**apexanalytix**

# 2025
# Environmental, Social and Governance Report

**Enterprise Risk Resolution**

Innovating, Together, For a Better Future

www.apexanalytix.com

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# Executive Summary

Driven by a purpose to positively impact the lives and careers of our associates, customers and partners, apexanalytix is dedicated to integrating Environmental, Social and Governance (ESG) principles into its core business strategies and daily operations. This maiden ESG report reflects our commitment to transparency and continuous improvement: we will extend our reporting boundary, establish measurable targets on key material topics, and expand the scope of our disclosures in subsequent editions.

The 2025 ESG report highlights our progress in the sustainability efforts—including a reduction in greenhouse gas (GHG) emissions, enhanced data security and governance, and contributions to community development—of our U.S. operations throughout the company's fiscal year, which runs from January 1 to December 31.

As the world's leading provider of supplier onboarding, risk management and recovery solutions, apexanalytix continues to push for sustainable growth, inclusive business practices, and responsible environmental stewardship. We are unified in the belief that we can create a better future for our associates, our clients, our partners, and the world through our evolving ESG initiatives.

## The 2025 ESG report highlights our progress in the sustainability efforts

**$9T**
Spend protected annually

**$8B**
Overpayments prevented or recovered annually

**250M+**
Supplier golden records, scored for accuracy, apportunity and age

**1K**
Integrated external validation & enrichment data sources

**8.5M**
Suppliers Managed

**320K+**
Global best-in-class business rules, out of the box

**35**
Years of continuous innovation and profitable growth

**98%**
Of global trade languages covered

# About apexanalytix

apexanalytix is a global leader in Enterprise Risk Resolution, combining deep auditing expertise with cutting-edge technology. More than 300 of the world's largest companies, including Toyota, Starbucks and Kimberly-Clark, trust us and our solutions to resolve enterprise risk by preventing overpayments, detecting fraud, and addressing risks related to procure-to-pay, suppliers, sustainability and cybersecurity. Our recovery audits, the broadest suite of offerings in the industry, ensure that organizations can maintain operational efficiency while safeguarding against financial and regulatory vulnerabilities. By delivering innovative solutions using an AI implementation behind our proprietary firewall, apexanalytix securely empowers businesses to optimize supplier relationships, reduce risk, and enhance overall compliance across their supply chains.

Our culture is rooted in the values of performance, respect, candor, and fun, fostering an environment where professionals are empowered to innovate, collaborate, and deliver impactful solutions to our clients. This culture of openness and creativity drives our team to push the boundaries of what's possible, ensuring that we stay ahead of industry trends and challenges. We believe in the power of freedom and innovation, which allows us to not only solve complex problems but also positively impact the lives and careers of our associates, customers, and partners. At apexanalytix, we strive to create long-term value, promote sustainable business practices, and contribute to the greater good of the communities we serve.

# Introduction from Executive Leadership Team

Here at apexanalytix, we are honored and humbled to operate in a global, interconnected, diverse and ever-changing world. We work to create a future where there is freedom from software tyrants that dictate solutions, a future where the world's buyers can build trust and innovate within their global supply chain process, without constraints. We do that in a way that values our people, our environment, our clients, the suppliers who interact with our solutions and every stakeholder in our company.

Our inaugural ESG report embodies our 'Why'—to positively impact the lives and careers of our associates, customers, and partners. Our goals and materiality assessments are reflections of this purpose. This report is aligned with our mission to develop and deliver solutions that protect and optimize the P2P processes of the world's largest companies, our vision to foster lifelong relationships through our people, culture, and solutions, and our commitment to continuous improvement across all aspects of our business and community.

The 2025 ESG report highlights three key areas of materiality: environmental impact reduction, people empowerment, and governance responsibility. These initiatives are integral to our corporate culture and will remain our focus as we expand our operations and materiality assessments, continuously demonstrating our progress through data.

As a leading ESG technology enabler, we have developed an advanced supplier management framework that empowers our clients to uphold sustainable and responsible supply chains. Our technology solutions facilitate the monitoring and enforcement of compliance with ESG standards, including carbon emissions, labor practices, and supplier diversity. This ensures that our clients can effectively manage their supply chains in alignment with their sustainability objectives.

Our commitment extends to minimizing our environmental impact and progressing toward net-zero emissions through improved energy efficiency and GHG emissions reductions. Internally, we foster a workplace that drives innovation and upholds the highest standards of ethical behavior, actively engaging in community support and philanthropy.

Steve Yurko

Chief Executive Officer

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# Enabling the Global Supply Chain

Because we innovate and deliver solutions for ultimate supplier management, apexanalytix enables global supply chains to be more resilient and capable of advancing their own ESG initiatives.

**1. Sustainable Procurement:** Our procurement analytics and audit services help clients optimize their procurement processes, reduce waste, and ensure compliance with sustainability standards. This enables clients to make more informed purchasing decisions that align with their ESG goals.

**2. Risk Management:** Risk management solutions help clients identify and mitigate potential risks, including those related to ESG factors such as supply chain disruptions, regulatory non-compliance, and reputational damage.

**3. Compliance and Regulatory Management:** Compliance and regulatory management capabilities enable clients to stay up to date with changing ESG regulations and standards, reducing the risk of non-compliance and associated penalties.

**4. Data Analytics and Insights:** Our data analytics and insights help clients measure and track their ESG performance, identify areas for improvement, and make data-driven decisions to drive positive change.

**5. Supply Chain Transparency:** apexanalytix supplier management software provides clients with visibility into their supply chains, enabling them to identify potential ESG risks and opportunities for improvement, such as labor practices, environmental impact, and equal opportunity and inclusion.

