & Community Collaboration

We forge partnerships and develop strategic collaborations to help our customers break down silos, improve ESG performance, and future-proof their businesses against risk.

As we continue to expand our sustainability offerings, develop AI-driven innovations, and uncover new partnerships, our ESG Community Advisory Boards (CABs) have been an essential source of inspiration and thought leadership. Our CABs host regular roundtables, design sessions, and user groups to pinpoint the capabilities that our customers need to address emerging ESG demands, resulting in related enhancements to our platform. The collaboration and co-innovation of our CABs feeds our ongoing product growth and the advancement of our innovation philosophy. In 2024, Coupa ran forty CABs, gathering diverse feedback from customers worldwide from Las Vegas to Tokyo. These provided insights to our R&D team on our customers' goals and business operations and fostered new product features.

Our Coupa Online Community is another key avenue for collaboration, enabling self-service for our active 14K+ customer members to meet their support needs, lean on their peer network to share solutions and best practices, share opinions and feedback on Coupa's products, and vote on product ideas to help Coupa prioritize new features. On average, Coupa offers over 30 new features per release that originated from the Community and other feedback channels. The Community also fuels connections between Coupa customers and Coupa staff, from how-to's to release management to news and events information. Our Online Community is available year-round, 24/7 for our customers around the world.



Coupa Hackathons

Coupa Hackathons have been a cornerstone of our innovation strategy since 2010. Evolving to accommodate our shift to remote-first work, they provide critical opportunities for connection, allowing creativity and innovation to flourish. This inclusive approach allows employees from any department, office, or level to contribute their ideas and expertise.

In 2024, Coupa hackathons yielded over 175 unique project demos, engaging hundreds of participants from around the world. The Coupa Navi™ AI agent, who provides real-time support and guidance to make smarter decisions faster, was one of these projects. The foundational Forms Agent and Data Table Agent were also developed through hackathons, enabling smarter decision-making, streamlined workflows, and personalized user experiences—with more capabilities expected in late 2025.

Looking Forward

Our product strategy and roadmap articulate our commitment to expand our platform's sustainability capabilities and drive even greater value for our customers.

In our rapidly changing world, to achieve this we must continually evolve, deepening our best-in-class offerings while laying the groundwork for further innovation. Looking ahead, key sustainability enhancements in the next evolution of our platform will include:

- Developing tailored industry solutions that address regulatory requirements, product safety, and supply-chain resilience
- Enabling direct payments to help buyers streamline sourcing, pricing, and procurement processes while mitigating fraud and risk
- Integrating products more deeply to enable better financial oversight

By creating a network that enhances the future of global trade, we are working to build a bridge between today and tomorrow, enhancing sustainability across our customers' operations while creating growth opportunities for everyone.



Planet

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Planet: FY25 Key Highlights



Climate Risk Analysis

conducted across operations



100%

of global electricity was renewably sourced



Automatic power

management systems implemented across global offices to optimize energy use

Coupa is deeply committed to protecting our planet. We've launched a range of innovative initiatives to reduce our environmental impact and lower our carbon footprint—reflecting our core belief in being a responsible business that drives meaningful climate action.

Climate Strategy

We recognize that climate change poses an existential threat to humanity and the natural world.

To demonstrate our commitment to reducing and mitigating our climate impact, Coupa has established a climate strategy built on six key pillars:



Achieve net zero emissions by FY41 across our operations and value chain



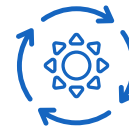
Integrate climate strategy into business operations to minimize climate risks



Power our facilities with 100% renewable electricity to decrease our Scope 2 emissions



Report progress toward science-based targets in our Sustainability Report and CDP questionnaire



Empower employees to contribute to positive change through education and volunteering opportunities



Commit to environmental justice through strategic partnerships with nonprofit organizations

Our Climate Road Map

To drive progress in addressing climate change, we have established both near-term and long-term climate targets across our operations and value chain, validated by the Science Based Targets initiative and supported by a comprehensive road map to ensure we meet critical milestones. These targets are anchored to our FY23 carbon emissions baseline, which was developed in collaboration with Watershed, a leading climate platform. This baseline includes Scope 1, Scope 2, and all relevant Scope 3 emissions categories, serving as the foundation for tracking progress toward our climate goals.

Over the last couple of years, cross-functional teams have gathered information and insights into our emissions baseline and high-impact areas to create targeted strategies to support our climate goals. Based on these insights, we will begin developing a climate transition plan in 2025. The plan will outline key actions such as continuing to procure renewable electricity for global operations, engaging suppliers with the highest emissions impacts, evaluating our business travel policies, providing resources for remote employees to reduce at-home emissions, and advancing initiatives to lower emissions across our facilities.

Progress on Our Science Based Targets



SBTi Net-Zero Target

Achieve **net zero** emissions by FY41

SBTi Target 1

Continue active annual sourcing of 100% renewable electricity through FY31

Strategy: Procure renewable electricity through on-site renewables or Energy Attribute Certificates

FY25 PROGRESS:

100%

renewable electricity sourced

SBTi Target 2

Reduce absolute Scope 1 & 2 GHG emissions 85% by FY31 from a FY23 base year

Strategy: Conduct energy audits and implement energy efficiency projects across our global facilities; identify long-term renewable energy sources

FY25 PROGRESS:

2%

decrease

SBTi Target 3

Reduce Scope 3 emissions 52% per million USD value added by FY31 from a FY23 base year

Strategy: Collaborate with suppliers to reduce their emissions; support sustainable commuting and travel options

FY25 PROGRESS:

16%

decrease

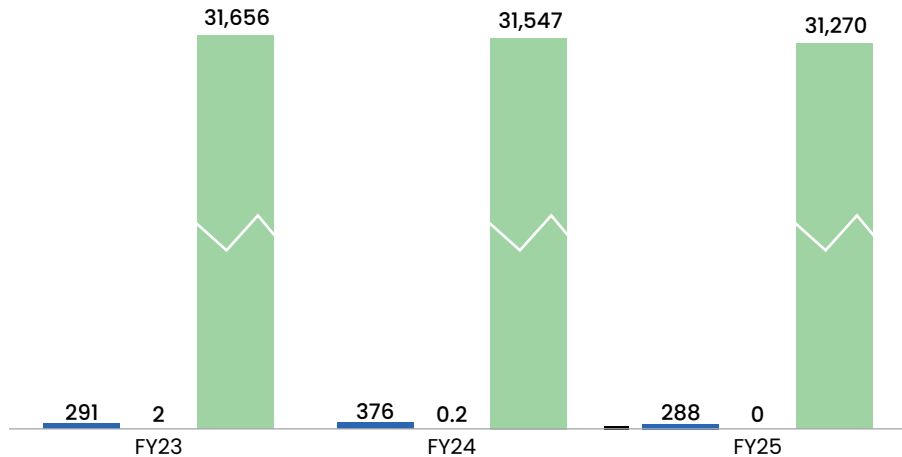
Progress to Net Zero

In FY25, our overall emissions decreased 2% compared to our FY23 base year. We also made progress toward our Scope 3 near-term target as we saw an increase in financial performance, while keeping our carbon emissions relatively steady. We also achieved a decrease in Scope 1 & 2 emissions as a result of our consolidation of offices and we saw our Scope 3 employee commuting emissions decrease, both of which stem from Coupa's remote-first policy.

Our reductions in Scope 3 supplier-based emissions can be traced to our continued use of the Watershed platform, which maps our top 100 most emissions-intensive suppliers to identify which to prioritize for engagement. With 55% of our overall emissions originating

Carbon Emissions (MT CO₂e)

■ Scope 1 ■ Scope 2 market-based ■ Scope 3



(1) Data for FY25 runs from February 1, 2024 to January 31, 2025.

(2) Coupa purchased Energy Attribute Certificates (EACs) to reduce market-based emissions.

