

Sustainable Remote Workforce Plan

Perceptyx employs a remote-first workforce of about 300 people. As such, we believe we have minimal environmental impact and take certain steps to reduce and maintain a low carbon footprint. Below are the efforts that Perceptyx makes internally and with its partners to promote an environmentally friendly workplace.

1. Digital Sustainability

Perceptyx will endeavor to use eco-friendly cloud providers (e.g. AWS with sustainability goals, Google Cloud with carbon-free energy), as well as optimize its website and internal tools for energy efficiency, reducing data load. Perceptyx maintains a completely digital workflow, eliminating the need for employees to print documents. Email is used instead of physical mail as much as possible.

2. Sustainable Culture & Policies

Perceptyx does not require cameras to be turned on during calls, and offers flexible work hours, reducing electricity and data usage during peak hours.

3. Reduction of Physical Footprint

Perceptyx has reduced its onsite operations from three offices to one. This reduction has improved Perceptyx's energy efficiency and further reduced its carbon footprint.

4. Business Travel & Offsites

Perceptyx holds virtual team and operational meetings. Employees are not required to travel for onsite training, minimizing travel related fossil fuel usage. When participating in offsite trade shows, Perceptyx seeks out venues with eco-friendly standards when possible.

5. Eco-friendly Equipment

Perceptyx provides its employees with environmentally friendly, energy-efficient workstations. New employees select either a MacBook Pro or Dell Latitude 5000 series laptop, and receive an Energy Star certified Samsung CF398 series monitor. Apple computers are recycled through Apple's recycling program. Additional information can be reviewed via the following links:

[Apple's Environmental Commitment](#)
[MacBook Pro Environmental Report](#)
[Dell Latitude Energy Star Certificate](#)
[Dell Latitude Sustainability](#)
[Samsung CF398 Information](#)
[Apple Recycling Program](#)

6. Partnership with AWS

In partnering with Amazon Web Services, Perceptyx utilizes world class sustainable technology from a global organization to maintain a minimal carbon footprint. AWS data centers are designed to achieve the optimal balance of energy and water use. Recently

constructed data centers are projected to provide 12% more computing power while improving availability and efficiency and power usage effectiveness (PUE) rating to 1.08.

In 2024, AWS scored in the top 15% of the data processing, hosting and related activities industry, earning an overall score of 73, placing it in the 93rd percentile. AWS scored above the industry average across all categories including Environment, Sustainable Procurement, Labor & Human Rights and Ethics.

Amazon has further committed to reach net-zero carbon by 2040 through two renewable energy commitments: (1) match 100% of the electricity consumed by its global operations with renewable energy by 2025, and (2) invest in wind and solar capacity equal to the energy used by active Amazon devices worldwide by the end of 2025.

Additional information regarding AWS sustainability reports can be found [here](#).

7. Partnership with Snowflake

Snowflake targets office locations accessible by public transportation to promote sustainable commute options. Many of its offices are LEED certified, have recycling and composting programs, energy efficient appliances, or water saving fixtures.

In offices where it is possible, Snowflake has food waste reduction programs, such as donating edible food to local organizations in need. Snowflake provides plastic-free packaging food and beverage options in its offices. Finally, Snowflake reduces business travel by scheduling virtual meetings and events.

Additional information regarding Snowflake's sustainability goals can be viewed [here](#).

8. Additional Vendors

Perceptyx prioritizes working with vendors that share its sustainability goals. Below is a list of vendors that Perceptyx engages as sub-processors, as well as the services they provide.

Company Name	Services Provided	Location
Amazon Web Services, Inc.	Cloud compute servers and storage	USA
Call Experts, LLC	Customer support	USA
DataDog, Inc.	Infrastructure monitoring	USA

Google LLC	Incidental account administration	USA
Freshworks Inc.	Customer support	USA
Microsoft Corporation	Cloud compute servers and storage, and/or language translation of comments	USA
Mixpanel, Inc.	Analytics	USA
OKTA, Inc. (IaaS)	IDP MFA SSO SAML provider	USA
OpenAI, LLC	AI capabilities, including generative AI	USA
Responsive Translation Services (Clark Media Corp)	Language translation of survey questions	USA
Slack, Inc.	Incidental account administration	USA
Snowflake, Inc.	Data warehouse	USA
Splunk, Inc.	Security monitoring, logging and analytics	USA
Textline, Inc.	Customer support	USA
Twilio, Inc.	Text messages for launching surveys	USA

Perceptyx prides itself on maintaining a minimal carbon footprint in its day-to-day operations. We will continue to provide our employees with eco-friendly and sustainable tools and flexibility to empower them to make eco-friendly choices while working remotely. Perceptyx will continue to partner with vendors that prioritize sustainability and seek out eco-friendly options for any in person gatherings to achieve our sustainability goals.