sphera®

2024 SUSTAINABILITY REPORT

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Message from the CEO

In 2024, Sphera continued to advance our mission of creating a safer, more sustainable and productive world. We strengthened our SpheraCloud® platform with new capabilities, grew our proprietary datasets and deepened our leadership position in sustainability intelligence.

A key milestone was our acquisition of SupplyShift, which enhanced our Scope 3 tracking and supply chain risk management capabilities. We also delivered major upgrades to our Advanced Risk Assessment solution, improving usability and integration for operational teams.

Our efforts were recognized across the industry: Sphera earned top honors from Environment + Energy Leader and the Business Intelligence Group and was named a leader in carbon management by IDC. Independent analyst firm Verdantix also acknowledged our innovation in environmental compliance and supply chain sustainability.

Even as global regulations continue to evolve, Sphera remains steadfast in advancing our sustainability mission—and we encourage our customers to do the same. True progress requires consistency and by staying the course, we can continue driving measurable impact and building the foundation for long-term success.

We are also leading by example, leveraging our own SpheraCloud® Corporate Sustainability solution to track our performance, support our efforts to remain compliant with evolving regulations and demonstrate the same data-driven transparency and accountability we enable for our customers.

Looking ahead to 2025, we will expand our AI capabilities within SpheraCloud® to help customers harness intelligent insights, automate sustainability reporting, and drive smarter, data-driven decisions as AI becomes increasingly central to their sustainability strategies.

As we approach our ninth anniversary in 2025, we remain committed to helping our customers navigate complexity, drive measurable impact and lead with purpose.

Paul Marushka
Founding CEO & President

Sphera highlights 2024

ENVIRONMENTAL

- Total emissions reduction of 35% has been achieved since our 2019 baseline year.

- Since 2019 we have reduced our Scope 1 and Scope 2 GHG emissions by 74%.

- Blackstone emissions reduction target of 15% of Scope 1 and 2 emissions has been achieved and maintained using 2019 as our baseline year.

- Received SBTi verification for our near-term science-based emissions reduction target, advancing our greenhouse gas reduction efforts.

SOCIAL

- Colleagues completed required trainings as well as developmental courses through our internal and vendor training and learning platforms.

- 21 colleagues presented with Spherion awards (including the Spherion of the year award).

- Introduction of foundational unbiased interview training, with a 99% pass rate.

- Colleagues walked or ran the equivalent of six transatlantic voyages from New York to London.

GOVERNANCE

- Hosted two in-person sustainability summits with over 700 attendees in total, representing a wide variety of industries.

- Received 12 industry awards for our services and products.

- Hosted 25 webinars to help our customers with their own reporting and compliance challenges.

- Annual compliance training, including on ethics and information security.

- Maintained ISO 27001, SOC 2 and TISAX certifications.

- Deployed endpoint detection and response (EDR) across the organization.

About Sphera

At Sphera Solutions, Inc. ("Sphera") (a private company), we believe in creating a safer, more sustainable and productive world.

OUR BUSINESS

Specializing in cutting-edge software, data and consulting solutions, Sphera is a dynamic and globally recognized organization. Our extensive range of products and services are tailored to assist global businesses in optimizing their sustainability performance and risk management.

With products and services spanning four key areas of Environmental, Health, Safety and Sustainability (EHS&S), Process Safety Management, Supply Chain Risk Management and Product Stewardship, we are able to provide industry-leading expertise in software and data to empower our customers to prioritize the safety of their people, ensure the sustainability of their products and services and enhance the productivity of their operations. We consistently provide clarity on sustainability matters and guide our customers in taking strategic, fact-based actions toward a more sustainable future. We are committed to driving positive change and empowering businesses to thrive in a rapidly changing world.

Operating in 17 countries, our presence is strengthened by a multinational, multicultural team of colleagues based around the world.

We are deeply committed to our core values, which guide our actions and our overall approach to fulfilling our mission.

Customer-centric

Action-oriented

Collaborative

Accountable

Innovative

Our company has accumulated a wealth of experience in the ever-evolving sustainability landscape. With roots dating back to the 1970s, Sphera was formally established in 2016 and was founded to assist organizations in enhancing their performance and mitigating risks by operationalizing sustainability.
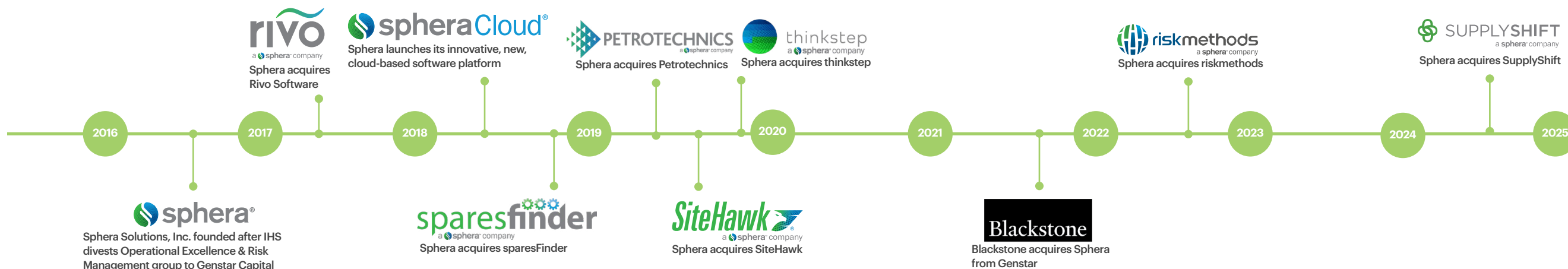

rivo a sphera company
Sphera acquires Rivo Software

spheraCloud®
Sphera launches its innovative, new, cloud-based software platform

PETROTECHNICS a sphera company
Sphera acquires Petrotechnics

thinkstep a sphera company
Sphera acquires thinkstep

riskmethods a sphera company
Sphera acquires riskmethods

SUPPLYSHIFT a sphera company
Sphera acquires SupplyShift

2016   2017   2018   2019   2020   2021   2022   2023   2024   2025

sphera®
Sphera Solutions, Inc. founded after IHS divests Operational Excellence & Risk Management group to Genstar Capital

sparesfinder a sphera company
Sphera acquires sparesFinder

SiteHawk a sphera company
Sphera acquires SiteHawk

Blackstone
Blackstone acquires Sphera from Genstar

Figure 1: Timeline of Sphera (2016 - 2024)

Our locations

As of December 31st, 2024, Sphera had entities in 17 countries and has serviced more than 8,000 customers located around the world.

1,348 Colleagues[1]

17 Countries of operations[2]

15 Offices[3]

8,000+ Customers served

Figure 2: Key statistics related to Sphera operations

[1] *Average number of colleagues, by FTE 2024*

[2] *Countries of Sphera's Entities*

[3] *Identifies Identifies office locations only and does not include countries where we had remote workers in 2024. Sphera's headquarters are located at 130 East Randolph Street, Suite 2900, Chicago, IL 60601, USA. During 2024 Sphera had offices in Canada, Germany, India, Italy, Japan, Poland, Switzerland, United Arab Emirates, United Kingdom and United States. Offices include coworking spaces.*



Figure 3: Key locations of Sphera's operations

About this report

The 2024 Sphera Sustainability Report offers a summary of the strides we've taken toward embedding sustainability into our operations with a focus on transparency and responsibility. This marks Sphera's fourth annual Sustainability Report, covering activities across Sphera and its global subsidiaries from January 1, 2024 to December 31, 2024.

To develop this report, we collaborated with colleagues, customers and other key stakeholders. Our methodology is consistent with established standards, including the Global Reporting Initiative (GRI) Standards, which we reference in our reporting; the Ten Principles of the United Nations Global Compact; and the UN Sustainable Development Goals.

For comprehensive details on how we align with GRI Standards and related frameworks, please see Sphera's GRI index available **here**.

Disclaimer: While Sphera has undertaken diligent efforts to ensure the accuracy of the information provided in this report for the period referenced, it is important to note that information may evolve after that period and after publication. This report serves as a resource for informational purposes only, reflecting our ongoing commitment to transparency, integrity and accountability in our ESG endeavors.