**6. Stakeholder Engagement:** Clients use our solutions to facilitate stakeholder engagement and communication, enabling them to report on their ESG performance and progress towards their sustainability goals.

**7. ESG Reporting and Disclosure:** Our solutions support clients in their ESG reporting and disclosure efforts, helping them to provide accurate and transparent information to stakeholders.

Integral to our portfolio of Enterprise Risk Resolution solutions, apexanalytix helps companies meet their ESG and climate objectives through a suite of software solutions that include a front-end data management platform and artificial intelligence (AI) powered supply chain analytics that combine to offer customers one of the most comprehensive products currently available on the market. The Company's data-powered cloud platform provides the rigorous ESG risk and climate data necessary for companies to effectively measure their climate footprint; meet Scope 1, Scope 2, and Scope 3 reporting requirements; and comply with international regulations and other leading ESG reporting frameworks.

"When it comes to sustainability, requirements and objectives can vary widely from company to company," said Danny Thompson, Chief Product Officer at apexanalytix. "We are committed to giving our clients the power and flexibility to meet their business objectives and helping them manage the ESG footprint of both their operations and supply chain."

# Our ESG Goals

In this, the first apexanalytix ESG report, our strategy is built on four fundamental goals: reducing our carbon footprint, fostering equal opportunity, maintaining strong corporate governance and supporting the community. Additional operating areas and goals will be added as our ESG efforts evolve in the coming years.

### Decarbonization

We are constantly working to reduce our carbon footprint by improving energy efficiency and minimizing GHG emissions. When we contribute to decarbonization, we help limit global warming, improve air quality, enhance energy security, protect biodiversity and human health, and drive innovation and growth for the clean sector.

### Fostering Equal Opportunity

We work to create a respectful workplace that benefits our associates, our organization and our society. We know that a diverse workplace increases job satisfaction, promotes better decision-making through varied perspectives, fosters empathy and understanding, and increases customer satisfaction and our company's reputation.

### Maintaining Strong Governance

We uphold the highest standards of corporate governance, integrity and ethical behavior. A strong governance system helps us develop and implement competitive and sustainable strategic plans, ensures compliance with laws and regulations, supports talent attraction and retention and demonstrates discipline and accountability that can improve our access to capital.

### Supporting Communities

Our aim is to positively impact the communities we operate in through philanthropy and employee volunteerism. We believe we have a responsibility to give back to the communities that support us and that provide jobs, goods and services. Our associates participate with enthusiasm in the many volunteer and community support initiatives that directly impact the social and economic issues of the communities in which we live and work.

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# Our ESG Framework

In alignment with our organizational vision and material priorities, our sustainability framework provides a structured approach to embedding sustainability across our operations. It is built around three key pillars addressing Environment, Social, and Governance (ESG) themes, enabling us to drive meaningful impact and deliver long-term value.

Our sustainability framework serves as a guide to operationalize sustainability and align our business practices with the evolving expectations of our stakeholders and global priorities. Guided by our Sustainability Framework, we have identified and prioritized ESG topics that align with our mission to deliver impactful and sustainable business outcomes while meeting the evolving expectations of our stakeholders.

Our first Materiality Assessment was a desk-top review to determine where we have the greatest impact. It incorporates insights from global frameworks like SASB, peer reviews, and customer expectations gauged through our various interactions with clients on different forums, while ensuring alignment with our internal corporate strategy and vision. We systematically evaluated the relevance and significance of ESG topics across two dimensions: importance to external stakeholders and importance to apexanalytix's business success.

Each of the materiality areas detailed in this report includes the relevant GRI and/or SASB Standard numbers.

## Minimize Environmental Impact

We are focused on addressing climate risks, reducing carbon emissions, enhancing energy efficiency, and implementing effective waste management systems. By incorporating proactive measures and sustainable practices, we aim to integrate environmental stewardship into all aspects of our business operations.

**Approach:** Our approach prioritizes addressing climate risks through targeted strategies, reducing carbon emissions, improving energy efficiency, and adopting effective waste management practices.

**Material Topic:** Addressing climate risks, reducing carbon emissions, and enhancing energy efficiency

## Strengthen Responsible Governance

To ensure integrity, transparency and innovation in our governance practices, apexanalytix monitors corporate governance structure, ensures board accountability, and fosters responsible technology through robust cybersecurity and data privacy mechanisms.

**Approach:** Our approach to responsible governance centers on fostering integrity, transparency, and innovation across our operations. We focus on robust monitoring of corporate governance structures and ensuring board accountability to uphold ethical practices.

**Material Topics:** Ensuring transparency, integrity, and robust data privacy and cybersecurity measures

## Empower People and Communities

apexanalytix prioritizes building an empowering workplace and fostering community development. It highlights the importance of equal opportunity while advancing employee training and development. By emphasizing social impact initiatives, it strengthens our role as a catalyst for positive change within and beyond our organization.

**Approach:** We adopt a holistic approach to building an empowering workplace and fostering community development. This involves integrating equal opportunity and diversity of thought into our organizational culture and practices, while investing in comprehensive employee training and development programs.

