Greenhouse Gas Inventory Report

KnowBe4 2025 GHG Inventory Report

Executive Summary

This Greenhouse Gas (GHG) Inventory documents KnowBe4's environmental impact for the 2025 reporting year (January 1, 2025 to December 31, 2025), measured in tonnes of carbon dioxide equivalent (tCO2e). The report establishes a consistent methodology for measuring and documenting KnowBe4's firm-wide GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Methodology

The Sustainability Department compiled this inventory with support from Human Resources, Facilities Management, Finance, Accounting, Procurement, and IT teams. Emissions are reported using the market-based approach for Scope 2 emissions. The process involved collecting and examining documentation, testimony, and data from internal and external sources, with verification of data completeness and accuracy.

Measurement was completed using external software to collect, calculate, and report on consumption and emission data across relevant business sites. As part of the GHG emissions calculation, the software applied relevant emissions factors from international standards.

Scope 1 and Scope 2 GHG emissions have been prepared in accordance with the World Resources Institute / World Business Council for Sustainable Development's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition and the GHG Protocol Scope 2 Guidance (collectively referred to as the "GHG Protocol").

Scope 3 GHG emissions have been prepared with reference to the Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard.

Greenhouse Gases Included in the Inventory

Emissions disclosed in the greenhouse gases: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and hydrofluorocarbons (HFCs).

Other greenhouse gases, including nitrogen trifluoride (NF3), perfluorocarbons (PFCs), and sulfur hexafluoride (SF6) are not included as they are not material to our operational boundaries. Enterprise software companies do not typically emit material quantities of these gases.

All emissions are converted to carbon dioxide equivalents (CO2e) for reporting purposes.

Organizational Boundary

KnowBe4 used the operational control approach to set organizational boundaries and consolidate GHG emissions, meaning we account for emissions from operations over which we have full authority to introduce and implement operating policies. KnowBe4 presents emissions from activities within our value chain, but outside of our operational control, under Scope 3 emissions.

This 2025 inventory includes all KnowBe4 operations under our operational control approach, as defined by the GHG Protocol Corporate Standard.

Operational Boundary

Scope 1 emissions are direct emissions from the combustion of fuel from sources inside the organizational boundary and include leaked emissions from refrigerant gases.

Scope 2 emissions are indirect emissions from the generation of acquired and consumed electricity, steam/heat, or chilled water occurring at sources outside of the organizational boundary resulting from activities from sources inside the organizational boundary. These include purchased electricity, steam, heat, and cooling.

Scope 3 emissions are other indirect emissions from sources outside the organizational boundary resulting from activities in KnowBe4's value chain. These include: Category 1 (purchased goods and services - cloud data center services), Category 3 (fuel and energy-related activities - transmission and distribution loss), Category 6 (business travel - air, rail, road, and hotel services), Category 7 (employee commuting - remote work and office commuting), Category 8 (upstream leased assets). These categories represent the most significant sources of our Scope 3 emissions based on our current assessment.

Use of Estimates and Measurement Uncertainties

The preparation of the GHG Emissions Inventory requires management to make estimates and assumptions that affect the amounts reported. Emissions data presented are subject to measurement uncertainties due to limitations inherent in data collection methods.

Different acceptable measurement techniques can result in materially different measurements, and their precision may vary. KnowBe4 bases its estimates and methodologies on historical experience, available information, and other assumptions believed to be reasonable.

Certain emissions data rely on information provided by the suppliers, participants in our value chain, and other third parties. While these sources are believed to be reliable, the suitability, design, and effectiveness of the third-party systems and associated controls over data accuracy and completeness have not been independently assessed. KnowBe4 has ongoing efforts to improve data quality and reduce uncertainties.

2025 GHG Emissions Summary

The following table presents KnowBe4's 2025 GHG emissions by scope as measured and reported in this inventory.

Scope	Source	2025 Emissions tCO2e[1]	Details
Scope 1	Refrigerants, stationary & mobile combustion	97	Estimated based on site characteristics
Scope 2	Purchased electricity	139	Facilities (market-based approach)
Scope 3	Employee commuting (including remote work), Business travel, Purchased goods and services (cloud data centers), Fuel & energy related activities, Upstream leased assets	5,093	
Scope 1+2 Total		**236**	
Scope 1+2+3 Total		**5,328**	

[1] 2025 emissions reflect AWS activity-based data (v3.0.1). An earlier version of this inventory used v3.0.0 (5,303 tCO2e); the update increased total emissions by 25 tCO2e (0.5%). 2024 comparison figures use the same AWS version.

Totals are calculated from unrounded values and may not equal the sum of rounded figures.

2025 GHG Emissions by Scope and Category

The following table presents KnowBe4's 2025 GHG emissions totals by scope and category as measured and reported in this inventory.

Scope	Source	2025 Emissions tCO2e[1]	Details
Scope 1	Refrigerants	96	Estimated based on site characteristics
	Stationary & mobile combustion	1	Estimated based on fuel spend data
Scope 2	Purchased electricity	139*	Facilities (market-based approach)
Scope 3	Employee commuting	2,070	Office commute & remote work
	Business travel	2,446	Flights, rental cars, hotels, etc
	Purchased goods and services	427	Cloud data centers
	Fuel & energy related activities	103	Electricity transmission & distribution
	Upstream leased assets	47	Office leases
Scope 1+2 Total		**236**	
Scope 1+2+3 Total		**5,328**	

*Scope 2 emissions calculated using market-based methodology per GHG Protocol Scope 2 Guidance, incorporating renewable energy purchases including RECs and green energy contracts.

[1] 2025 emissions reflect AWS activity-based data (v3.0.1). An earlier version of this inventory used v3.0.0 (5,303 tCO2e); the update increased total emissions by 25 tCO2e (0.5%). 2024 comparison figures use the same AWS version.

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2025 GHG Emissions Distribution by Scope

The following pie chart illustrates KnowBe4's 2025 GHG emissions distribution by scope as reported in this inventory.