(3) Hotel stays are deemed optional emissions by the GHG Protocol and not included in this total. Hotel stays were 1,116 Mt CO₂e in FY25.

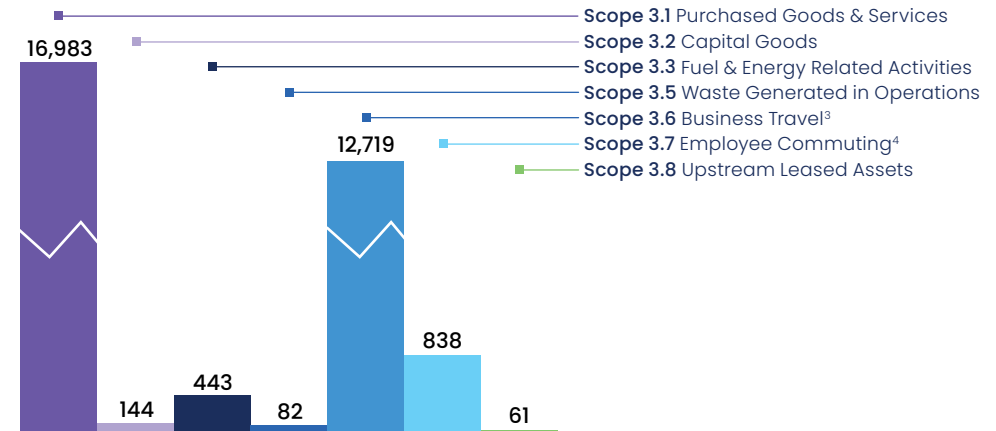
(4) Homeworking emissions are deemed optional emissions by the GHG Protocol and not included in this total. Homeworking emissions were 1,380 Mt CO₂e in FY25.

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

from our supply chain, these supplier engagement efforts are an essential aspect of our overall net zero efforts. These efforts helped some of our top suppliers reduce their carbon emissions in 2024. Our Climate Transition Plan will further evolve these initiatives to ensure we continue to reduce our Scope 3 emissions.

Coupa is also participating in a Scope 3 Emissions Software Working Group, hosted by BSR, a nonprofit focused on creating a healthy planet where all people can thrive. We are collaborating with BSR and other software companies to dive into Scope 3 emissions accounting, measurement, and the data challenges associated with software emissions, particularly for the use of sold products..

FY25 Scope 3 Emissions (MT CO₂e)



Sustainable Workspaces

We are committed to integrating sustainable practices throughout our global facilities and operations.

Our dedication to sustainability is rooted in our physical spaces—from how we manage energy use to where our waste goes. But it also influences many other aspects of how we operate, from our daily commutes to where we store our data to our Coupa-sponsored events. We want to make a meaningful impact everywhere we operate.



FY25 Accomplishments



100%

of electricity used across all offices is renewably sourced



100%

of offices adopted automatic power management settings for office equipment



71%

of offices have thermostats with pre-set programs to reduce energy consumption



71%

of offices have indoor plants or living walls that improve air quality and thermal insulation

Energy & Emissions

Reducing energy consumption and associated emissions in our operations is a critical priority for our business and a key strategy in advancing our efforts to combat climate change.

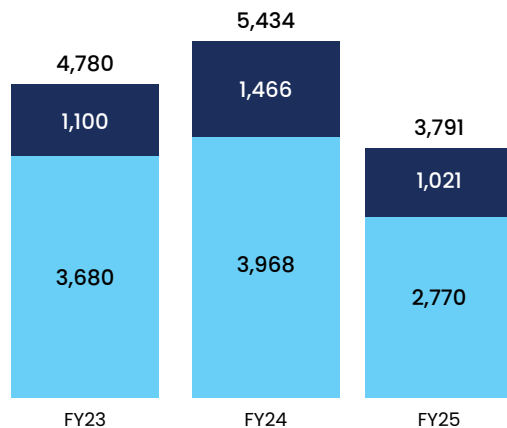
Our Offices

As a tenant in leased office spaces, Coupa collaborates closely with property owners to monitor energy use and enhance energy efficiency across our global footprint. To support our emissions goals, many of our landlords now source renewable electricity for our offices. For those offices not powered by renewable electricity, Coupa purchases Energy Attribute Certificates.

Our offices utilize a mixture of smart lighting systems, occupancy sensors, zoned heating and cooling controls, and both on-site and off-site renewable energy. Sustainability considerations—such as on-site energy generation capabilities and access to low-impact commuting options—are also key criteria when evaluating new offices.

Total Energy (MWh)

■ electricity ■ natural gas



73%

of energy procured from renewable sources in FY25



Tokyo Office: A Model of Technical Innovation and Environmental Stewardship

Our Tokyo office exemplifies an innovative and technically advanced approach to sustainability, integrating a wide range of environmentally responsible practices.

Smart Logistics and Emissions Reduction

Centralized management of building logistics saves energy and reduces emissions by enabling efficient operation of elevators, and shortening idling time for delivery vehicles.

Advanced Air and Building Technologies

Reusable HVAC air filters avoid single use filters and exterior glass is coated with photocatalysts that break down organic compounds and bacteria under UV light, significantly reducing the need for water and cleaning chemicals.

Biodiversity and Urban Greening

Approximately 140 mature trees from the site's former use as Defense Agency grounds were transplanted using a method that preserves roots and branches.



Water Conservation and Reuse

Rainwater from roofs and surrounding hardscape is collected, filtered, and sterilized for reuse in toilet flushing and irrigation.

Passive Solar Design and Energy Efficiency

Architectural sunshades, electric blinds with solar sensors, and low-e double window glazing, reduce the heat load in buildings.

Renewable Energy and Energy Efficiency

A 10kW rooftop solar installation helps manage peak electricity demand and reduces strain on the grid. Cold water is produced using off-peak electricity and stored in stratified tanks to be used during the day to reduce peak energy demand.

Data Centers

Data centers are critical to Coupa’s global operations—and also to our energy and emissions reduction initiatives. We primarily rely on Amazon Web Services (AWS) to manage our data infrastructure and work continually to reduce and consolidate our AWS server footprint to minimize emissions. AWS focuses on efficiency across all aspects of their infrastructure, from the design of their data centers and hardware to modeling the performance of their operations for continually enhanced efficiency. In 2024, AWS data centers reported a global Power Usage Effectiveness (PUE) of 1.15. PUE is a measure of data center efficiency, with a lower PUE indicating a more efficient data center, and a PUE of 1.0 being perfectly efficient.

Coupa has a dedicated internal team that continuously monitors system usage, optimizing resource efficiency by right-sizing or decommissioning components as needed. When we acquire companies that operate physical data centers, we transition those systems to the cloud to drive energy efficiency and support our broader sustainability goals.

In 2025, we will collaborate with AWS to gather additional sustainability data on our global data-center footprint and continue to identify opportunities for improvements as our footprint expands.

Employee Commuting and Travel

Coupa helps limit commuting-related emissions through our remote-first company culture. For employees who travel to the office, we invest in infrastructure that supports more sustainable mobility, such as electric vehicle (EV) charging stations, which are available in offices in Ireland, Sweden, Tokyo and several U.S. locations, including Foster City. Additionally, most of our offices provide secure bike parking and incentive programs such as “Cycle to Work” that are actively promoted in the UK and Ireland. All office locations are strategically situated near major transportation hubs, and in cities such as Paris, Reading, Uppsala, and Boston, between 70% and 100% of employees commute by public transport, on foot, or by bicycle.

FY25 Accomplishments



100%

of offices are located near major transportation hubs, enabling sustainable commuting



86%

of our offices have secure bike parking



36%

of offices offer EV charging stations



Waste Management

Coupa prioritizes reducing waste across our global facilities. To eliminate waste at its source, we continue to implement initiatives to reduce on-site paper use throughout our offices. To avoid other forms of office-based waste, we try to select office caterers that use reusable or compostable containers, and our European offices stock kitchens with reusable dishware, cutlery, and lunch containers. Additionally, our Dublin office recently added a water dispenser, promoting the avoidance of single-use plastic bottles.