**Material Topics:** Promoting equal opportunity and diversity of thought while fostering employee development and community engagement

# Our  Materiality Matrix

The Materiality Matrix further illustrates how our ESG efforts and areas of focus align in two dimensions: importance to apexanalytix's stakeholders and importance to apexanalytix's business.
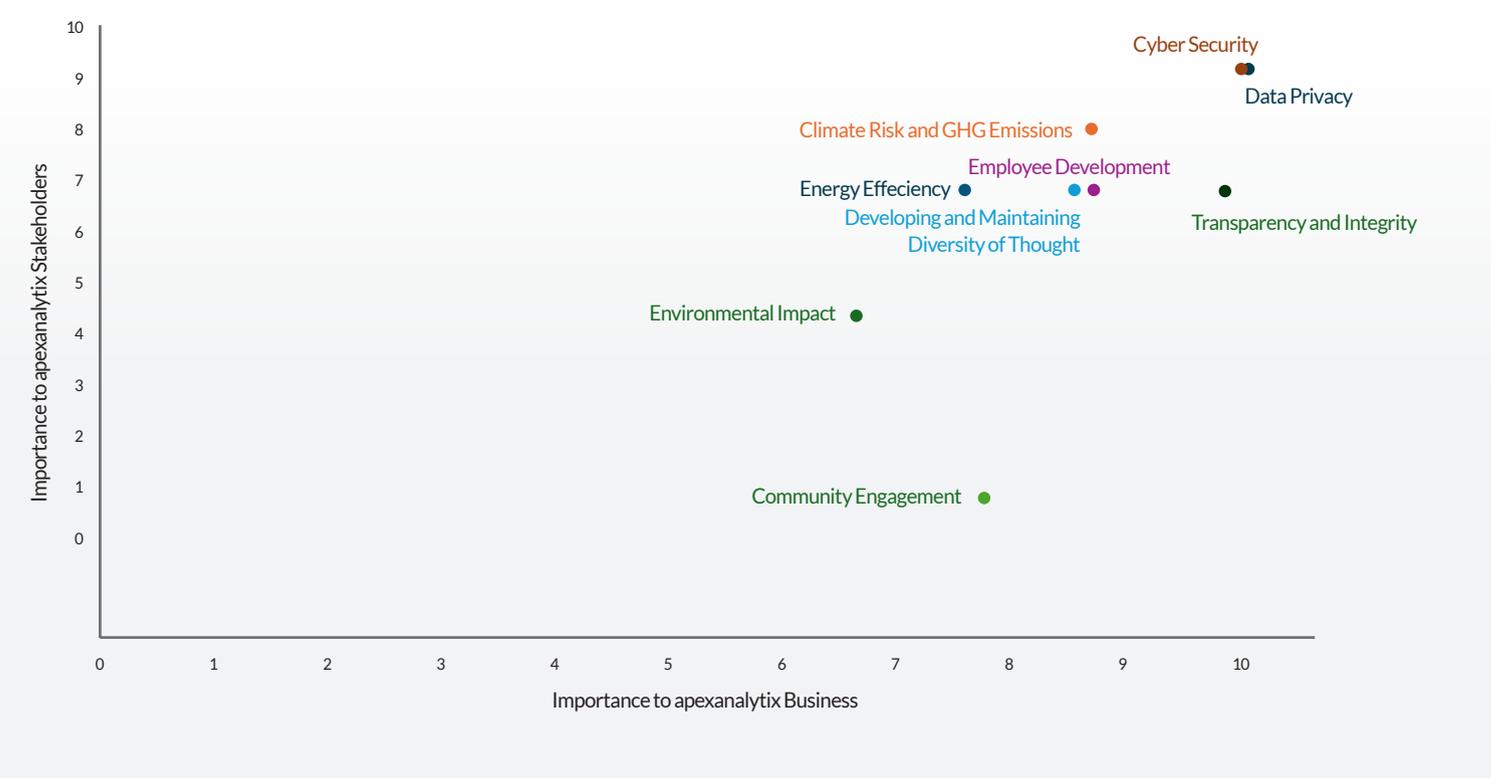
**The external factors considered in the importance to apexanalytix's stakeholders dimension (y axis) include:**

- Sustainability Frameworks: Sector-specific guidelines that inform our ESG priorities.

- Peer Reviews: Insights from industry counterparts to benchmark our ESG performance.

- Customer Expectations: Understanding client demands regarding sustainability and responsible business practices.

**The internal factors considered when mapping importance of an ESG focus area to apexanalytix's business (x axis) include:**

- Corporate Strategy: Aligning ESG initiatives with apexanalytix's overarching business objectives.

- Mission and Vision Alignment: Ensuring our ESG focus areas resonate with our core mission and vision statements.

**A thorough review of industry-relevant material topics, supported by peer benchmarking, has shaped our materiality topics.**



Materiality Matrix scatter plot. X axis: Importance to apexanalytix Business (0–10). Y axis: Importance to apexanalytix Stakeholders (0–10).
- Cyber Security (~9.7, 9.2)
- Data Privacy (~9.8, 9.1)
- Climate Risk and GHG Emissions (~6.8, 8)
- Employee Development (~8.6, 7)
- Energy Effeciency (~6, 7)
- Developing and Maintaining Diversity of Thought (~8.4, 6.9)
- Transparency and Integrity (~9.7, 6.9)
- Environmental Impact (~6.7, 4.4)
- Community Engagement (~7.8, 0.9)

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# Environmental Impact and GHG Emissions

**apexanalytix is reducing its environmental footprint by focusing on energy efficiency and reducing GHG emissions in its operations, particularly within its data centers and leased facilities.**

## GHG Emissions (GRI 305-1, GRI 305-2, GRI 305-3)

**1.83 MTCO2e Scope 1 emissions**
*Direct emissions from owned assets*

From stationary sources, primarily due to the standby generator at our Apex HQ in Greensboro.