Our offering

Figure 4: Sphera's portfolio
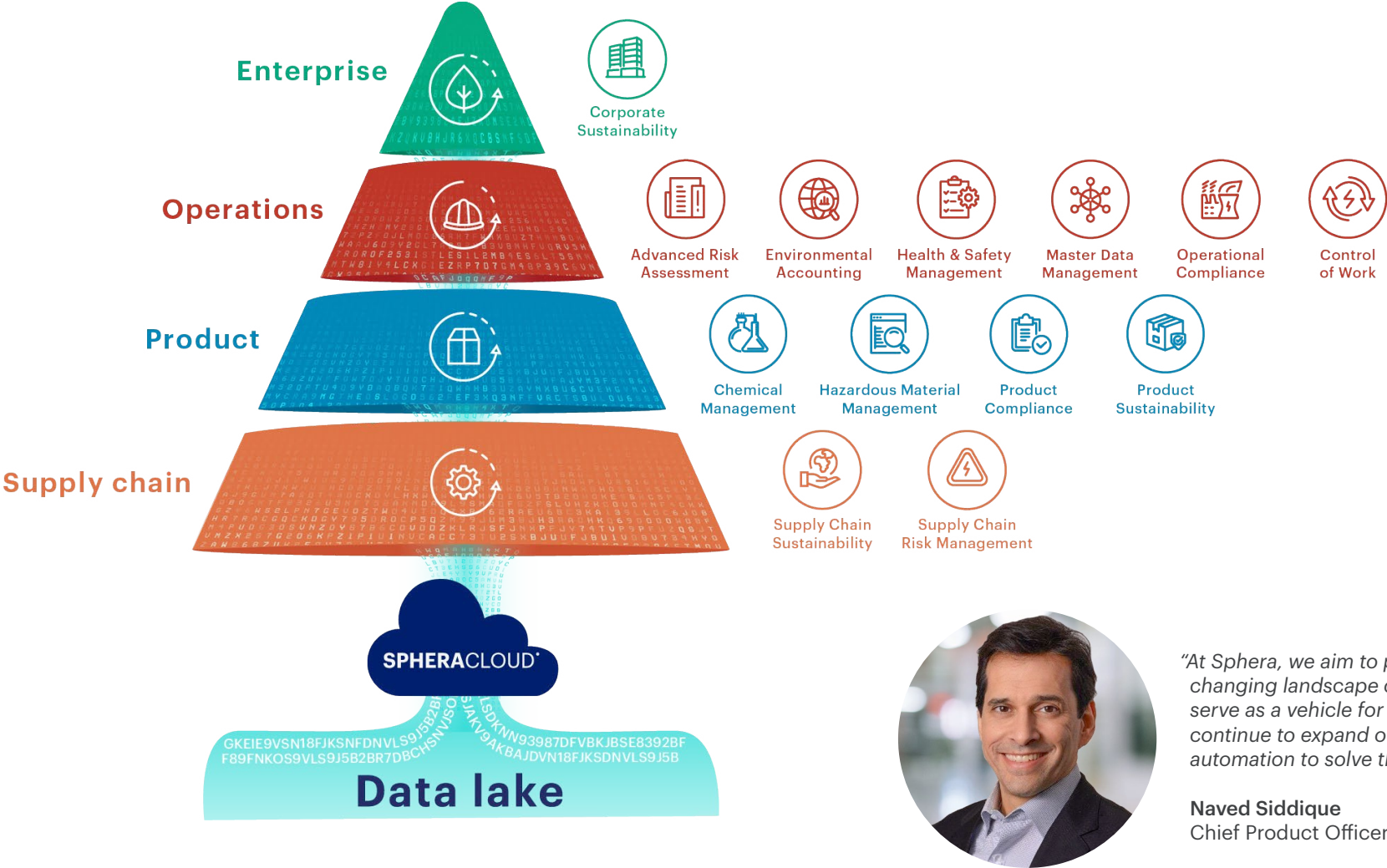
Global organizations use Sphera's proprietary data, industry-leading software and consulting expertise to safeguard their people and assets; identify and reduce supply chain risks; evaluate greenhouse gas (GHG) emissions and other environmental impacts; and fulfill their sustainability reporting and compliance obligations. We partner with customers to deploy solutions that address their current challenges and build toward a safer, more sustainable and more productive future.

Sphera has earned a reputation as a trusted advisor through decades of shared experience and deep expertise. In 2024, we supported our customers in pinpointing and mitigating risks while advancing performance across **Environment, Health, Safety & Sustainability (EHS&S)**, **Process Safety Management (PSM)**, **Supply Chain Risk Management (SCRM)** and **Product Stewardship (PS)**.

Sphera's solutions and services help customers navigate evolving regulatory frameworks, deliver transparency to stakeholders, tackle sustainability challenges and enhance safety, sustainability, productivity and overall performance. Our ability to handle specific functional issues and company-wide initiatives leads users to trust us, customers and partners to select us, and analysts to recognize us with a consistent drumbeat of award wins.

"At Sphera, we aim to pioneer innovative solutions to the everyday challenges our customers face in this ever-changing landscape of sustainability management and reporting. Our products, knowledge and data together serve as a vehicle for customers to navigate the complexities they face and drive positive changes. As we continue to expand our focus in AI in 2025, we're excited to help our customers harness intelligent insights and automation to solve their toughest sustainability challenges with greater speed, accuracy and impact."

Naved Siddique
Chief Product Officer

Top Product of the Year award from Environment + Energy Leader for Solution that Empowers Companies to Drive Meaningful Sustainability Progress

To learn more, click **here**.

Two Awards from Business Intelligence Group Sustainability Awards for Enabling Companies to Achieve Measurable, Actionable and Auditable Sustainability Reporting

To learn more, click **here**.

Business Intelligence Group
Sustainability Leadership

Business Intelligence Group
Sustainability Product of the Year Award for SpheraCloud® Integrated Sustainability

Environment + Energy LEADER
Top Product

verdantix
EHS Innovation Excellence

Smart Innovators
Consulting Services for CSRD and ESG Regulation Readiness

built in
Built In Chicago
Best Places to Work

IDC
IDC Leader
Carbon Accounting Management Software

STRATUS AWARD 2024
Stratus Award for Cloud Computing
SpheraCloud® Integrated Sustainability

verdantix Green Quadrant Supply Chain Sustainability Software — Leader — 2024

verdantix Smart Innovator Environmental Compliance Software — Featured — 2024

verdantix Smart Innovator ESG & Sustainability Reporting And Data Management Software — Featured — 2025

verdantix Smart Innovator Water & Waste Management Software — Featured — 2024

Software

SpheraCloud®, our purpose-built SaaS platform, brings together all aspects of our business — including Environmental, Health, Safety & Sustainability, Process Safety Management, Supply Chain Risk Management and Product Stewardship — to offer the capabilities and insights needed to drive intelligent actions from the factory floor to the boardroom.

SpheraCloud® gives users scalable tools and customizable features to help them make confident, data-informed decisions. The platform aggregates diverse data streams from systems, sensors and manual inputs so users can enhance compliance, reporting and performance and get a real-time snapshot of sustainability metrics. Users ultimately can create scalable, enterprise-wide sustainability reports that inform meaningful action.

Data

Sphera's Managed Life Cycle Database is an industry-leading foundation for strategic planning. Built on three decades of development and scientifically grounded, frequently updated primary industry data, it is one of the most rigorous life cycle assessment data resources in the world.

Our managed regulatory content is curated by a dedicated team that tracks global regulatory developments, interprets changes and provides ready-to-use updates to data, rules, templates and logic to ensure safe, compliant chemical management.

Sphera's integration of advanced software, expert insight and best-in-class data allows us to deliver unmatched value to customers as they progress on their sustainability journey.

Consulting

Our consulting services team connects customers with top-tier experts across a variety of sectors — including Energy & Mobility, Agriculture & Chemicals, Building & Construction, Manufacturing & Electronics, and Metals & Mining — to help them navigate their specific sustainability challenges.

Customers can take advantage of our consultants' industry and domain expertise through services like materiality assessments and life cycle assessments (LCAs). These engagements help customers sharpen their sustainability goals, craft resilient strategies (including decarbonization roadmaps) and track progress.

Our greatest impact:
Partnering with our customers

Sphera's most significant contribution to safety and sustainability is the work we do with our customers. Our expertise, digital solutions and data-driven insights empower organizations to navigate a complex and ever-changing environment with agility and foresight. We collaborate closely with our customers to help them embed safety and sustainability into their operations. Together, we lower GHG emissions, cut health and safety incidents and identify and mitigate risks throughout their supply chains.