All global offices are equipped with recycling stations, and our UK offices also offer TerraCycle bins for difficult-to-recycle plastics, such as candy wrappers and plastic bags. Composting bins are provided at 57% of our offices, where the infrastructure exists to manage this waste stream, including recently launched programs in our Bogotá and Dublin offices. Battery recycling facilities are available at our Dublin, Reading, and Foster City offices, supporting responsible disposal of hazardous materials.

We also carefully manage our electronic and office waste through reuse, repurpose, and donation initiatives. To reduce e-waste, we partner with Revivn Technologies, Lenovo India, and TES-AMM India to responsibly manage end-of-life laptops, ensuring that functioning devices are either repurposed or donated.

These varied initiatives have significantly reduced the volume of waste we send to landfill and efforts to identify even more waste reduction and repurposing opportunities will continue into 2025.

Upcycling Used Furniture

Coupa is committed to reusing or repurposing used furniture when we consolidate or retrofit an office. In 2024, we transferred the furnishings from our Boca Raton office to our Ann Arbor office. When our Ettenheim office downsized, we auctioned surplus furniture, raising over €15,500 for Frauen helfen Frauen Ortenau e.V., a local women's shelter. In April 2025, our Basel office also auctioned furniture, with the proceeds going to SOUP&CHILL, a local warming center to provide shelter for those in need.

FY25 Accomplishments



100%

of our EMEA offices use recycled or FSC-certified (or equivalent) printer paper



79%

of office catering suppliers deliver food in reusable containers



4,947

pounds of e-waste collected for reuse or recycling



64%

of offices ship items with biodegradable, compostable or recycled packaging



57%

of offices have composting

Water Initiatives

Although our operations are not water intensive, we are committed to implementing water conservation practices across our facilities. Nearly two-thirds of our offices globally have installed water-efficient fixtures, such as low-flow faucets, and collect and reuse rainwater for landscaping and other non-potable purposes. Our new Foster City facility was designed with water-conservation in mind, featuring leak detection systems, native and drought-tolerant landscaping, and automated irrigation controls.

We also ensure that our cloud service providers are engaged in water conservation efforts, such as AWS's commitment to become water positive by 2030 by returning more water to communities than it uses in its operations.

Climate Risk Management

We effectively manage climate-related risks to enhance Coupa's long-term business resilience.

Recognizing the growing impact of climate change, including the threat of extreme weather events, we continue to strengthen our approach to identifying and addressing these risks. We have assembled cross-functional teams that collaborate continuously to embed climate risk considerations into our operations, from our offices and supply chain to the communities where we operate.

In 2024, we expanded these efforts by more deeply integrating climate and broader ESG-related risks into our Enterprise Risk Management (ERM) program. In partnership with BSR, we conducted Coupa's first climate risk scenario analysis aligned with the Task Force on Climate-Related Financial Disclosures (TCFD). A cross-functional team

Sustainability at Coupa Inspire

Coupa Inspire serves as both a cornerstone of our community engagement and a meaningful opportunity to demonstrate our commitment to sustainable practices. Building on lessons learned in 2023 and data obtained from TRACE by Isla, a leading carbon management tool for large events, our 2024 Coupa Inspire conferences in Las Vegas and Vienna further embedded sustainability practices into event operations.

To start, we developed sustainability criteria for our partners and exhibitors to reduce their on-site environmental footprint. We minimized waste through digital signage and an attendee app, offered sustainable swag, and provided on-site recycling. We also incorporated more



meat-free options into our meal offerings to decrease Inspire's carbon footprint.

We hosted 5K runs at both events, raising \$7,000 for The Nature Conservancy Southern Nevada Chapter with 200 runners participating in Las Vegas and €3,750 for the Change Please Foundation with 75 runners participating in Vienna. Our brand-new Inspire World Tour launching in 2025 will also provide an opportunity for us to partner with local nonprofits.

collaborated on this process to identify our most significant climate risks and opportunities, which will support our long-term resilience with data-driven insights. During the analysis, we held multiple workshops with key stakeholders to identify risks and opportunities for Coupa utilizing future climate scenarios. We then reviewed overarching "hotspots", clusters of risks and opportunities, to identify strategic interventions to build resilience to potential climate impacts and seize opportunities to combat climate change.

We will publish a TCFD report outlining our climate risks and opportunities later this year.

People & Community

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People & Community: FY25 Key Highlights



72%

engagement in
our annual Coupa
Speaks survey



Todos

Employee Resource
Group (ERG) launched



54,000

hours spent on professional
development



Expanded

Parental Leave
across global operations



3,540

hours of employee
volunteering

At Coupa, our commitment to culture and community is rooted in our core values. By driving success for everyone, we build value across our human network—our employees, our customers, our partners, and our suppliers. With a clear focus on proactive action and accountability, we foster a culture of innovation that is rooted in trust and inclusion. This is how we have always worked together—cultivating leaders at every level, disrupting our industry, and building a team focused on tomorrow.

Culture & Engagement

We cultivate collaboration, thoughtful engagement, and recognition of excellence across our workforce.

To foster innovation and meaningful action, we've built a culture grounded in open communication, continuous feedback, and shared growth. We listen to one another, create space for reflection, and celebrate progress—empowering employees to take initiative and contribute new ideas. By uplifting every voice and leading with honesty and accountability, we've laid the foundation for collective success.

Coupa Speaks Survey

Our annual Coupa Speaks survey, which was launched in March 2024, set the stage for the future of our workplace by providing employees with a platform for honest, anonymous feedback. Based on the results of this first survey, we led 18 focus groups in 13 different countries in the fall of 2024 to refresh our core values. Then, in the spring of 2025, we facilitated over 30 team discussions to launch our new core values: Drive Success for #AllOfUs, Own Our Results, Cultivate Belonging, and Build Tomorrow Together. This collaborative process reinforced our commitment to fostering a culture where everyone can thrive, engage, and feel a strong sense of belonging.

Our 2025 Coupa Speaks survey highlighted the ongoing aspects of this work, ensuring that we continue to uphold an inclusive culture, evolve our benefits and rewards to match our employees' needs, and create authentic opportunities to engage with each other and with our communities where we live and work.



Recognitions and Awards

Our employees bring our values to life every day in their interactions and decision-making. One way we acknowledge each other is through our **Recognition Hub**, which is available to all Coupa employees. The Hub enables us to send notes of gratitude when we see another employee demonstrating one of our Coupa values, highlighting their actions and the expertise they demonstrated. These small acts of recognition help us continually embed and reinforce our new values in the ways we work together.

Our **Excellence Club** recognizes and celebrates employees who best embody Coupa's core values and make an exceptional impact across our organization. Originally developed to give functional leaders an opportunity to acknowledge sales and service colleagues, in 2024 the program further evolved to allow other employees to nominate non-sales colleagues as well. All nominees are invited to attend the Excellence Club annual celebration, which honors their remarkable performance across the company.

For our employees in India, we have developed a monthly **Standout Performer Award** and a quarterly **ExtraMile Award**, which provide timely recognition for significant achievements that contributed to our business success. These awards are also designed to honor contributions outside the scope of an employee's role that support departmental and divisional goals.



Coupa Inventor Recognition Program

Coupa's Inventor Recognition Program provides a structure to submit new product ideas and recognize the inventors with financial rewards. Any employee can submit a product idea, with multiple Patent Workshops hosted throughout the year for inventors to present their innovations and work alongside our product and legal teams to determine if it meets the U.S. Patent and Trademark Office's qualifications. In FY25, we had 19 U.S. patents granted, and 15 patent applications filed, resulting in patent bonuses awarded to employees, along with inventor jackets given to new inventors. In FY25, 50% of our patents were invented or co-invented by women.