**239.03 MTCO2e Scope 2 emissions**
*Indirect emissions from purchased electricity*

Total emissions from data centers in Swansea and Greensboro were:

Apex Data Center-Greensboro: 84.02 MTCO2e

Apex QTS Data Center-Swansea: 155.00 MTCO2e

**124.65 MTCO2e Scope 3 emissions**
*Indirect emissions from leased assets:*
*Emissions associated with upstream leased assets. Suppliers are also being tracked to better understand and mitigate our indirect environmental impact.*

Data center emissions have increased over the years due to our growth plans. In 2024, apexanalytix invested in the NVIDIA DGX H100 AI Supercomputer to enhance our AI capabilities, reflecting our commitment to both innovation and sustainability. This upgrade has enabled us to improve the efficiency and responsiveness of our customer support services through advanced Large Language Models. By integrating cutting-edge technology, we aim to better serve our customers improve their efficiency, while also considering our environmental impact, aligning our operational improvements with our sustainability goals.

## Energy Management (GRI 302-1, GRI 302-2)( TC-SI-130a.1)

apexanalytix is actively working to implement energy efficiency measures, including optimizing resource use in data centers and exploring renewable energy options to further reduce its carbon footprint.
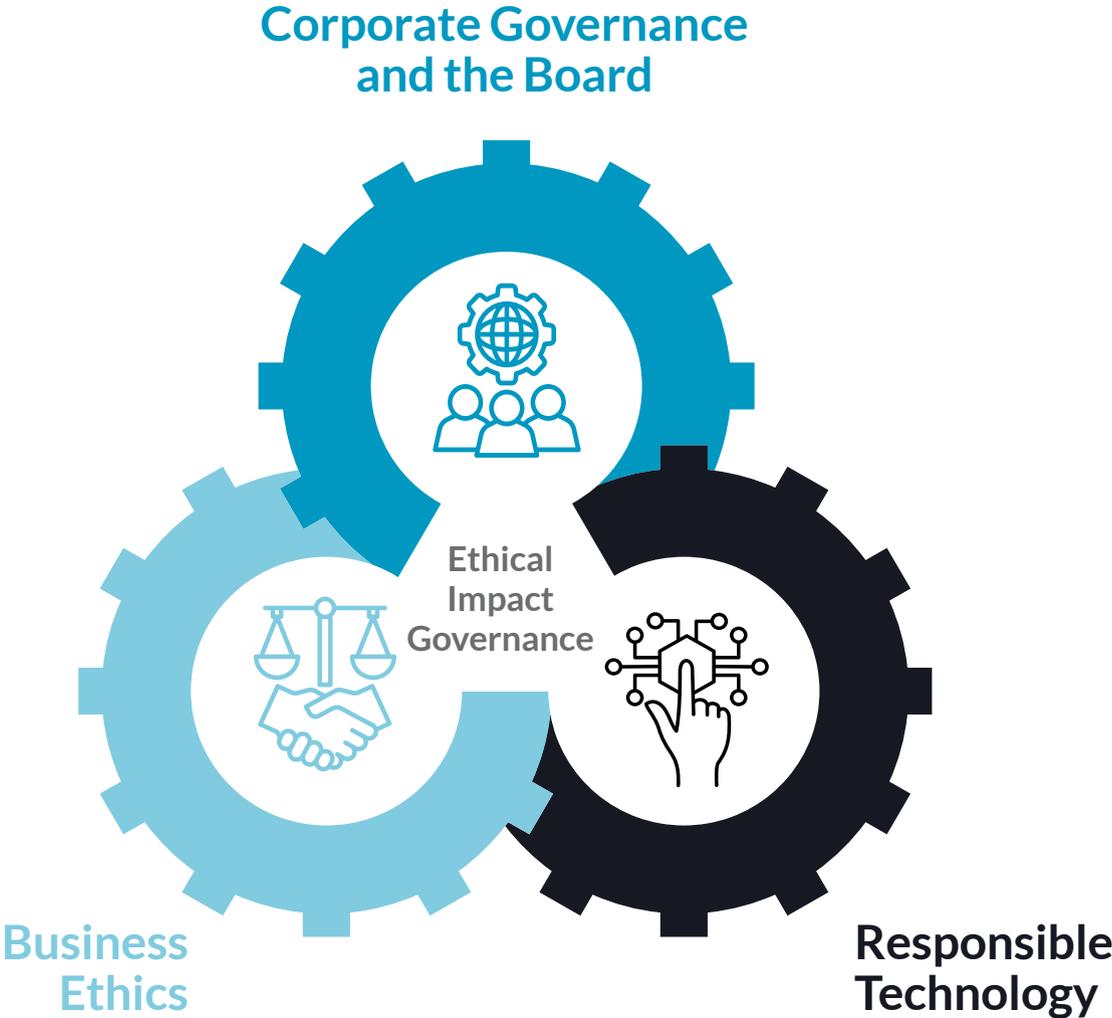
- Enhancing our data centers with energy-efficient technologies.

- Continue transitioning to renewable energy sources.

- Applying Green IT practices to optimize resource use across our facilities.

## Waste Management (GRI-306 -2)

We are dedicated to minimizing waste production and promoting recycling within our operations. Our waste management strategy focuses on:

- Reducing paper use through digital-first processes.

- Encouraging recycling in all offices.

- Properly disposing of hazardous materials to minimize environmental harm.

- Our policies regarding IT assets help reduce waste.  We retain IT assets for five years; and the assets can be re-used by employees during this period. After five years, hard disks are removed and the assets are either donated to the needed for personal use, or offered for discounted sale.