We are committed to building strong, purpose-driven partnerships that help our customers adapt and lead. We believe that each of us has a part to play in shaping a future that is safer, more sustainable and more productive for all.

Danone improves safety performance and contractor oversight with Sphera

Danone's mission to bring health through food to as many people as possible begins in healthy and safe workplaces for all employees and contractors. Operating in over 55 countries with a workforce exceeding 96,000, Danone required a scalable health and safety solution for reporting incidents and observations that could grow alongside their evolving needs.

CHALLENGES

- Need for scalable, user-friendly software platform
- Missing full transparency of safety data
- Management of contractor safety complexity

Danone needed an intuitive, user-friendly software tool to engage employees in its health and safety program. Without employee participation, it is impossible to collect data to understand health and safety risks. As Danone planned to expand its health and safety program, it needed a scalable software platform capable of integrating all safety activities over time, including health and safety and control of work. While they successfully reduced accidents, some serious incidents persisted, primarily involving contractors. Managing Danone's contractor health and safety is complex due to varied contractual arrangements, service delivery models and risk categories. They often perform high-risk activities, necessitating strict adherence to Danone's safety standards.

SOLUTION

Danone implemented the SpheraCloud® software platform to future-proof their EHS program. The initial rollout included incident management and action software, with audits and contractor management as subsequent steps. The intuitive and user-friendly SpheraCloud® First Report portal ensures all employees, including contractors, can report incidents, near misses and safety observations. This engagement is critical for workplace safety to act quickly on incidents with corrective actions and remediations. It also helps to prevent future events from happening by providing valuable data through near-misses and observations. In order to improve the collected health and safety data, Danone has set up specific workflows to evaluate and ensure data quality.

Danone's comprehensive Contractor Management Program is designed to ensure the highest safety standards by treating contractors as partners. This program begins with a thorough contractor selection process that evaluates health and safety policies and anticipates potential risks. Contractors are integrated into Danone's safety processes, gaining access to essential tools like incident reporting systems. Regular reviews with contractors help address challenges and assess both health and safety performance. Risk identification is conducted using a control of work tool tailored to specific contractor activities. A visual dashboard tracks performance trends, identifies risk hotspots and outlines necessary actions. Additionally, specific contractor assessments are carried out through Danone's health and safety audit program to ensure compliance across all sites.
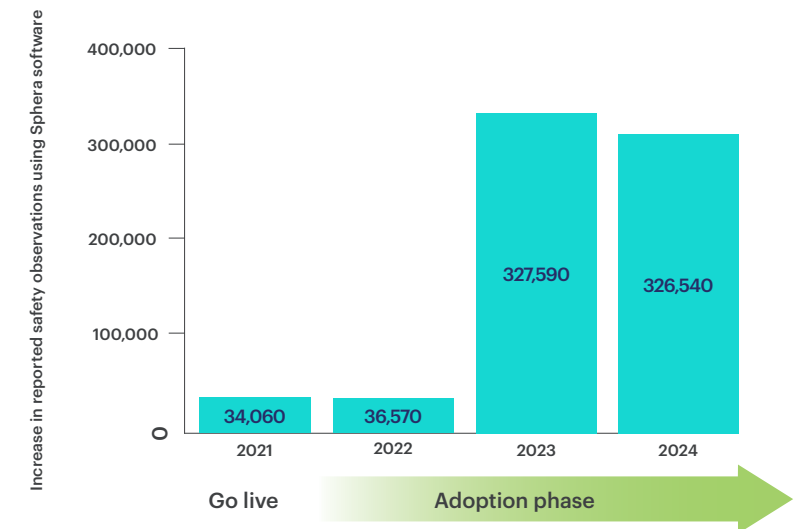
RESULTS

- 796% increase in reported observations after adoption phase.
- 21% decrease in frequency rate between 2021 and 2024.
- Full visibility into event details (frequency/types).

The adoption of the SpheraCloud® First Report tool has led to a remarkable 796% increase in reported events by enabling front-line workers to report near-misses and safety observations through a single, integrated system. This consolidated approach delivers comprehensive insights into safety data, including event types, frequency and hazard categories.

Danone leverages this data to pinpoint the root causes of accidents, near-misses, and observations, translating these insights into targeted actions and enhanced training programs.

By proactively analyzing existing data, they can identify risks early, minimizing the likelihood of future incidents—especially those with high potential for severity or fatalities. Guided by a steadfast commitment to workplace safety, Danone reinforces its core belief: even one incident is one too many.

Increase in reported safety observations using Sphera software

Year	Value
2021	34,060
2022	36,570
2023	327,590
2024	326,540

Go live → Adoption phase

Shaw's journey to efficient EPDs and sustainable innovations

Shaw Industries Group, Inc. is a leading manufacturer of indoor and outdoor flooring and other surface solutions. Headquartered in Dalton, Georgia, USA, the Berkshire Hathaway-owned company employs over 18,000 associates worldwide. To secure its competitive advantage in global markets and drive sustainable product innovation, Shaw wanted to establish an efficient program to create Environmental Product Declarations (EPDs) across multiple markets.

With the aim of speeding up EPD creation, Shaw teamed with Sphera's sustainability consultants to develop an easy-to-use tool for creating EPDs for its products quickly and efficiently.

The EPD tool developed by Sphera's experts can cater to multiple program operators around the globe and create EPDs according to different guidelines. And because it's powered by Sphera's industry-leading LCA data, the EPD tool helps Shaw's R&D team evaluate and improve the environmental performance of their products at the design stage.

CHALLENGES

- Reducing time-to-market of EPDs for different products

- Meeting the EPD requirements of multiple program operators for global markets

- Improving product sustainability performance at an early stage

- Building internal LCA and EPD knowledge and expertise

SOLUTION

Shaw chose to partner with Sphera based on its ability to provide high-quality LCA and EPD consulting services, as well as LCA software and data from a single source.

The EPD tool developed by Sphera's sustainability experts enables Shaw to create EPDs for multiple regions, including Europe, North America, Asia and Australia. The EPD tool is designed to support various program operators such as IBU, UL and the French FDES for the INIES database. Each operator has individually verified the tool to ensure compliance and accuracy. This unified approach eliminates the need for separate tools and streamlines the process across all geographies.

In addition to supporting the creation of EPDs for their hard and soft flooring products, the tool also addresses eco-design. This dual functionality allows Shaw's R&D and sustainability teams to focus on sustainable product innovation and environmental reporting simultaneously.

With its focus on sustainability performance and EPDs, Shaw received numerous awards including the Floor Covering Weekly's 2024 GreenStep Award Honoree for Practice/Process; Floor Covering Weekly's 2023 GreenStep Award for Best International EPD (for China LCA and EPDs); and U.S. Green Building Council's (USGBC) 2023 Leadership Award.

RESULTS

The implementation of the EPD tool, developed by Sphera's consultants, helped Shaw enhance their product sustainability strategy and strengthen their market position as a leader in sustainable flooring solutions. The most important outcomes achieved are:

- Accelerated EPD creation: The tool significantly reduced the time required to produce EPDs across various markets, enabling customers to meet regulatory demands and customer requests promptly.

- Compliance in multiple markets: By catering to numerous program operators and securing external verification, the tool ensured compliance with international market requirements.

- Enhanced innovation: The expanded eco-design options facilitated by the tool allow assessment of different materials and product alternatives. These functions fuel R&D, foster continuous innovation and support fact-based communication with suppliers.

Through expert guidance and access to LCA software and data, including a license to the cloud-based LCA Calculator Software, Shaw is building internal capacity to create LCA models and generate EPDs themselves.

"Partnering with Sphera's sustainability consultants has transformed our approach to sustainability. The easy-to-use, tool-based EPD solution provided by Sphera helped us streamline our processes across multiple regions. We have enhanced our ability to innovate while maintaining compliance with global EPR requirements. This strategic collaboration has solidified Shaw's position as a leader in sustainable flooring solutions and enables us to meet market demands swiftly and efficiently."

Eleazer P. Resurreccion, PhD
Sustainability Manager, Shaw Industries Group, Inc.