Inclusion & Belonging

We advance inclusion and cultivate belonging across our operations to build a respectful, successful, and resilient company.

Building an inclusive culture is key to upholding our values. By honoring each other’s unique perspectives and contributions to our shared work, we cultivate a sense of belonging in all our coworkers. We have remained steadfast in this commitment as our company has evolved, building trust and empathy to ensure everyone can bring all their talents and potential to the table.

Our commitment to Inclusion & Belonging rests on three pillars:

Empowerment:

Cultivate a dynamic, inclusive workplace that champions flexibility, wellness, and protected focus time. By fostering this culture, we attract and retain top talent while driving innovation, productivity, and sustained profitability.

Development:

Design and deliver differentiated, culturally relevant programs that provide measurable value to both internal and external stakeholders. These programs are key to enhancing performance, engagement, and profitability across the organization.

Inclusion:

Create a workplace where employees feel seen, heard, and valued. By embedding inclusion into our culture, we strengthen engagement, improve retention, and support holistic employee well-being—fueling our organizational success.

Advancing Inclusion

In 2024, Coupa reinforced its dedication to creating an inclusive culture. We also experienced notable growth in the number of women hired, from 30% in FY24 to 41% in FY25.

Representation Metrics

	FY23	FY24	FY25
Global Workforce Gender			
Female	31%	30.5%	31%
Male	69%	69.5%	69%
U.S. Workforce Gender			
Female	34%	35%	36%
Male	66%	65%	64%
Global Leadership Gender			
Female	22%	22%	25%
Male	78%	78%	75%
U.S. Workforce Race/Ethnicity			
American Indian or Alaska Native	0.3%	0.2%	0.3%
Asian	22%	24%	25%
Black	4%	4%	4%
Hispanic/Latinx	5%	5%	5%
Native Hawaiian or Other Pacific Islander	0.2%	0.2%	0.3%
Two or More Races	3%	3%	3%
White	63%	62%	61%
Did not Disclose	3%	1%	1%
% New Hires			
Female	22%	30%	41%
Male	69%	70%	59%

Cultivating Belonging

As part of our commitment to inclusion, we took a meaningful step forward when we expanded our core values to include a fourth priority: Cultivate Belonging. This addition reflects our deep commitment to fostering an inclusive culture where every individual feels seen, heard, and valued. We also launched important Inclusion & Belonging programming over the past year that included:

- The Leader in All of Us, a monthly initiative in which four panelists from diverse backgrounds and cultures share real-world insights, leadership experiences, and career development tips, showcasing the many paths to leadership and success.
- Addition of Inclusion & Belonging questions to our Coupa Speaks survey to gather insights from Coupa employees that will help shape programs and initiatives to foster a culture of inclusion, strengthen engagement, and cultivate true belonging across the organization.

Pay Equity

At Coupa, we are committed to upholding pay equity across all genders and races, ensuring that our compensation practices are fair and transparent. Each year, we conduct a comprehensive internal pay equity analysis that evaluates compensation patterns among employees in similar roles, considering factors such as skill, effort, and accountability. If any gaps are identified, we take corrective action to align with our commitment to equitable pay. Through this ongoing process, we reinforce our dedication to fairness and integrity in our compensation practices.



Supporting Supplier Diversity

At Coupa, we define diverse suppliers as those owned by minorities, women, veterans, members of the LGBTQ+ community, and people with disabilities. Alongside the support our platform offers to our customers to track and enhance the diversity of their suppliers, we also track supplier diversity within our own operations by charting our spend patterns. Our FY25 spending with diverse companies was \$10.7 million, with 5% of suppliers certified as diverse. By broadening the diversity of our own suppliers, we are opening doors to a wider range of products and services to meet our customers' unique needs, while also supporting growth and inclusion across our industry.

Employee Resource Groups

Our global Employee Resource Groups (ERGs) foster inclusion and create a sense of belonging at Coupa. These employee-led groups provide a space for individuals to connect around shared identities, including race, ethnicity, individuals with disabilities, gender identity, and veteran status. ERGs also provide educational resources, host events, and collaborate on trainings, service projects, and cultural observances that celebrate our employees' diverse identities.

This year, we introduced the ERG Leadership Academy, which brought together 18 ERG leaders around the globe to align on strategy, enhance collaboration, and strengthen their impact within Coupa. This two-day program provided participants with leadership development, best practices, and actionable strategies to drive Inclusion & Belonging initiatives across the company.

We also launched our new Todos ERG in 2024, focused on uplifting and supporting the Latinx and Latino communities. The continual expansion of our ERGs exemplifies our ongoing dedication to cultivating a workplace where all voices are recognized, respected, and valued, fostering inclusive spaces for everyone.



2024 ERG Highlights

ERG activities in 2024 included two stand-out events sponsored by Coupa Empower and Coupa Able. Coupa Empower offered an inspiring talk in Pune, India, featuring Major Prajakta Desai, the Indian Army's first woman Unmanned Aerial Vehicle (UAV) observer pilot and five-time TEDx speaker, in partnership with the EnCourage and Exceed ERGs. Coupa Able held a neurodiversity learning session with Mentra, an employment network that connects neurodivergent professionals with career opportunities at leading innovative companies. The presentation, *Autism in Tech!*, was designed to educate employees about the unique skills neurodiverse individuals can bring to the workplace and to discuss measures Coupa could take to increase employee representation from the neurodiverse community.

In 2024, our ERGs encompassed

1,000+
members

33%
of our workforce

75
dynamic initiatives



Our Coupa ERGs



Breaks down barriers to women's success by creating a community of individuals and organizations working together to unleash the impact of women in business.



Supports our LGBTQ+ community by inspiring connection, inclusiveness, and diversity.



Creates a culture that empowers, equitably represents, and values the Hispanic and Latino community while celebrating their rich cultural heritage, fostering a sense of belonging, and driving positive social change for future generations.



Fosters an environment where every individual, regardless of ability, feels valued, supported, and empowered to thrive by promoting awareness, breaking down barriers, and celebrating the unique strengths and perspectives of people with disabilities and their allies.



Supports global veterans, active military members, and allies to encourage veteran employment, enable veterans to achieve their full potential, and create a safe space for veterans to create community and share their experiences.



Uplifts and expands the underrepresented community at Coupa.



Gives Asian Pacific Islander (API) employees, the API community, and allies the resources and support to exceed their own expectations and reach their fullest potential.

Learning & Development

We foster employee growth by cultivating leadership skills at every level of the company and helping employees develop their career paths.

To fulfill our core value of Build Tomorrow Together, we are committed to providing extensive opportunities for both personal and professional growth. We prioritize education and support our employees in completing thousands of hours of learning and development every year through both formal training and internal mentoring and coaching. In 2024, our employees completed 54,000 hours of training and professional development activities.

Education & Training

Corporate Onboarding Journey

Our commitment to employee development begins with a comprehensive six-month onboarding program designed to equip new team members with the knowledge and skills needed for success at Coupa. This program integrates self-guided e-learning modules, interactive workshops, role-specific bootcamps, and hands-on enablement activities. From day one, employees are introduced to Coupa's core values and how they shape our relationships with customers and partners. In their first week, employees complete the Coupa Colors self-assessment, gaining insights into their communication and working styles to foster more effective collaboration.

New employees can also join Coupa's Buddy Program, which pairs them with experienced team members to support a seamless transition. Additionally, all new employees participate in Coupa Kickstart, a four-session series designed to foster connections with fellow new hires while providing a structured introduction to the company and role-specific success metrics.

Learning Platforms

At Coupa, we empower employees to take charge of their professional growth through The Edge, our all-in-one learning platform. The Edge offers a wide range of resources, including online tutorials, instructor-led courses, and certification programs. In addition to hosting workshops, it provides opportunities for skill-building and career development. Employees also have access to industry-leading learning platforms such as LinkedIn Learning and Udemy Business, enabling continuous education and advancement.