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# Ethical Impact | Governance

Corporate Governance
and the Board

Ethical
Impact
Governance

Business
Ethics

Responsible
Technology

# Corporate Governance and the Board-(GRI 102-18)

At apexanalytix, corporate governance is the backbone of our dedication to transparency, compliance and accountability. Our governance framework ensures that all aspects of the business align with our Environmental, Social and Governance (ESG) principles while maintaining rigorous standards of risk management and ethical oversight. Through the strategic guidance of the Board of Directors and executive leadership, we proactively mitigate potential risks, safeguard our reputation and drive sustainable business practices.

| Group | Typical Frequency of Meetings | Role | Departments/Designations | Guidance |
|---|---|---|---|---|
| Board Committee | Annually | Approve or delegate tasks related to sustainability. | Board of Directors (KKR Representatives), Chief HR Officer, Other C-Level Executives | Includes senior executives from KKR and apexanalytix's C-suite, such as the CEO, CFO, and the Chief HR Officer. This group ensures that sustainability is integrated at the highest levels of corporate strategy and governance. |
| Sustainability Steering Committee | Quarterly | Assess and propose strategies or adjustments. | HR Department / Sustainability Department, Strategy Executives | Led by the Chief HR Officer, this committee includes leaders from HR, and other departments in charge of managing corporate strategy. It ensures cross-functional collaboration and alignment with organizational sustainability goals, with oversight from KKR. |
| Sustainability Champions | Monthly | Manages more frequent or as-needed sustainability performance on material issues. | HR Managers, Sustainability Managers, ESG Analysts | Comprises operational leaders and specialists from HR and Sustainability at apexanalytix, focusing on implementing sustainability initiatives and managing performance at the operational level. |

## Key Corporate Governance Initiatives in 2024

- **Integrated Governance Framework:** In 2024, apexanalytix strengthened its governance framework to ensure comprehensive oversight across all business functions. The Board of Directors plays a critical role in overseeing governance practices, ensuring alignment with ESG objectives and mitigating potential legal and reputational risks. This framework enables us to maintain compliance and navigate the complexities of the regulatory landscape with confidence.

- **Active ESG Oversight:** Senior leadership has been actively engaged in overseeing ESG initiatives and integrating sustainability into the core of our corporate strategy. Through this collaboration with the board, we have fostered an environment of accountability, with clear policies designed to prioritize responsible business operations.

The enhancements to our governance structure in 2024 have yielded tangible results, fostering greater transparency between executive leadership and the Board. By aligning our governance strategies with ESG priorities, we have been able to create a more cohesive and responsible approach to decision-making. This ensures that apexanalytix continues to operate with integrity and accountability while minimizing governance-related risks.

We will continuously refine our governance model to support long-term sustainability and ethical business practices.

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# Business Ethics (GRI 205-2)

Our company operates on the basis of ethical business practices, which are essential to cultivating trust and security with our stakeholders. Our approach to business ethics is grounded in a comprehensive framework that includes a robust Code of Conduct and anti-corruption measures designed to ensure integrity, transparency and accountability throughout the organization. We recognize the potential risks associated with non-compliance, and we have implemented policies and procedures to mitigate these risks.

### Key Business Ethics Initiatives in 2024

- **Strengthened Code of Conduct:** In 2024 , apexanalytix updated its Code of Conduct to further imbue ethical standards across the organization. This includes comprehensive training programs for all employees, ensuring that every associate understands and adheres to the highest standards of ethical behavior. These initiatives demonstrate our duty to uphold human rights and assure a culture of responsibility.

- **Supplier Code of Conduct and Internal Audits:** To prevent involvement in unethical practices, we maintain a robust Supplier Code of Conduct, which ensures that all business relationships reflect our commitment to integrity. Additionally, rigorous internal audits are conducted regularly to ensure compliance with our ethical guidelines, further mitigating the risk of unethical behavior in our operations.

These initiatives have delivered significant results, with **100% of employees certified** under our updated Code of Conduct in 2024. We have also made ongoing improvements to our ethics training programs, ensuring their relevance and effectiveness. By leveraging feedback loops and regular audits, we continuously enhance the impact of our ethical framework, fostering a proactive approach to upholding business ethics.

Our dedication to ethical conduct not only mitigates risks but also strengthens our relationships with stakeholders, fostering a culture of trust and responsibility across the organization.

## 100%
### of employees certified under our updated Code of Conduct in 2024

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## Responsible Technology

At apexanalytix, cybersecurity and data privacy are paramount, ensuring that both operational continuity and stakeholder trust are upheld through rigorous and comprehensive measures. Our approach integrates industry-leading technologies and practices, validated through regular SOC 1 and SOC 2 audits, to create a secure and resilient environment for our systems and client data.

### Cybersecurity Measures – (SASB TC-SI-230a)

We have implemented a robust cybersecurity framework that emphasizes risk mitigation, operational continuity and reduced vulnerabilities. These efforts are validated through SOC 1 Type II and SOC 2 Type II evaluations. We regularly conduct quarterly audits of access controls and perform annual penetration tests to identify and resolve any security gaps. Moreover, our Security Information and Event Management (SIEM) system enables real-time threat detection and swift incident response, while weekly vulnerability scans ensure that our infrastructure remains secure from emerging threats.

**Our cybersecurity protocols include:**

- Data encryption and protection across systems.

- Advanced endpoint protection for mitigating malware and other cyber threats.

- Vulnerability management and patch management to address software vulnerabilities.

- Access controls and multi-factor authentication (MFA) to limit data access to authorized personnel.

- Security awareness training, including phishing simulations, ensures employees are equipped to identify and respond to potential threats.

**Log Collection and Management**

**Real-time Monitoring**

**SIEM**

**Incident Response**

**Compliance Management**

**Threat Detection**

**Cybersecurity efforts are validated through SOC 1 Type II and SOC 2 Type II evaluations. We regularly conduct quarterly audits of access controls and perform annual penetration tests to identify and resolve any security gaps.**

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# Responsible Technology

## Data Privacy Practices – (SASB TC-SI-220a)

apexanalytix's data privacy framework is designed to meet both regulatory requirements and client expectations. We are devoted to maintaining regulatory compliance, enhancing stakeholder trust, and ensuring that no negative impacts arise from our data privacy practices or business relationships. Our centralized system architecture, which includes encryption of data at rest and in transit, aligns with industry standards for privacy and security.

