

# Perceptyx Sustainability Statement

Perceptyx is a remote-first company with a workforce of approximately 300 people. We recognize that our operational model inherently minimizes our environmental impact. Still, we are committed to actively reducing and maintaining a low carbon footprint through intentional choices in our digital practices, physical presence, and partnerships.

## Our Remote-First Approach & Digital Footprint

Our remote-first model is the foundation of our sustainable operation. We run a completely digital workflow, which virtually eliminates the need for printing and minimizes physical mail. To keep our digital footprint light and responsible, we:

- **Choose Sustainable Cloud Partners:** We prioritize cloud providers, such as AWS and Google Cloud, that have ambitious sustainability goals and are actively working toward carbon-free energy.
- **Optimize for Efficiency:** We continuously optimize our website and internal tools for energy efficiency to reduce overall data load.
- **Promote Sustainable Culture:** Our policies encourage lower energy usage; for example, we do not require cameras to be on during virtual meetings and offer flexible work hours, which helps to spread electricity and data demand outside of peak usage times.

## Minimizing Our Physical and Travel Footprint

We have taken deliberate steps to reduce the environmental impact of our physical infrastructure and business travel.

- **Reduced Physical Presence:** By consolidating our onsite operations from three offices down to one, we have significantly improved our energy efficiency and further lowered our corporate carbon footprint.
- **Virtual First for Business:** We prioritize virtual team and operational meetings. Our employees are not required to travel for onsite training, which drastically minimizes travel-related fossil fuel use.
- **Conscious Offsite Choices:** When participating in trade shows and other offsite gatherings, we actively seek out venues that uphold high eco-friendly standards.

## Eco-Friendly Equipment

We empower our employees to work sustainably by providing environmentally friendly and energy-efficient equipment.

- New employees choose between a MacBook Pro or a Dell Latitude 5000 series laptop and receive an Energy Star certified Samsung CF398 series monitor.
- All retired Apple computers are recycled through Apple's official recycling program.

## Sustainable Partnerships

We believe our partners should share our commitment to a minimal carbon footprint and a sustainable future.

- **Amazon Web Services (AWS):** As a key partner, AWS utilizes world-class sustainable technology. Their data centers are designed for optimal energy and water use, achieving a Power Usage Effectiveness (PUE) rating as low as 1.08.
- **Snowflake:** Snowflake promotes sustainable commute options by targeting office locations near public transportation. Their efforts include using LEED-certified offices, implementing recycling and composting programs, utilizing energy-efficient appliances, and offering plastic-free food and beverage options.
- **Additional Vendors:** We prioritize working with vendors who align with our sustainability goals. A full list of our sub-processors and the services they provide is available on our Trust Center.

Perceptyx is proud of maintaining a minimal carbon footprint in our day-to-day operations. We are dedicated to providing our employees with the tools and flexibility to make eco-friendly choices while continuing to partner with vendors that share our vision for a sustainable future.