12,312

hours of skills development training completed by employees



Manager Development Programs

Coupa's two-phase Manager Development Program equips managers with the skills to lead effectively through structured learning paths. It begins with Manager Essentials, an eight-week, self-paced program for individual contributors transitioning into management, featuring online courses, group check-ins, and mentorship through the Level-Up Mentor program. It then transitions into Manager Excellence, a ten-week curriculum incorporating workshops, hands-on exercises, and coaching to further strengthen leadership and business management skills.

To support continuous leadership growth, Coupa offers additional development opportunities for managers at all levels including:

- **Authentic Conversations: Effective Feedback for Managers** provides training on delivering clear, constructive, and actionable feedback to support team development and performance.
- **Resilience in the Face of Change** prepares managers to navigate change effectively, fostering adaptability and resilience across teams.
- **Ability Management Challenge** offers an interactive leadership simulation where managers practice real-world decision-making, coaching, and communication in a dynamic, team-based competition.

These programs ensure that Coupa managers are well-equipped to lead high-performing teams, foster engagement, and drive business success.

Leadership & Mentoring

Our talent strategy programs provide employees with robust opportunities to enhance their leadership skills and participate in mentoring relationships. They foster a culture of continuous growth, ensuring they are well-equipped to meet current and future challenges while advancing their careers within the organization. Our leadership development programs include:

- Our Next Level Leaders program, which cultivates the next generation of impactful leaders by giving employees the skills and business acumen that will help them navigate the complexities of our evolving business landscape.

Our mentoring and coaching programs benefit both mentors and mentees, developing leadership skills while providing tailored professional support. They include:

- The six-month BetterUp program, which offers employees an opportunity to engage with a skilled coach who helps them identify their strengths and set meaningful professional goals.
- The six-month LevelUp Mentoring program, which connects mentees with experienced leaders across the organization, who help them foster valuable relationships and build networks to drive their career success.



FY25 Accomplishments



642

managers completed a Manager Development program



901

coaching hours completed by employees

Health & Wellness

We continually evolve our programs and benefits to further our commitment to the physical, mental, and financial well-being of our workforce.

For our employees to bring their very best to the workplace, we must make sure that we are offering programs and benefits that support their comprehensive needs within and outside our offices. To achieve this, we continually evaluate and evolve our offerings, while also making sure we comply with all relevant laws and regulations.

Employee Benefits

Our Total Rewards program provides a host of benefits and programs across our global operations. In 2024, these included:

- **Flexible Workplaces:** We continue to uphold our remote-first mindset as we expand our global presence, with many roles around the world enabling employees to work hybrid or 100% remotely.
- **Health Insurance and social benefits:** We provide insurance and benefit options that support employees and their families, which may include health, life, accident, sickness, and disability insurance, in addition to Flexible Spending Accounts (FSAs) depending on the location.
- **Retirement:** We sponsor retirement programs with a corporate match or other country-specific retirement options, such as pension plans.

- **Vacation & PTO:** We offer competitive vacation and paid time off benefits to our global employees. In some countries we also offer CoupaFlex Days, birthdays off, and/or company-wide wellness days.
- **Family Support:** We help families prepare for changes in their lives with a parental leave policy.
- **Employee Assistance:** We provide access to top-rated emotional support clinicians, work-life solutions, legal guidance, and financial resources.
- **Education Assistance:** We support employees in furthering their education by teaming up with local providers and offering robust on-site development opportunities. We also offer monthly stipends toward student loans in some locations.

In 2024, we conducted an in-depth evaluation of the Total Rewards program to ensure our employee benefits were equitable and integrated across our global operations. This evaluation focused on compensation packages, global comparisons of benefits, parental leave policies, and PTO policies. This resulted in the following changes in 2025:

- Enhancements to benefits in several countries to create more consistency across global locations.
- Updated global parental leave policies, including offering fertility and family-building support in some locations.
- Updated global vacation and PTO policies to create a minimum global standard of 25 days off annually to ensure our employees have ample time to rest and recharge.



Well-Being Support

Looking after our physical and mental health is one of the most important things we can do for ourselves and the people around us. To help employees prioritize their well-being, we provide a free 24/7 Global Employee Assistance Program in most countries that offers access to counselling services, a crisis line for critical support, and multiple physical health perks including digital gym and cycle-to-work programs. Where available, we also offer subscriptions to Headspace, a mindfulness app. This holistic approach seamlessly integrates wellness into our organizational culture on a global scale.

Community

At Coupa, we recognize the power of collective action in driving meaningful change.

Coupa Cares

Coupa Cares drives global impact through volunteer service, donations, and community partnerships supporting environmental sustainability, community resilience, and more. Our Coupa Cares program creates opportunities for volunteerism and grantmaking to ensure our contributions create lasting impact. Additionally, we collaborate with our ERGs to develop service initiatives that align with their missions, further embedding purpose-driven engagement into our corporate culture.

Equal Air Project

Lower-income communities around the world are disproportionately impacted by air pollution and climate change-related extreme weather events. Embedded in our integrated sustainability strategy, our Equal Air Project works to address this inequity through actions such as:

Creating strategic partnerships with environmental organizations that provide underserved communities with clean energy and resources.

- Selecting carbon offset projects that directly support climate justice initiatives.
- Supporting nonprofits and social enterprises that work directly with communities in need through employee pro bono service and strategic volunteerism.

We are looking forward to expanding this project in 2025 by partnering with NationSwell to launch the [Equal Air Collaborative](#), which will bring together leaders across sectors to champion solutions that protect our natural resources, ensure safety across communities, and help build a thriving economy.



FY25 Accomplishments*



3,540

hours volunteered



19%

of employees participated in Coupa Cares programs



853

organizations supported

*These metrics represent Calendar Year 2024: Jan 1, 2024–Dec 31, 2024

Global Impact Week

In 2024, Coupa employees participated in our third annual Global Impact Week, supporting local organizations and initiatives in the communities where we operate worldwide. This event enabled employees, customers, and partners to participate together in impactful activities, highlighting our shared values and commitment to our culture of service and collaboration. Our 2024 projects included:

- Volunteering in Ireland at the [Dublin Society for Prevention of Cruelty to Animals](#) (DSPCA) to provide hands-on care for animals and making a meaningful difference in their lives.
- Participating in a cleanup of the Arakawa River in Tokyo, Japan to help restore the riverine habitat.
- Supporting local food banks in Bogotá, Atlanta, and New York to ensure families have access to nutritious meals.
- Teaming up with mentors from Salesforce and AWS and the nonprofit [SuitUp](#) in Ann Arbor and Foster City for two virtual and two in-person gatherings to help students develop essential interview skills.
- Hosting our Coupa Challenge, where 201 employees collectively ran over 1,730 miles and 55 employees cycled more than 1,800 miles to generate donations for [Guide Dogs for the Blind](#), [World Vision](#), and the [American Red Cross](#).

2024 Global Impact Week Highlights



38

Events



500+

Employees volunteered
1,270 hours



13

Countries



Earth Month

Each April, Earth Month is a powerful reminder of our responsibility to protect and restore the planet. We acknowledge this with hands-on initiatives that empower employees to take meaningful action for a more sustainable future. In 2024, our teams across the globe engaged in projects focused on reforestation, conservation, and waste reduction, including:

- Planting 250 trees at the Dunsay Estate in Ireland as part of the [Rewilding Europe](#) project.
- Planting 150 trees and leading educational sessions on the importance of trees in our global ecosystems in Bogota.
- Conducting a 12-kilometer waste cleanup in Ettenheim, Germany.

Charitable Giving

Our global giving strategy focuses on nonprofits that address health, environmental justice, and community resiliency. In 2024, direct and employee-match donations by Coupa supported the impactful work of [The Nature Conservancy](#), [Save the Children](#), [UNICEF USA](#), [World Central Kitchen](#), [Willing Hearts](#), and the [American Red Cross](#), among other organizations.