Transforming the Bicycle Industry: Schwalbe

Schwalbe is a brand of the Ralf Bohle company. Family–owned since 1922, it is now managed by the third generation of the Bohle family. Headquartered in Germany with subsidiaries across Europe and North America and distribution in over 70 countries, Schwalbe is truly a global brand and is leading the way in environmental responsibility in their sector. Schwalbe has set ambitious CSR goals, including reducing their Scope 1, 2 and 3 emissions by 55% by 2030. With cradle-to-cradle design as their inspiration, Schwalbe is taking significant steps to reduce their environmental impact.

CHALLENGES

- Analyzing the carbon footprint of bike tires made with recycled and renewable raw materials compared to the fossil based benchmark

- Identifying further improvement areas and hotspots across all production stages

- Analyzing and optimizing the carbon footprint of all product categories across the entire life cycle

SOLUTION

Schwalbe began their search for a solution to help them address the challenges associated with the creation of Product Carbon Footprint (PCF) comparisons and hotspot analysis. It became clear that Sphera's LCA for Experts software and Managed LCA Content were the right fit for Schwalbe and a first detailed cradle-to-gate carbon footprint study for Schwalbe was already established.

RESULTS

- Cradle-to-gate carbon footprint results for the "Green Marathon" bike tire compared to its predecessor model

- Analysis of hot spots identified key contributors relevant to the environmental impacts of the tire manufacturing process

- Scalable tool and data solution in place to extend to full life cycle, full product range and full LCA indicator set

Thanks to Sphera's LCA for Experts software and Managed LCA Content, Schwalbe achieved cradle-to-gate carbon footprint results for its "Green Marathon" bike tire compared to its predecessor model. By performing in-depth analysis of hot spots, the company identified key contributors relevant to the environmental impacts of the tire manufacturing process. Schwalbe was able to put Sphera's scalable tool and data solution in place, supplemented by Sustainability Consulting Services, to extend its analysis to the full product life cycle, full product range and full LCA indicator set.
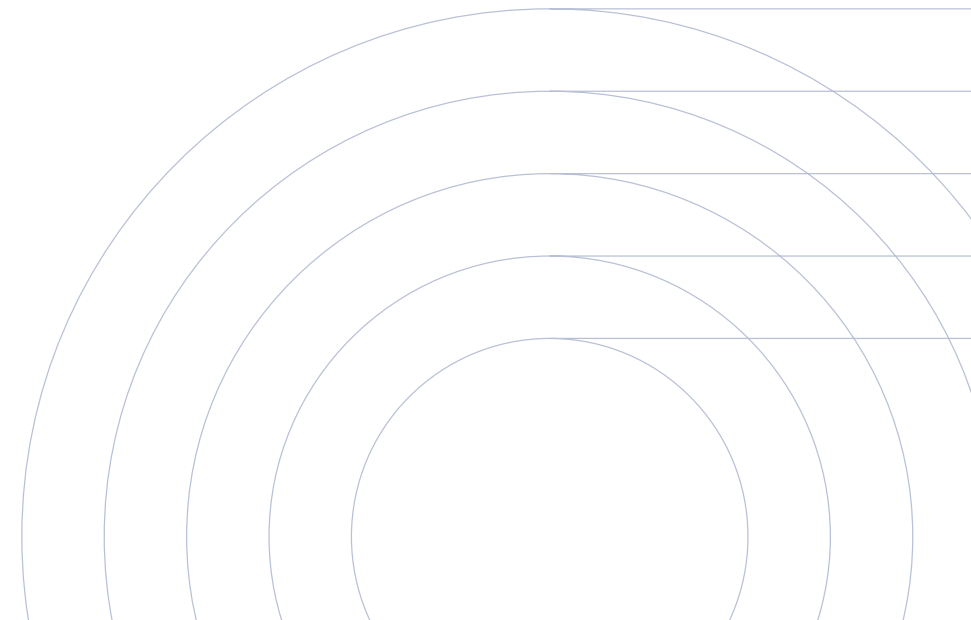
"As pioneers in the bicycle industry, we aim to provide our customers with LCA data for all Schwalbe tires and tubes by 2025. To achieve this goal, we are working with Sphera's Life Cycle Assessment software and combining Sphera databases with our own production and supplier data. As a blueprint, the CO2 footprint of the new Schwalbe Green Marathon bicycle tire was calculated and compared with its predecessor model. Building on this, we will further intensify our commitment to environmental responsibility and transparently communicate the ecological benefits of our products."

Sebastian Bogdahn, Environmental R&D Manager
Schwalbe – Ralf Bohle GmbH

Sustainability at Sphera

SPHERA'S SUSTAINABILITY JOURNEY

We started our Sustainability Program in 2020 to gain a deeper understanding of our own environmental and social impact, and to implement meaningful ways to measure and address it. As Sphera has evolved, so have our aspirations and commitments. The following sections offer a look into our ongoing sustainability efforts, key milestones and the path we're shaping for the future.

OUR MATERIAL TOPICS

Identifying and prioritizing key sustainability issues is essential to our commitment to responsible practices and our corporate mission. Conducting a materiality assessment uncovers which sustainability topics are most significant to our stakeholders and to our business. We can then thoughtfully evaluate those areas.

Sphera places transparency, stakeholder input and alignment with global standards at the heart of our assessment process. In our materiality assessment, we evaluated sustainability topics based on two main criteria: the significance of each issue to our stakeholders and its importance to Sphera's business.

In line with our established methodology, we used a three-step process to conduct this assessment:
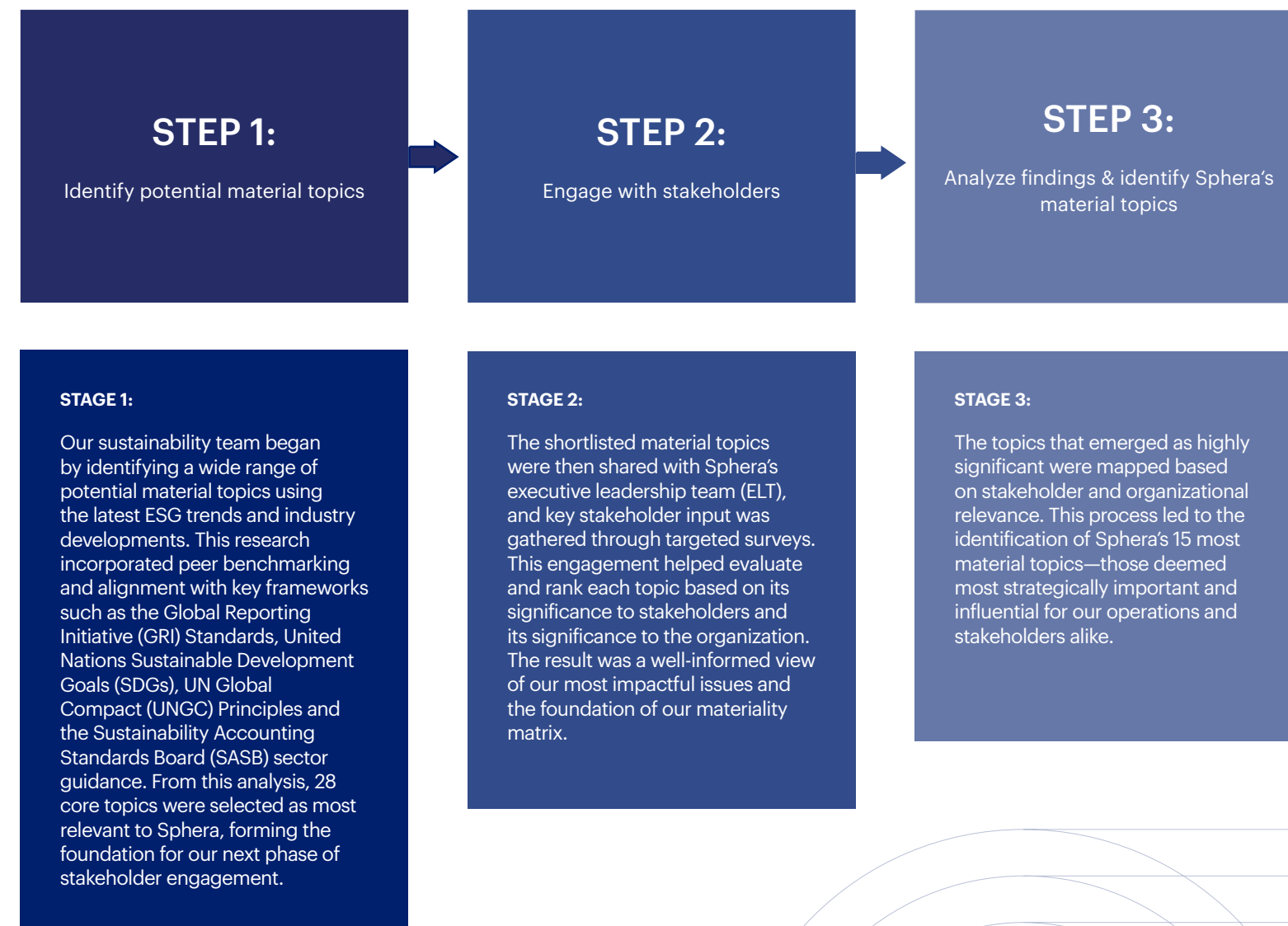
STEP 1:	STEP 2:	STEP 3:
Identify potential material topics	Engage with stakeholders	Analyze findings & identify Sphera's material topics