**Key privacy features include:**

- Data encryption ensuring that sensitive information remains protected.

- Continuous monitoring of systems to detect unauthorized access or anomalies.

- Regular audits and assessments to validate our adherence to data privacy laws and regulations, including GDPR.

- User access reviews to ensure only those who need access to sensitive information are granted it.

In 2024, apexanalytix faced no monetary losses as a result of legal proceedings related to data privacy. Furthermore, there were no law enforcement requests for user information, and no disclosures were made, demonstrating our adherence to strict privacy policies and our efforts to safeguard user rights.

**No monetary losses as a result of legal proceedings related to data privacy**

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# Responsible Technology

## Responsible Technology Usage –( GRI 418: Customer Privacy)

apexanalytix is dedicated to responsible usage of technology, ensuring that our operations do not result in negative impacts on society or our business relationships. We continually monitor and assess our technology use to ensure compliance with industry standards, including SOC 1 and SOC 2 compliance, and we actively contribute to the development of responsible practices within the industry.

**Our responsible technology initiatives include:**

- Advanced SIEM for real-time monitoring of cyber threats.

- Compliance with industry standards and best practices, including data protection and operational transparency.

- Security awareness training to foster a culture of security and responsibility within our organization.

- Access control systems, like role-based access controls (RBAC) and multi-factor authentication (MFA), to secure our platforms and limit potential threats from unauthorized access.

With zero data breaches, no monetary losses from privacy-related legal issues, and no law enforcement requests for user information, apexanalytix maintains the highest standards of data protection and privacy for all stakeholders.

**Avanced real-time monitoring of cyber threats**

**Compliance with industry standards and best practices**

**Security awareness training**

**Access control systems**

**Zero data breaches, no monetary losses from privacy-related legal issues, and no law enforcement requests for user information**

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# Equitable Impact | Social

## Our Culture

At apexanalytix, our culture is the cornerstone of our business success. Our strength comes from the combination of what we have in common, like our shared mission, vision, and values, as well as what makes us different, like individual experiences and perspectives. We believe that fostering a culture where employees feel empowered to express their diversity of thought not only drives innovation but also creates a strong sense of purpose and belonging. Our workplace culture is designed to inspire collaboration, encourage creativity, and support both personal and professional growth, all while ensuring that the well-being of our associates remains a top priority.

*"At apexanalytix, equal opportunity and empowerment are at the heart of our corporate culture and business practices. We recognize that diversity of thought is crucial for driving innovation, enhancing employee engagement, and ensuring the long-term success of our organization. By valuing equal opportunity and the unique perspectives of each associate, we can create a more dynamic, innovative and successful workplace."* **– Jessica Kozak, Chief Human Resources Officer**
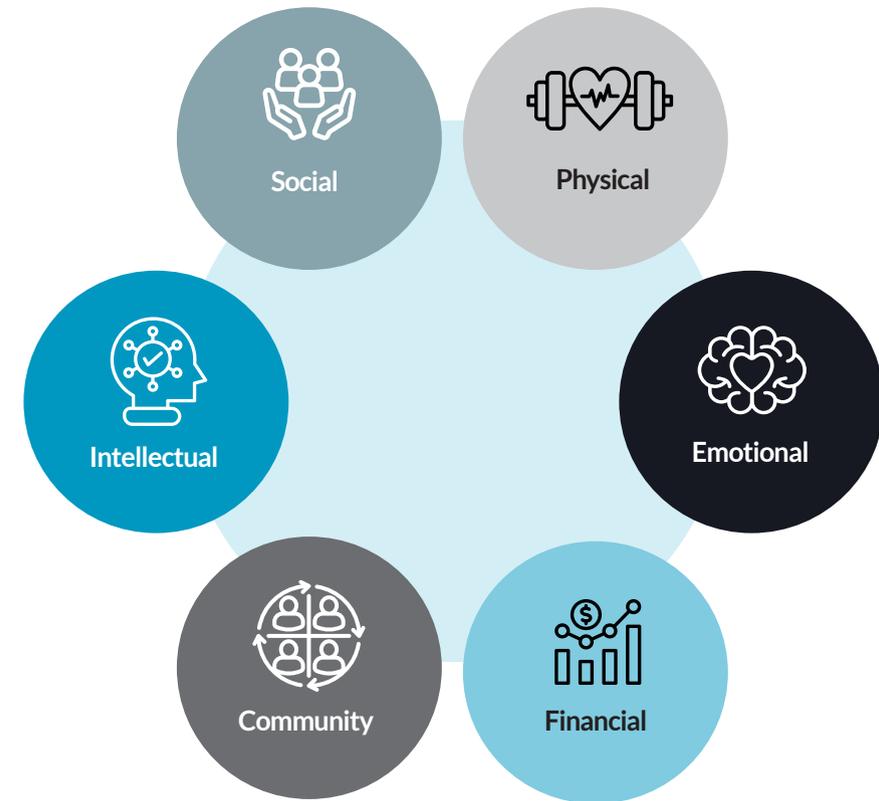




## Diversity and Equal Opportunity (GRI 405: Equal Opportunity)

In 2024, we implemented several key initiatives to promote equal opportunity and empowerment across all levels of the organization. These efforts included enhancing recruitment practices to expand our recruiting channels to attract a broader range of candidates, launching leadership development programs to support career growth for all associates and introducing comprehensive training to promote a culture of respect. Our BeWell@apex program continues to support this by focusing on the holistic well-being of employees through six pillars: Physical, Emotional, Financial, Community, Intellectual and Social.