Employee Giving and Volunteering Benefits



40

hours of paid volunteer time off
given to employees annually



\$500

employee donation
match



\$10

donation to an employee-
selected nonprofit for each
hour they volunteer



\$25

new hire seed
donation deposit

Principles & Ethics

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Principles & Ethics: FY25 Key Highlights



19 patents

granted, 50% of patents co-invented by women



Implemented

a third-party risk screening tool



Externally

audited against 12 cybersecurity compliance frameworks

Our strong approach to governance ensures secure, equitable, and ethical business practices are upheld throughout our operations. We continually evaluate and adjust our approach to risk management and data security, while staying compliant with ever-changing regulations.

Risk Management

We constantly evolve our approach to risk management to remain effective and resilient in the face of emerging threats and increased regulation.

Our global Enterprise Risk Management (ERM) program enables us to identify, prioritize, manage, and monitor business risks across many dimensions including cybersecurity, climate change, regulatory, and financial risks.

In 2024, we conducted a top-down risk review with our executive leadership team, which led to a risk heat map and updated ERM strategy. This new strategy creates and maintains a consistent, collaborative, forward-looking risk management approach to elevate risk awareness across all levels of the organization and focus on our top risks. This enables us to:

- Support strategic initiatives
- Protect and increase market advantages and sales
- Allocate and prioritize spending and investments
- Utilize data to make key decisions
- Strengthen trust with our customers, business partners, and regulators

Over the coming year, we will adopt best practices that align with our updated ERM strategy and continue to scale our program to effectively identify and manage risks holistically across our global operations. We will also continue evolving robust product assurance and customer risk review processes, including improvements to product scorecards, which identify the risks and controls product managers should prioritize in the product road maps. In 2025, scorecard expansions will include adding standardized control requirements, automated reporting, and risk management capabilities.

Managing Artificial Intelligence

Generative AI is transforming the business landscape at an extraordinary pace, presenting both opportunities and risks to all businesses. To remain competitive, organizations must proactively integrate AI into their operations or risk being left behind. At Coupa, we view this disruption as a catalyst for innovation and a critical strategic focus area.

As we continue to innovate and scale AI capabilities, we are focused on ensuring our use of AI aligns with our organizational values, complies with regulatory requirements, and protects our data and customers. Our enterprise-wide AI & Data Usage Committee continually collaborates to develop a governance framework that supports innovation while upholding these essential priorities.

We have launched an AI Center of Excellence to educate and support employees on how to incorporate AI solutions across our business operations.

Protecting Intellectual Property

Our innovations empower our customers, partners, and suppliers with greater visibility, actionable insights, and effective solutions to manage their spend. To safeguard these assets, we proactively secure our intellectual property through patents, copyrights, trademarks, and domain name registrations across global jurisdictions. We also enforce strict confidentiality and proprietary rights agreements for employees, contractors, and third parties, and maintain rigorous controls over access to and distribution of our software and data.

In FY25, Coupa was granted 19 U.S. patents, increasing our total issued patents to 124 as of January. Additionally, 50% of our patents over the last year were invented or co-invented by women. These achievements reflect our commitment to building the most innovative platform on the market to help businesses with total spend management.

Ethics & Compliance

We have built our culture and business operations on a foundation of ethical conduct and full compliance with applicable laws and regulations.

Every Coupa employee is accountable for upholding our commitment to ethical and compliant behavior and business operations. This commitment is formalized in our [Code of Conduct](#), Employee Handbook, and [Global Anti-Corruption and Bribery Policy](#). All employees are required to review and agree to our Code of Conduct and receive certification upon completion to affirm their commitment. We also provide comprehensive annual training on anti-corruption and anti-bribery practices to all Coupa employees.

We expect the same ethical and compliance standards to be upheld across our global supply chain. In 2024, we updated our [Supplier Code of Conduct](#) to strengthen policies on human rights, prevention of modern slavery, law abidance, and anti-corruption practices. All suppliers must comply with this Code to maintain their partnership with us. Additionally, in 2024, we introduced a new risk screening tool in our third-party due diligence process, which supports our trade sanctions, export controls, and CFIUS compliance programs. This tool screens our suppliers, customers, and business partners for potential sanctions, law enforcement actions, and regulatory violations.

Our Compliance Hotline maintains our accountability and commitment to ethical business practices by enabling employees, customers, and suppliers to anonymously raise concerns about potential misconduct. We review all submissions carefully in accordance with established compliance standards to ensure thorough evaluation and appropriate action.

Human Rights

Coupa is dedicated to upholding human rights across our operations and supply chain, including ensuring basic human rights, freedom of association, safe and healthy work environments, rights to privacy, wages, and benefits, and the prevention of child labor and forced labor. We also expect all vendors and subcontractors to adhere to these standards, and our newly implemented risk screening tool helps us monitor compliance with regulatory requirements.

Coupa publishes an annual [Modern Slavery Statement](#) that outlines our commitment to continually monitor and manage our supply chain and operations to avoid human trafficking and other potential abuses. Our stance on Modern Slavery is also reflected in our [Code of Conduct](#) and [Supplier Code of Conduct](#). As a signatory of the United Nations Global Compact, the world's largest corporate sustainability initiative, we align with the Compact's Ten Principles, including protecting internationally proclaimed human rights.

In 2025, Coupa participated in the UN Global Compact's Human Rights Accelerator Program, a six-month program to help businesses take action on human and labor rights. The program allows businesses to collaborate on how to advance human rights across their operations, supply chains, and beyond. Businesses will dive into upcoming human rights regulations, review human rights due diligence processes, and create human rights working plans. Coupa plans to leverage program resources to drive tangible improvements and scale impact across our human rights efforts.



Data Responsibility

We safeguard the privacy of our company and customers to build trust and protect our business operations and success.

Our privacy and security architecture is built around mechanisms that proactively address data and cybersecurity threats as they emerge. This structure creates a privacy and security infrastructure that seamlessly protects customer data, prevents potential cyberattacks, and keeps our operations running smoothly.

Data Protection

Our industry depends on collecting and analyzing large quantities of data to garner insights into procurement, payments, and supply chain management. The Coupa Information Security Management System (ISMS) and the Privacy Information Management System (PIMS) protects the consumer and partner data processed on our platform, monitors and reports risks, and informs customers and other stakeholders about our approach to security and privacy. We also follow industry best practices and principles, including data anonymization, privacy and compliance by design, and data minimization.

In alignment with Asia-Pacific Economic Cooperation (APEC), Privacy Recognition Processors (PRP), and the ISO standards for PIMS and ISMS, we report progress annually.

Our Security Awareness and Training program ensures our employees understand emerging threats and current data protection protocols to maintain our high security standards. Every employee completes information security, privacy, phishing, and data protection training annually, and our third-party contractors go through a rigorous security

onboarding review. This security awareness and training program is supplemented with internal blogs and events and initiatives during Cybersecurity Awareness Month in October.

In 2024, we also continued to provide our Safe Data Handling training, which offers details on secure data sharing options and best practices, and to assess and harden our access controls and production access restrictions. These continued efforts strengthen our data protection and employee knowledge.

Cybersecurity Month

In October, employees participated in Cybersecurity Month activities focused on cyber compliance, AI governance, and phishing. Highlights included interactive quizzes, security news contests, a “Find the Bug” scavenger hunt, and blog posts on topics like scams, home office security, and incident management. Throughout the month, discussions continued in the #nomoresecrets Slack channel, where colleagues could share relevant articles and cybersecurity-related findings. The month concluded with a special session from a cybersecurity expert with over 20 years of experience, and we recognized our Cyber Champion for outstanding engagement on these topics.