STAGE 1:

Our sustainability team began by identifying a wide range of potential material topics using the latest ESG trends and industry developments. This research incorporated peer benchmarking and alignment with key frameworks such as the Global Reporting Initiative (GRI) Standards, United Nations Sustainable Development Goals (SDGs), UN Global Compact (UNGC) Principles and the Sustainability Accounting Standards Board (SASB) sector guidance. From this analysis, 28 core topics were selected as most relevant to Sphera, forming the foundation for our next phase of stakeholder engagement.

STAGE 2:

The shortlisted material topics were then shared with Sphera's executive leadership team (ELT), and key stakeholder input was gathered through targeted surveys. This engagement helped evaluate and rank each topic based on its significance to stakeholders and its significance to the organization. The result was a well-informed view of our most impactful issues and the foundation of our materiality matrix.

STAGE 3:

The topics that emerged as highly significant were mapped based on stakeholder and organizational relevance. This process led to the identification of Sphera's 15 most material topics—those deemed most strategically important and influential for our operations and stakeholders alike.

Figure 5: Sphera's materiality assessment process

Identify potential material topics

1. Freedom of association and collective bargaining
2. Waste management
3. Community engagement and development
4. Water management
5. Health and safety
6. Risk management
7. Labor management and relations
8. Employee volunteering
9. Board diversity
10. Financial performance
11. Human rights
12. Product stewardship
13. Research, innovation and thought leadership
14. Employee health and well-being
15. Flexible working environments
16. Emissions and climate change strategy
17. Sustainable supply chain
18. Product and service excellence
19. Non-discrimination
20. Training and education
21. Data privacy
22. Cybersecurity
23. Client satisfaction
24. Talent attraction and retention
25. Equal opportunity and inclusion
26. Ethics and integrity
27. Enabling client net-zero/ decarbonization strategies
28. Enabling resource efficiency and circular economy
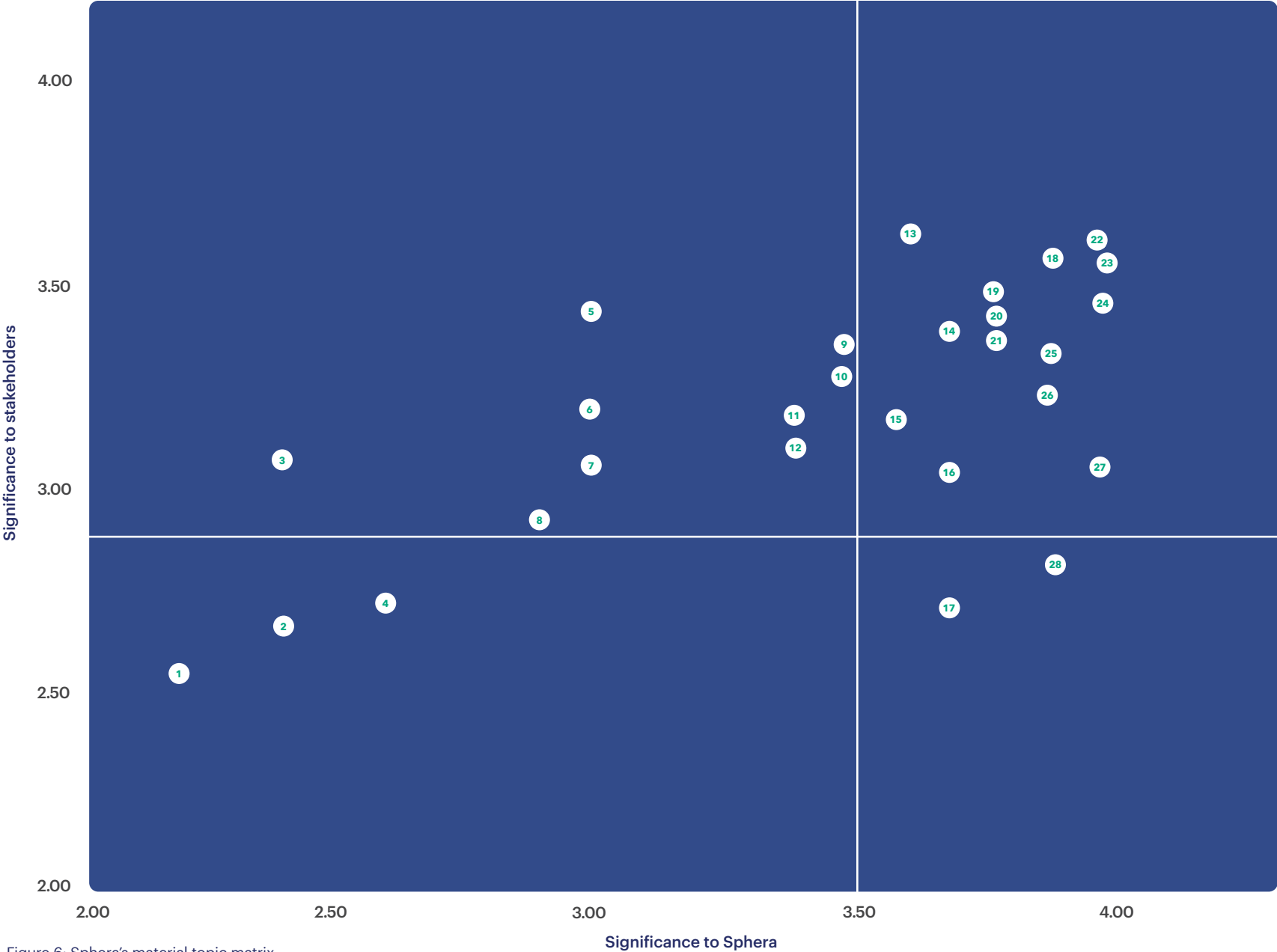
Figure 6: Sphera's material topic matrix

Sphera's material topics	Description
Cybersecurity	Adapting technologies and digital infrastructure to ensure security and protection from digital threats.
Client satisfaction	Maintaining a productive relationship with customers through strong communication and identification and fulfillment of their needs.
Product and service excellence	Ensuring that we provide products, services and support of the highest quality to our clients at all times.
Research, innovation and thought leadership	Achieving and maintaining Sphera's position as an innovator and industry leader by offering expertise and new or enhanced products and processes that address market demands and meet customer needs.
Training and education	Investing in training and education of employees for professional and organizational development.
Talent attraction and retention	Strengthening our team by attracting new talent and retaining existing talent with employee satisfaction, career progression and development initiatives.
Data privacy	Protecting digital information from unauthorized access or theft throughout its entire life cycle.
Non-discrimination	Preventing discrimination against any person on grounds of age, race, ethnicity, gender identity, sexual orientation, pregnancy, religion, nationality, citizenship, disability or any other status protected by law.
Equal opportunity and inclusion	Fostering and preserving a culture that recognizes the value of diversity in age, ethnicity, race, religion, national origin, family/marital status, gender identity/expression, sexual orientation and ability.
Employee health and well-being	Promoting employee health and well-being by paying appropriate wages and benefits, creating a safe work environment and supporting work-life balance.
Ethics and integrity	Complying with relevant laws, applying best management practices and adhering to the highest standards for transparency and business ethics. Our standards for ethics and integrity apply to all employees, officers and directors in all locations and settings where Sphera conducts business.
Net-zero/decarbonization commitment (Enabling client sustainability)	Enabling clients in achieving net-zero/decarbonization goals by aligning GHG reductions with the 1.5-degree pathway and a long-term, net-zero target.
Emissions and climate change strategy	Managing Sphera's emissions-related impacts, which include GHG and other air emissions reduction and mitigation plans related to global warming.
Flexible working environment	Offering a working arrangement that gives some degree of flexibility on the hours and location from which an employee works.
Enabling resource efficiency and circular economy	Supporting clients in their circular economy journey, which involves reuse and recycling of waste materials and leads to recovery of energy/material value in production.