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## Key Focus Areas of Our Talent Strategy:

### Hiring Practices

We source talent from a broad spectrum of channels to promote demographic, cultural, cognitive, ability, gender and generational diversity across all levels of the organization.

### Work-Life Flexibility

Recognizing the need for flexibility in today's workplace, we offer flexible work arrangements that respond to individual circumstances, supporting our associates in balancing personal and professional commitments.

### Career Development Programs

We offer mentorship, training, tuition reimbursement, and leadership development programs to support the development and advancement for our associates.

### Inclusive Workplace Culture

Through training, workshops, and employee discussion groups, we promote a culture where all voices are heard, respected and valued.

At apexanalytix, we work to not only maintain but to continuously improve our efforts. Our employee engagement surveys show that a significant majority of associates feel included and valued within the company. These outcomes highlight the effectiveness of our culture and demonstrate our commitment to ensuring a positive and thriving workplace.

We are proud of the progress we have made but recognize that continuous improvement is necessary. Our initiatives will be sustained as we continue supporting a workplace where equal opportunity is celebrated, and every associate can contribute to their fullest potential.
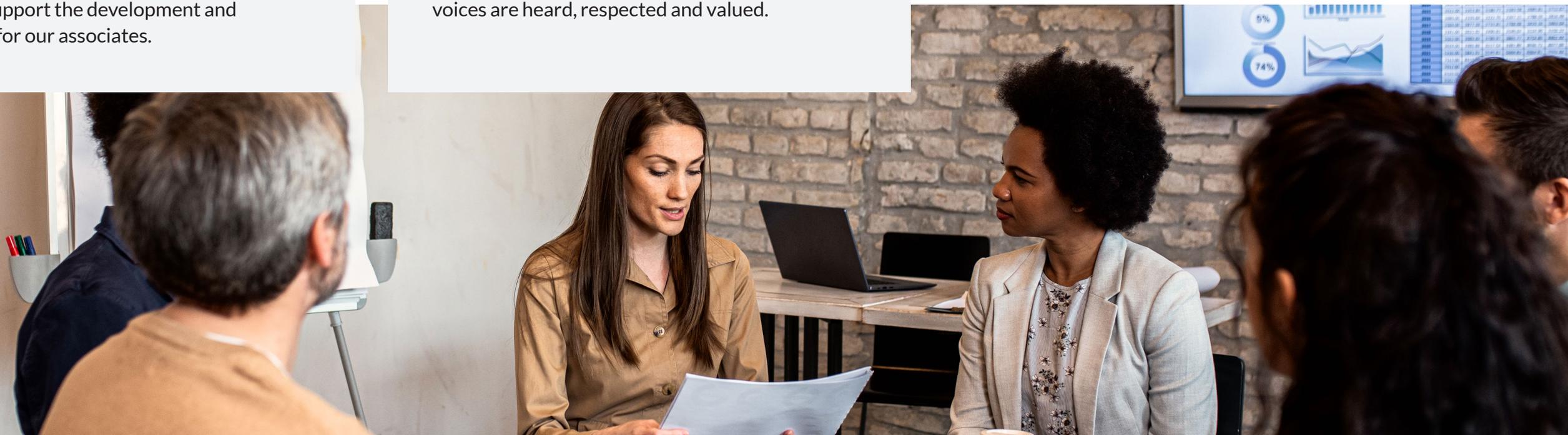
# Associate Training and Development (GRI 404: Training and Education)

In 2024, apexanalytix demonstrated a strong commitment to employee development and well-being through its comprehensive training programs. The company's employees collectively completed over 5,141 hours of training across various platforms, including Rippling LMS, Leadership Development, and apex University, averaging 10 learning hours per employee.

**Notable achievements include:**

- Over 2,970 hours of training on the Rippling LMS platform, showcasing a significant investment in employee skill development.
- 308 live training sessions totaling 1803 learning hours.
- A strong focus on leadership development, with 383.5 learning hours.
- A commitment to employee well-being, with 419.5 learning hours through the BeWell@apex program.

These achievements demonstrate apexanalytix's dedication to fostering a culture of continuous learning, growth, and well-being. By fostering a culture of continuous improvement, we not only enhance individual capabilities but also strengthen the overall performance of our organization.

## Key Training and Development Initiatives in 2024

- **Leadership Development Program:** apexanalytix's 2024 Leadership Development program aimed to build essential leadership skills, focusing on personal and organizational accountability, performance management, and human-centric leadership culture. The program consisted of seven interactive modules, team activities, and completing reflection exercises to reinforce key concepts and provide opportunities for participants to apply knowledge and skills at work. Key highlights of the program include a focus on accountability and performance management, emphasis on building a human-centric leadership culture, promoting a positive and inclusive work environment, and opportunities for participants to practice new skills, share ideas, and support one another in a collaborative setting. This program demonstrates our commitment to developing responsible and effective leaders, contributing to a positive and sustainable work environment.

- **Self-Paced E-Learning:** Recognizing that employees have different learning preferences and schedules, we continue to offer a wide range of self-paced e-learning modules through our Learning Management System (LMS). These modules cover topics such as technical skills, soft skills, compliance, and our products/services, allowing associates to take control of their professional development at their own pace. In 2024, employees completed a total of 2,970 hours of e-learning, contributing significantly to their professional growth.

- **Tuition Reimbursement Program:** Regular, full-time associates who have completed a minimum of one year of service are eligible for the Educational Assistance benefit. Reimbursement may cover actual costs of tuition and registration fees. Eight associates participated in the Tuition Reimbursement Program in 2024, pursuing five master's degrees and two PMP (Project Management Professional) certifications. Participating associates are reimbursed at an annual (calendar year) maximum of $2,000 for undergraduate-level courses and $3,000 for graduate-level courses.