User Privacy

With our global footprint, Coupa and our customers are subject to privacy laws across many jurisdictions. To ensure regulatory compliance for our customers and in our own operations, we have an ISO27701 and APEC PRP certified [Global Privacy Program](#) that is based on the following core principles:

- Support our customers' compliance efforts and reflect the international footprint of our customers' and our operations
- Align with trusted and tested data privacy and governance frameworks to ensure robustness of our privacy efforts
- Go beyond the legal obligations and meet the expectations of broader groups of stakeholders

Our Global Privacy Program aligns with the following laws and regulations:

- EU General Data Protection Regulation (GDPR)
- California Consumer Privacy Act (CCPA) and the California Privacy Rights Act (CPRA)
- Health Insurance Portability and Accountability Act (HIPAA)
- Federal Risk and Authorization Management Program (FedRAMP)
- Virginia Consumer Data Protection Act (VCDPA)
- Colorado Privacy Act (CPA)

- Utah Consumer Privacy Act (UCPA)
- Connecticut Data Privacy Act (CTDPA)
- Canada's Personal Information Protection and Electronic Documents Act (PIPEDA)
- Privacy laws in the United Kingdom, South Africa, India, China, Singapore, Japan, Australia, Mexico, Colombia, and Brazil

We monitor regulatory developments in data privacy and adjust our Global Privacy Program accordingly to reflect new laws and regulations that impact us or our customers. Our formal design review before every major software release includes a privacy review to ensure the product complies with the principles of privacy by design and privacy by default.



Certification Programs

To protect data, provide reliable services, and manage data privacy, Coupa maintains a robust third-party audit program and internal audit schedule for all products. Over the last decade, we have expanded our audit program to 21 audits across 13 product offerings in 2024, increasing visibility and trust in our products. Coupa maintains certifications for the following frameworks:

- | | | |
|------------|----------------|------------|
| • ISO27001 | • HIPAA/HITECH | • FedRAMP |
| • ISO27701 | • ITAR | • APEC PRP |
| • SOC1 | • PCI | • SWIFT |
| • SOC2 | • TISAX | • C5 |

Secure Cloud Operations & Infrastructure

We take our responsibility for the security of our platform seriously. Our responsibility begins with identifying the right Infrastructure as a Service (IaaS) providers, as they are responsible for physical security, network security, and stored data. During our annual supplier review process, we require providers to complete compliance certification programs, which allow us to validate their security controls.

We also ensure tight security within our operating system with the Identity and Access Management (IAM) program, which ensures secure and efficient management of user identities, minimizes access points to our production servers, and disables or removes unnecessary users, open ports, and processes. Our employees do not have direct access to production equipment, databases, or customer data, except when needed for system management, maintenance, or backup.

In 2024, we procured SailPoint lifecycle management solution for identity and access management to streamline and automate access reviews. In 2025, we plan to create a dedicated team focused on further refining access management, strengthening our security measures to ensure trusted users only have access to what they need.

Secure Software Development & Coding

The Coupa Secure Software Development Lifecycle (SSDLC) ensures Coupa code is free of known security vulnerabilities that could expose customer data, enabling customers to enjoy the highest standards of quality, security, and innovation during product use. The SSDLC process:

- Supports best business practices and industry standards throughout the entire software lifecycle, such as the Open Web Application Security Project and design and peer reviews for all features and functional changes, including security sign-off.
- Uses a software version management mechanism to govern the use of software and tools in the development process.
- Includes extensive code testing and analysis using Static Application Security Testing, Software Composition Analysis, and Static Authenticator Scanning.
- Leverages dynamic code analysis for all deployed code changes using a vulnerability scanner to review code in our software development pipeline.

Security is a major focus in each step of our development process—design, develop, test, and release—and we continuously develop and deliver new features and bug fixes across the platform. Additionally, during the Quality Assurance (QA) certification process, manual and/or automated checks are validated to certify code changes and manual penetration testing is completed by an internal team and a third party.



Appendix

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ESG METRICS

Focus Area	Metric	FY25
Platform Innovation	Cumulative Spend Data	\$8T+ trillion*
	Buyers and Suppliers on Coupa's platform	10M+
	New features and AI innovations launched	100+
Planet	Scope 1 Emissions	288 MT CO ₂ e
	Scope 2 Emissions (market-based)	0 MT CO ₂ e
	Scope 2 Emissions (location-based)	1,220 MT CO ₂ e
	Scope 3 Emissions—Purchased Goods & Services	16,983 MT CO ₂ e
	Scope 3 Emissions—Capital Goods	144 MT CO ₂ e
	Scope 3 Emissions—Fuel & Energy Related Activities	433 MT CO ₂ e
	Scope 3 Emissions—Waste Generated in Operations	82 MT CO ₂ e
	Scope 3 Emissions—Business Travel ¹	12,719 MT CO ₂ e
	Scope 3 Emissions—Employee Commuting ²	838 MT CO ₂ e
	Scope 3 Emissions—Upstream Leased Assets	61 MT CO ₂ e
	Scope 3 Emissions intensity per million USD value added	52.3
	Total Scope 3 Emissions	31,270 MT CO ₂ e
	Total Electricity Consumption	2,770 MWh
	% of Renewable Electricity	100%
	Total Energy Consumption	3,791 MWh
	% of Renewable Energy	73%

Focus Area	Metric	FY25
People	Global Workforce Gender	Female 31% Male 69%
	U.S. Race/Ethnicity Breakdown:	
	American Indian or Alaska Native	0.3%
	Asian	25%
	Black	4%
	Hispanic/Latinx	5%
	Native Hawaiian or Other Pacific Islander	0.3%
	Two or More Races	3%
	White	61%
	Did not disclose	1%
Community	Total Volunteer Hours ³	3,540 hours
	Total Donations made by Coupa Cares and Coupa Employees ³	\$225,000
	Total % of Employee Participation in Coupa Cares programs ³	19%
	Total Spend with Diverse Suppliers (Coupa Direct Spend)	\$10.7 million
	% of Suppliers Certified as Diverse (Coupa Direct Spend)	5%
Principles & Ethics	# of US Patents Granted to Coupa	19

* As of August 2025

¹ Hotel stays are deemed optional emissions by the GHG Protocol and not included in this total. Hotel stays were 1,116 Mt CO₂e in FY25.

² Homeworking emissions are deemed optional emissions by the GHG Protocol and not included in this total. Homeworking emissions were 1,380 Mt CO₂e in FY25.

³ These metrics reflect Calendar Year 2024: January 1, 2024–December 31, 2024

SASB—SOFTWARE & IT SERVICES

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Accounting Metric	Code	FY25 Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Pages 22, 24–25
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Our facilities are leased and information on water usage is currently not available from our lease providers. Page 28 outlines initiatives being conducted to reduce water usage.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Page 26
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Pages 47–49
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	As a private company, this is confidential information and cannot be reported publicly in this year's report.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Pages 45, 47–49

SASB—SOFTWARE & IT SERVICES (continued)

Sustainability Disclosure Topics & Metrics			
Topic	Accounting Metric	Code	FY25 Response
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore ⁴	TC-SI-330a.1	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	Employee engagement as a percentage	TC-SI-330a.2	Page 30
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Page 33
Intellectual Property Protection & Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	As a private company, this is confidential information and cannot be reported publicly in this year's report.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Pages 45, 47-49

Activity Metrics		
Activity Metric	Code	FY25 Response
(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	100% of our software subscriptions are cloud-based. As a private company, the number of subscriptions is confidential information and cannot be reported publicly in this year's report.
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	We utilize AWS and Microsoft data centers.
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	We utilize AWS and Microsoft data centers.

GRI INDEX

This report has been prepared with reference to the GRI Standards (2021). The content index below specifies the GRI disclosures that have been reported (or the reason for their omission) and where the related information can be found. The disclosures reported reflect Coupa’s material topics as determined through our materiality assessment.