Legend:
- ● Environmental
- ● Social
- ● Governance

Figure 7: Sphera's material topics and descriptions

Stakeholder engagement

Our stakeholders play a vital role in shaping our business. Their feedback and perspectives help guide our strategy and inspire us to remain adaptable and forward-thinking. We engage regularly through various channels designed to capture their input, understand their evolving needs and include them meaningfully in our decision-making processes.

Stakeholder group	Engagement
Board	• Board Meetings at least quarterly, periodic Committee meetings
Executive Leadership Team (ELT)	• Weekly ELT meetings • Performance and development review • Cybersecurity • In-person, monthly all day meetings • Quarterly all-colleague calls
Colleagues	• Employee engagement survey • Performance and development reviews • Quarterly all colleague calls
Customers	• Project reviews • Sphera Customer Network (SCN) • Client satisfaction survey • Customer Advisory Board (CAB) • Webinars • Conferences
Contractors and suppliers	• Surveys • Communication on policies
Business and industry associations	• Webinars, conferences and meetings • Projects
Governments and regulatory	• Industry-related briefings • Industry associations • Projects
Business partners	• Webinars, conferences and meetings • Projects

Figure 8: Sphera's stakeholder engagement

Sustainability commitments

SCIENCE-BASED TARGETS INITIATIVE (SBTi)

In 2024, we advanced our greenhouse gas reduction efforts by achieving SBTi verification for our near-term, science-based emissions reduction target. SBTi verification means our target is clear, actionable and in line with what the latest climate science deems necessary to hit the Paris Agreement goal of limiting global warming to 1.5° over pre-industrial levels.

The target applies to Sphera's direct operations, where we are committed to reducing total Scope 1 and 2 GHG emissions by 60.5% by 2030 using 2019 as the baseline year. Sphera is also committing to reducing Scope 3 GHG emissions from fuel and energy-related activities, waste generated in operations and employee commuting by 46.2% from our 2019 baseline year by 2030.

In addition, Sphera commits that 60.7% of its suppliers by emissions covering purchased goods and services and business travel will have their own science-based targets by 2028.

This milestone was made possible through the combined strength of our proprietary data, consulting expertise and software solutions, particularly our SpheraCloud® Corporate Sustainability software. We will share more about our journey toward achieving these ambitious goals in future Sustainability Reports. To learn more about our SBTi-verified target please click **here**.

BLACKSTONE'S EMISSIONS REDUCTION PROGRAM

Following Sphera's 2021 acquisition by Blackstone—the world's largest alternative asset investment firm—we committed to its Emissions Reduction Program, which sets a target of cutting Scope 1 and 2 emissions by 15% within three years.
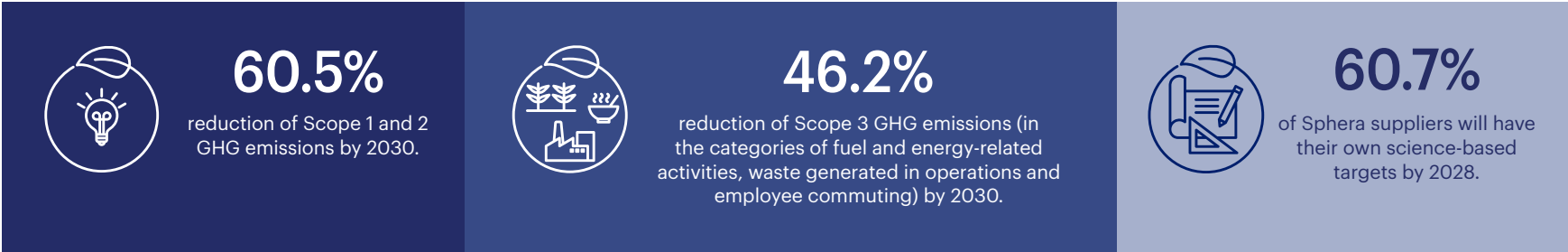
By 2022, we successfully met this target. In 2024, we continued to progress, reducing our Scope 1 and 2 emissions by 74% compared to our 2019 baseline.

Our commitment to environmental stewardship remains strong as we explore innovative ways to further decrease our footprint.

"2024 brought continued transformation within the sustainability landscape. We deepened our commitment through initiatives such as the SBTi, reaffirming our mission to build a safer, more sustainable and productive world. As part of this journey, we're expanding our efforts towards our own supply chain and enhancing the granularity of our data to give our organizations greater visibility and confidence in meeting our sustainability goals."

Mark Stach
Chief Services Officer

60.5%
reduction of Scope 1 and 2 GHG emissions by 2030.

46.2%
reduction of Scope 3 GHG emissions (in the categories of fuel and energy-related activities, waste generated in operations and employee commuting) by 2030.

60.7%
of Sphera suppliers will have their own science-based targets by 2028.

GHG emissions reduction progress

Sphera	2019 (baseline year)	2020	Baseline year reduction (2020) - %	2021	Baseline year reduction (2021) - %	2022	Baseline year reduction (2022) - %	2023	Baseline year reduction (2023) - %	2024	Baseline year reduction (2024) - %
Scope 1 (t CO_2e)	446	182		100		320		113		65	
Scope 2 (Market-Based) (t CO_2e)	1,073	535		291		477		471		324	
Scope 1 & 2 Total (t CO_2e)	1,519	717	-53	391	-74	796	-48	584	-62	388	74%
Scope 3 (t CO_2e)	7,075	4,471		4,087		5,735		4,630		5,222	
Total	8,595	5,188	-40	4,478	-48	6,531	-24	5,214	-39	5,610	35%

Figure 9: Blackstone emissions reduction program

UNITED NATIONS GLOBAL IMPACT (UNGC)

The United Nations Global Compact (UNGC) is one of the largest and most important global corporate sustainability initiatives. Sphera has been a proud signatory of the UN Global Compact since 2021, pledging to align our business operations with its core principles across human rights, labor, environmental responsibility and anti-corruption. We report our progress annually through a Communication on Progress submission.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The UN Sustainable Development Goals serve as a collective framework for global well-being, sustainability and prosperity. Sphera has identified eight SDGs where we believe we can make the most meaningful impact. These goals intersect with our core sustainability initiatives and material topics.

Figure 10: Sphera's SDGs

The following section illustrates how Sphera's key focus areas correspond to the relevant United Nations Sustainable Development Goals (SDGs).

Sphera's material topics	Corresponding material SDGs
Cybersecurity	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Client satisfaction	8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Product and service excellence	8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Research, innovation and thought leadership	8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Data privacy	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Ethics and integrity	8 DECENT WORK AND ECONOMIC GROWTH · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 17 PARTNERSHIPS FOR THE GOALS
Training and education	4 QUALITY EDUCATION · 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH
Talent attraction and retention	4 QUALITY EDUCATION · 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH

Sphera's material topics	Corresponding material SDGs
Non-discrimination	4 QUALITY EDUCATION · 5 GENDER EQUALITY · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Diversity, equity and inclusion	4 QUALITY EDUCATION · 5 GENDER EQUALITY · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Employee health and well-being	12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH
Flexible working environment	5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH
Net-zero/decarbonization commitment (Enabling client sustainability)	12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION
Emissions and climate change strategy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION · 17 PARTNERSHIPS FOR THE GOALS
Enabling resource efficiency and circular economy	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION

Figure 11: Sphera's material topics and SDGs

Environment

We hold a steadfast belief that every effort, breakthrough and collaboration holds the capacity to foster a safer, more sustainable and efficient world.