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## Training Metrics for 2024

In 2024, apexanalytix held 308 live training events totaling 697 hours of learning. These events, coupled with our robust e-learning platform, resulted in 5141.65 total learning hours completed by 514 employees, with an average of 10 learning hours per employee. These figures demonstrate our learning environment that supports employee growth and development at every level.

Our employee training and development initiatives have had a significant impact on both individual and organizational performance. Associates who participated in our programs reported higher levels of job satisfaction, increased engagement, and improved confidence in their roles. In particular, the Leadership Development Program has prepared many of our associates to take on new leadership roles, ensuring a strong pipeline of talent for the future.

Additionally, our focus on providing a range of learning opportunities—whether through live events, webinars, or self-paced modules—has resulted in a more skilled and knowledgeable workforce. This has not only enhanced employee retention  and productivity but also positioned apexanalytix as a leader in fostering a culture of continuous learning.

We are proud of the progress we've made in developing our associates, but we recognize that there is always room for growth. As we look to the future, we will continue refining our training programs to ensure they remain relevant and impactful, aligning with the evolving needs of both our employees and our business.

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# BeWell@Apex Program (GRI 403: Occupational Health and Safety)

The BeWell@apex Program is designed to support the holistic wellness of apexanalytix employees across six key pillars: Physical, Emotional, Financial, Community, Intellectual, and Social. The program offers diverse opportunities for employee growth, engagement, and contribution, both within the workplace and in the broader community.

## 2024 Highlights

- **Volunteering Hours:** Full-time employees are allocated eight hours of Employee Time Off (ETO) annually for community volunteering, with additional opportunities such as the National Day of Service providing one hour of ETO for participating in local blood drives. Employees volunteered 280 hours of service under the ETO volunteering initiative in 2024.

- **Event Participation:** We hosted several financial workshops on budgeting, investing, retirement, taxes, and estate planning throughout 2024. Our Employee Assistance Program also offered live webinars focused on self-care and work-life balance, while our intellectual pillar featured sessions on AI chatbots, CoPilot, and Excel tips. Additionally, we hosted Culture Lunch and Learn as part of our social pillar, which brought employees together to share and learn about different cultures and backgrounds.



## Impact of BeWell@apex Initiatives

The BeWell@apex program's structure provided employees with formal opportunities to volunteer, aligning their actions with apexanalytix core values of collaboration and giving back. The program significantly enhanced employee morale, with many associates expressing appreciation for the chance to contribute meaningfully to society and build connections through community involvement.

These initiatives have nurtured a sense of purpose and fulfillment among employees, promoting a culture of wellness and engagement. Activities such as the Coffee & Conversations initiative, the Breathing Session, and the Walking Challenge have also contributed to improving employees' emotional and physical health, reinforcing apexanalytix's belief in holistic employee well-being.

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# Community Development (GRI 413: Local Communities)

Through our BeWell@apex initiative, we empower our employees to contribute to the well-being of the communities they live and work in. We recognize that corporate social responsibility means extending our influence beyond business practices and fostering meaningful community connections.

## Community Development

apexanalytix's community development efforts focus on the organization's impact on the communities where it operates, including how it engages with and contributes to community development. We are dedicated to fostering meaningful and positive change in our local and global communities through initiatives that promote social welfare, health and environmental sustainability.

## Key Community Development Initiatives in 2024

- **Community Involvement and Volunteering:** In 2024, apexanalytix employees demonstrated their passion for social responsibility through numerous community service activities. Highlights included fundraising for Relay For Life of the Triad, participating in the Polar Plunge, volunteering at the Guilford County Animal Shelter, and donating school supplies to the Teacher Supply Warehouse.

- **Local and Global Impact:** Beyond local initiatives, apexanalytix fostered opportunities for global involvement. Employees were encouraged to engage with their communities, making meaningful contributions in their regions. This included participating in virtual workouts, a 30-day Step into Spring Walking Challenge, and guided meditation sessions to promote physical and emotional well-being.

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# Appendix

## Awards and Recognition Highlights

In 2024, apexanalytix was honored with several awards, including:

- Jessica Kozak recognized as an Innovator in Ragan's Top Women in HR awards, Class of 2025.
- SupplyTech Breakthrough Award for "Risk Management Company of the Year"
- SpendMatters Customer Favorite
- SpendMatters Top Tech Score
- SpendMatters 50 to Know
- ProcureTech 100
- Recipient of SIG's The Future of Sourcing Award
- Finalist in the Cloud Awards for AI

## Solutions for Sustainability

Our innovative technology solutions, such as the apex sustainability platform, help our clients manage their sustainability data and achieve their own ESG goals.

## GRI and SASB Index

| Material Topic | GRI Standard | SASB Standard | Page Reference |
|---|---|---|---|
| GHG Emissions | GRI 305-1, 305-2, 305-3 | TC-SI-130a.1 | 4 |
| Energy Management | GRI 302-1, 302-2 | TC-SI-130a.1 | 4 |
| Waste Management | GRI 306-2 | | 4 |
| Corporate Governance | GRI 102-18 | | 5 |
| Business Ethics | GRI 205-2 | | 5 |
| Cybersecurity | | TC-SI-230a | 6 |
| Data Privacy | GRI 418 | TC-SI-220a | 7 |
| Responsible Technology | GRI 418 | | 7 |
| Diversity and Equal Opportunity | GRI 405 | | 8 |
| Employee Training and Development | GRI 404 | | 9 |
| Promotion of worker health. | GRI 403-6 | | 11 |
| Community Development and Volunteerism | GRI 405, GRI 413 | | 11 |

# 2025

## Environmental, Social and Governance Report

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