General Disclosures		
	GRI Standard	FY25 Response
GRI 2: General Disclosures 2021	2-1 Organization details	Coupa Software Incorporated: 950 Tower Lane, 20th Floor, Foster City, CA 94404, USA
	2-2 Entities included in the organization’s sustainability reporting	This report includes Coupa Software Incorporated
	2-3 Reporting period, frequency, and contact point	Pages 1, 59
	2-4 Restatements of information	No restatements were made
	2-5 External assurance	Third party limited assurance on environmental data was performed. See pages 59-62
	2-6 Activities, value chain, and other business relationships	Pages 5-9
	2-7 Employees	Pages 5, 33
	2-8 Workers who are not employees	We choose not to disclose this information.
	2-9 Governance structure and composition	Page 8
	2-10 Nomination and selection of the highest governance body	As a private company, this is confidential information and cannot be reported publicly in this year’s report.
	2-11 Chair of the highest governance body	As a private company, this is confidential information and cannot be reported publicly in this year’s report.
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 8
	2-13 Delegation of responsibility for managing impacts	Page 8
	2-14 Role of the highest governance body in sustainability reporting	Page 8
	2-15 Conflicts of interest	No conflicts or interest occurred in FY25.
	2-16 Communication of critical concerns	Page 46

GRI INDEX (continued)

General Disclosures		
	GRI Standard	FY25 Response
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	2-18 Evaluation of the performance of the highest governance body	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	2-19 Remuneration policies	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	2-20 Process to determine remuneration	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	2-21 Annual total compensation ratio	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	2-22 Statement on sustainable development strategy	Page 2
	2-23 Policy commitments	Page 46
	2-24 Embedding policy commitments	Pages 8, 46
	2-25 Processes to remediate negative impacts	Page 46
	2-26 Mechanisms for seeking advice and raising concerns	Page 46
	2-27 Compliance with laws and regulations	Page 46
	2-28 Membership associations	Page 9
	2-29 Approach to stakeholder engagement	Pages 7-9, 28
	2-30 Collective bargaining agreements	We have and/or allow for collective bargaining agreements per local laws.

GRI INDEX (continued)

GRI Standard		FY25 Response
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 7
	3-2 List of material topics	Page 7
Customer Privacy (Coupa Material Topic: Data Responsibility)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 47-49
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	As a private company, this is confidential information and cannot be reported publicly in this year's report.
Customer Privacy (Coupa Material Topic: User Privacy)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 47-49
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	As a private company, this is confidential information and cannot be reported publicly in this year's report.

GRI INDEX (continued)

GRI Standard		FY25 Response
Economic Performance (Coupa Material Topic: Total Spend Management)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 11-18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	201-2 Financial implications and other risks and opportunities due to climate change	Page 21
	201-3 Defined benefit plan obligations and other retirement plans	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	201-4 Financial assistance received from government	As a private company, this is confidential information and cannot be reported publicly in this year's report.
Employment (Coupa Material Topic: Talent & Culture)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 30-42
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 33
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	As a private company, this is confidential information and cannot be reported publicly in this year's report.
	401-3 Parental leave	Page 39
Training and Education (Coupa Material Topic: Talent & Culture)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 37-38
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Pages 37-38
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 37-38
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of employees are eligible to receive performance reviews annually based on hire date

GRI INDEX (continued)

GRI Standard		FY25 Response
Diversity and Equal Opportunity (Coupa Material Topic: Inclusion & Belonging)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 33-36
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 33
	405-2 Ratio of basic salary and remuneration of women to men	As a private company, this is confidential information and cannot be reported publicly in this year's report.
Non-discrimination (Coupa Material Topic: Inclusion & Belonging)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 33-34
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	As a private company, this is confidential information and cannot be reported publicly in this year's report.
Security Practices (Coupa Material Topic: Risk Management)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 45-49
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	page 46



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS AND ENERGY

To: The Stakeholders of Coupa Software Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions and energy reported by Coupa Software Inc. (Coupa) for the period stated below. This verification declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions and energy is the sole responsibility of Coupa. Coupa is responsible for the preparation and fair presentation of the GHG emissions and energy statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions and energy reported and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions and energy statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions and energy covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄, HFCs

FY25 GHG Emissions Statement:

- **Scope 1:** 288 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 1,220 metric tons of CO₂ equivalent

- **Scope 2 (Market-Based):** 0 metric tons of CO₂ equivalent

- **Scope 3:**

Purchased Goods & Services (Location-Based): 20,095 metric tons of CO₂ equivalent

Purchased Goods & Services (Market-Based): 16,983 metric tons of CO₂ equivalent

Capital Goods: 144 metric tons of CO₂ equivalent

Fuel- and Energy-Related Activities: 443 metric tons of CO₂ equivalent

Waste Generated in Operations: 82 metric tons of CO₂ equivalent

Business Travel (total): 13,835 metric tons of CO₂ equivalent

Business Travel – Hotel Stay: 1,116 metric tons of CO₂ equivalent

Business Travel (excluding Hotel Stay): 12,719 metric tons of CO₂ equivalent

Employee Commuting (total): 2,218 metric tons of CO₂ equivalent

Employee Commuting – Homeworking: 1,380 metric tons of CO₂ equivalent

Employee Commuting (excluding Homeworking): 838 metric tons of CO₂ equivalent

Upstream Leased Assets: 61 metric tons of CO₂ equivalent

FY25 Energy Statement:

Electricity (100% renewable): 2,770 megawatt-hours

Natural Gas: 1,021 megawatt-hours

Total Energy Consumption: 3,791 megawatt-hours

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement and energy statement were historical in nature, but in some cases were estimated.

Data and information supporting the Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.



Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2024
- IPCC-WG1, Chapter 7: Chapter 7: The Earth's Energy Budget, Climate Feedbacks, and Climate Sensitivity
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
- Australia National Greenhouse Accounts Factors July 2024
- Australian Government, National Greenhouse Accounts Factors, August 2023
- Green-e Residual Mix Emissions Rates (2021 Data), 2023
- Association of Issuing Bodies (AIB) European Residual Mixes, June 4, 2024
- Supply Chain Greenhouse Gas Emission Factors v1.3, July 10, 2024
- Ecoinvent 3.10
- CDP Supply Chain Scope 3 Report (2022 – 2024 releases)
- Scope 3 methodologies and emission factors in the Watershed platform

Period covered by GHG emissions and energy verification:

- February 1, 2024 to January 31, 2025 (FY25)

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements
- Energy consumption was also verified using the principles and requirements of ISO 14064-3 as part of the verification process.

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators.



GHG Emissions and Energy Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Coupa and their consultant;
- Review of documentary evidence produced by Coupa;
- Review of Coupa data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions and energy;
- Review of data and methodology for tracking purchases, certification and retirement of RECs and GOs; and
- Audit of sample of data used by Coupa to determine GHG emissions and energy.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions and energy statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions and energy data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (**Scope 1 and 2**), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (**Scope 3**).

It is our opinion that Coupa has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions and energy for the stated period and boundaries.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Coupa, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Mary E. Armstrong-Friberg, Lead Verifier
ESG – Senior Program Manager
Apex Companies, LLC
Cleveland, Ohio

Megan O'Neil, Technical Reviewer
ESG – Program Manager
Apex Companies, LLC
Atlanta, Georgia

August 20, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to Coupa Software Inc. and is solely for the benefit of Coupa Software Inc. in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

Disclosures

This report contains forward-looking statements that involve risks and uncertainties. These statements include our environmental, social, and governance (ESG) goals, commitments, and plans. We use words like “aim,” “expect,” “goal,” “plan,” “target,” and “will” to identify these statements.

These forward-looking statements are based on our current assumptions and beliefs and are not guarantees of future performance. Our actual results may differ materially from those expressed or implied in these statements. Factors that could cause or contribute to such differences include, but are not limited to: the evolution of ESG reporting standards and regulations; our ability to successfully implement our strategic initiatives; the availability of new technologies; challenges in accurately measuring and reporting ESG data; and changing economic and business conditions.

The information in this report is as of the date of its publication. We do not undertake any obligation to update or revise any forward-looking statements to reflect future events or circumstances.

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