In this segment, we present an overview of our environmental programs, strategic approaches and key performance indicators and offer a thorough insight into our dedication to minimizing environmental impact, catalyzing positive transformation and nurturing a sustainable tomorrow.

Our principal environmental focus areas include:

- Commitment to net-zero decarbonization (supporting customer sustainability)
- Sphera's climate and emissions strategy
- Enabling resource efficiency and circular economy

Sphera's environmental impact

SPHERA'S METHODOLOGICAL APPROACH

During 2024, Sphera maintained our focus on advancing our emissions reduction and climate change strategy. As part of these efforts, we went through SBTi validation, ultimately achieving approval on our targets' alignment with the objectives set forth in the Paris Agreement. Commitments like these shape our approach to analyzing energy use and quantifying emissions, enabling us to refine and enhance our methodologies.

This report's emissions analysis leverages the capabilities of our SpheraCloud® Corporate Sustainability platform, adheres to the Greenhouse Gas (GHG) Protocol and employs an operational control-based methodology. Data was gathered from all activities under Sphera's operational control.

We calculated GHG emissions using multiple resources, including Sphera's Managed LCA Data and internationally recognized emission factor libraries like those from the UK Department for Environment, Food and Rural Affairs (DEFRA), Reliable Disclosure Systems for Europe (Re-Diss) and the U.S. Environmentally Extended Input-Output (USEEIO) databases. Additionally, our in-house expertise and comprehensive data assets allowed us to create a custom LCA model, which is especially valuable for Scope 3 categories like emissions associated with data hosting and remote work.

All emissions data presented in this report are expressed as carbon dioxide equivalents (CO_2e), covering all seven Kyoto Protocol gases (based on IPCC AR5 and AR6 GWP 100, excluding biogenic sources), in line with requirements from the Global Reporting Initiative (GRI) Standards, the GHG Protocol and the Sustainability Accounting Standards Board (SASB).

Our data collection, calculation and estimation methodologies are thoroughly outlined in our sustainability reporting protocol. Offices smaller than 25 square meters or with fewer than five employees were classified as "de minimis" and excluded from office energy data collection, as their emissions accounted for less than 1% of our total Scope 1 and 2 emissions.

For locations lacking direct energy data, we applied an extrapolation and estimation method based on floor-space intensity and site-headcount, consistently used for both previous years and the current reporting period.

It is important to highlight that the information shared here reflects the data available at the time of publication. As our understanding and emission factors continue to evolve, we remain committed to updating our data and clearly reporting any restatements in future disclosures.

GHG emissions

OVERVIEW

In 2024, we reported a GHG footprint totaling 5,610 metric tons of carbon dioxide equivalent (tCO_2e). This is a notable decrease of 35% from our baseline year of 2019, when emissions amounted to 8,595 tCO_2e. The break-down of our footprint revealed that:

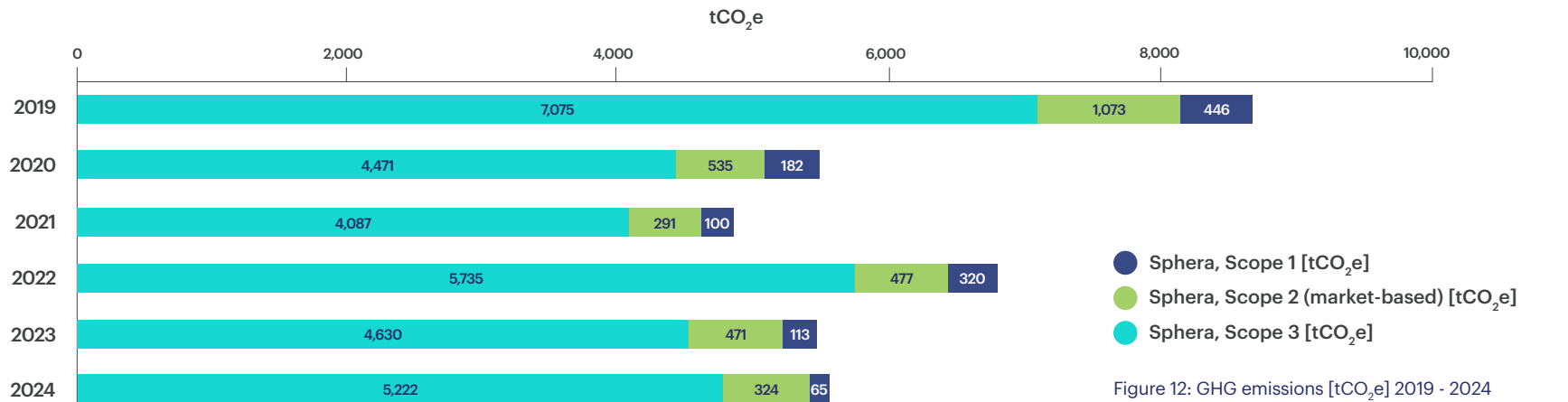| 1% of our GHG emissions were Scope 1 emissions |
| 6% were Scope 2 emissions |
| 93% were Scope 3 emissions |

tCO_2e

Year	Scope 3	Scope 2 (market-based)	Scope 1
2019	7,075	1,073	446
2020	4,471	535	182
2021	4,087	291	100
2022	5,735	477	320
2023	4,630	471	113
2024	5,222	324	65

● Sphera, Scope 1 [tCO_2e]
● Sphera, Scope 2 (market-based) [tCO_2e]
● Sphera, Scope 3 [tCO_2e]

Figure 12: GHG emissions [tCO_2e] 2019 - 2024

District heating [MWh]

- Electricity (market-based Scope 2) [t CO_2e]- 83%
- Office energy (Scope 1) [tCO_2e]- 12%
- Company vehicle (Scope 1) [tCO_2e]- 4%
- Fugitive emissions (Scope 1) [tCO_2e]- 1%
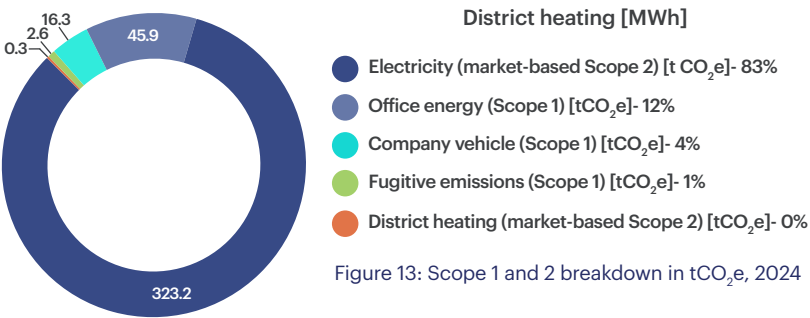- District heating (market-based Scope 2) [tCO_2e]- 0%

Figure 13: Scope 1 and 2 breakdown in tCO_2e, 2024

SCOPE 1 AND 2 OVERVIEW

Our analysis identified electricity consumption as the primary contributor to our Scope 1 and Scope 2 emissions, representing 83% of our total Scope 1 and 2 emissions (323 tCO_2e). This was followed by office energy and company vehicles, collectively accounting for about 16% of our Scope 1 and 2 emissions. Fugitive emissions and district heating made up less than 1% of our total Scope 1 and 2 emissions.

We saw a further decrease in our Scope 2 emissions in both location-based and market-based methodologies. The location-based approach displayed 344 tCO_2e, while the market-based approach resulted in 324 tCO_2e. This decrease in emissions is due to facilitating renewable energy usage in offices and moving to a remote-working structure.
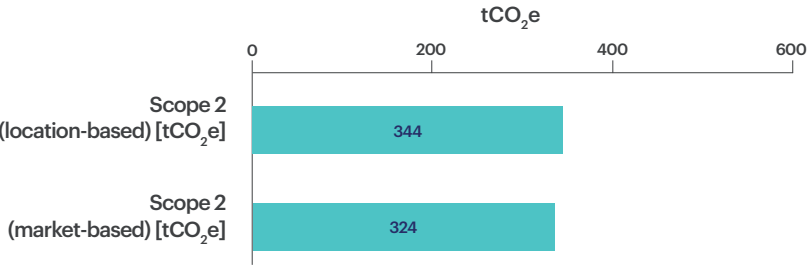
tCO_2e

Figure 14: Scope 2 GHG Emissions (location-based vs. market-based) in tCO_2e, 2024

After calculating our Scope 1 and Scope 2 (market-based) GHG emissions by office area and number of office-based colleagues, we found a shift in emissions intensity in 2024.

By office area

In 2024, our intensity for Scope 1 and Scope 2 (market-based) GHG emissions by office area was 0.044 tons of CO_2e per square meter, as compared to 2023 figures of 0.045 tCO_2e per square meter, which marked a slight decrease.

By office-based colleagues (FTE)

In 2024, our Scope 1 and Scope 2 (market-based) GHG emissions intensity for our office-based colleagues constituted 1.10 tons of CO_2e per one employee, as compared to 2023 figures of 1.15 tCO_2e per employee, which also signified a decrease.

	Sphera		
	2023	2024	+/- [%]
Scope 1 (office energy) and Scope 2 per employee [kg CO_2e / employees]	1.15	1.10	-3.8
Scope 1 (office energy) and Scope 2 per office area [kg CO_2e / m2]	0.045	0.044	-2.5

Figure 15: Emissions intensities: 2022-2024 comparison*

* Please note that the above intensities do not include emissions from remote colleagues.

SCOPE 3

The majority of Sphera's emissions can be allocated to Scope 3 GHG, encompassing all indirect emissions across our value chain. Following a Scope 3 analysis of all 15 categories outlined by the GHG Protocol, we have identified that our key focus areas remain within the following topics:

Scope 3 material categories for Sphera
Category 1 – Purchased goods and services
Category 3 – Fuel and energy-related activities
Category 5 – Waste generated in operations
Category 6 – Business travel
Category 7 – Employee commuting
Category 11 – Use of sold products
Category 13 – Downstream leased assets

Figure 16: Sphera's Scope 3 key categories

In 2024, Sphera's Scope 3 emissions totaled 5,222 tCO$_2$e, compared to 4,630 tCO$_2$e in 2023. The largest contributor to our Scope 3 emissions in 2024 remained purchased goods and services, accounting for 62% of overall Scope 3 emissions, followed by business travel, which constituted 26% of total Scope 3 emissions.

Compared to our baseline year of 2019, we observed a notable 26% drop in Scope 3 emissions in 2024. We have seen a decrease in key categories, such as:

• Purchased goods and services – a 12.6% reduction from 2019

• Business travel – a 34.0% reduction from 2019

• Fuel and energy related activity – a 75% reduction from 2019

• Waste generated in operations – a 65.8% reduction from 2019

Due to data availability issues, we have not calculated emissions related to the use of sold products. This is something that we are actively working towards.

tCO$_2$e

	Category 1	Category 6	Category 7	Category 3	Category 5	Category 13
2019	3,689	2,054	539	438	293	61
2020	3,274	538	273	189	76	122
2021	3,571	187	133	98	84	14
2022	4,029	914	379	189	135	90
2023	2,943	956	390	138	114	89
2024	3,226	1,355	342	110	100	88

Legend:
● Sphera, Category 1 - Purchased goods and services (Scope 3) [tCO$_2$e]
● Sphera, Category 3 - Fuel and energy-related activities [tCO$_2$e]
● Sphera, Category 5 - Waste [tCO$_2$e]
● Sphera, Category 6 - Business travel [tCO$_2$e]
● Sphera, Category 7 - Employee commuting [tCO$_2$e]
● Sphera, Category 13 - Downstream leased assets [tCO$_2$e]

Figure 17: Scope 3 GHG emissions in tCO$_2$e, 2019-2024

Energy use

Sphera's office energy consumption is primarily derived from electricity and natural gas, constituting 78% and 18% of our total energy consumption in 2024, respectively. Additionally, diesel and fuel oil usage was reported in several locations. In 2024, Sphera's total office energy consumption amounted to 955 MWh, which constitutes a significant 37% reduction from 1,520 MWh in 2023. This is primarily attributed to the ongoing reduction in the number of offices and the utilization of hybrid working.
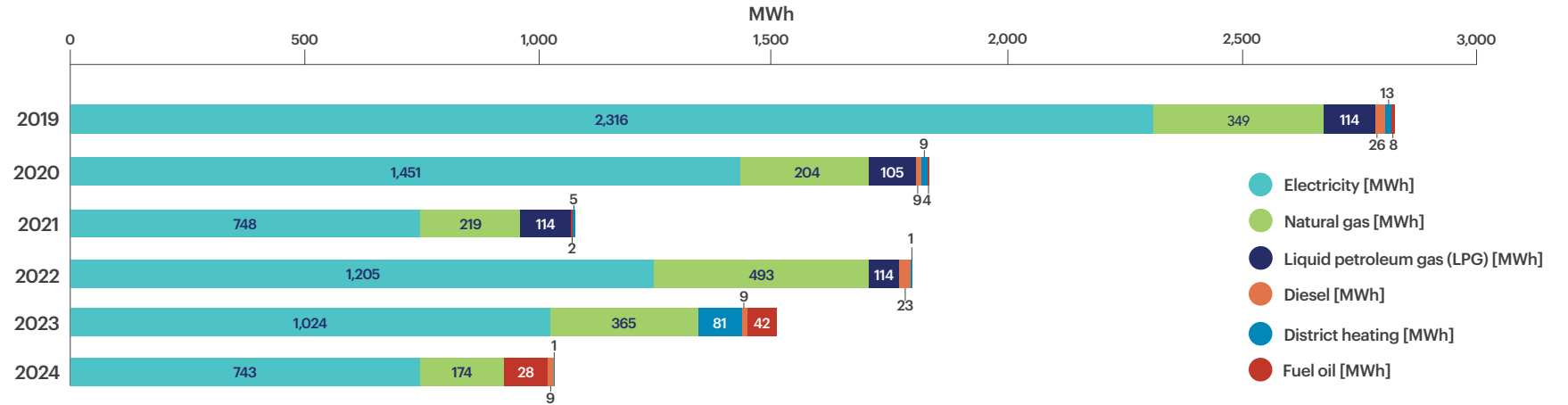
Figure 18: Sphera office energy in MWh, 2019 - 2024

In 2024, Sphera's North America region contributed 53% of our office energy footprint, followed by Asia-Pacific (APAC) with 25% and Europe, the Middle East and Africa (EMEA) with 22%.

Americas: 53%
EMEA: 22%
Asia Pacific: 25%

Office energy total [MWh]: 510, 208, 237
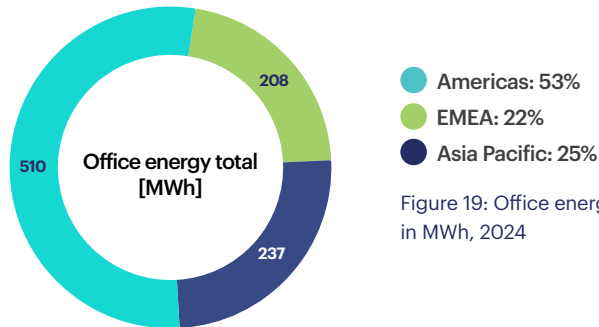
Figure 19: Office energy per region in MWh, 2024

Electricity (grid mix) [MWh]
Green electricity (certified) [MWh]

Figure 20: Electricity (non-renewable vs. renewable) in MWh, 2019 - 2024

Sphera is actively exploring the transition to certified renewable energy sources to further minimize our environmental footprint. We are making progress in increasing the proportion of renewable energy within our energy mix and have already made strides in several offices. We are collaborating with building management and our site leads and real estate committee to identify opportunities to transition to renewable energy in additional offices. In 2024, a notable increase in green electricity was observed with 18% of our electricity consumption originating from renewable sources compared to 15% in 2023.

Social

Our people and culture

At Sphera, our people are the driving force behind everything we do. We believe that cultivating talent, supporting well-being and fostering a culture of engagement are fundamental to our continued success. By championing internal recognition, investing in comprehensive training and offering continuous development opportunities, we empower our colleagues with the resources they need to grow professionally, deliver exceptional value to our customers and help tackle the pressing sustainability challenges of today.

Our core social focus areas:

- Equal opportunity & inclusion
- Talent attraction & retention
- Training & development
- Flexible work culture
- Colleague health & well-being

Safety and Sustainability Day

To mark Sphera's 8th Annual Safety & Sustainability Day, colleagues around the world took part in activities designed to raise awareness around environmental sustainability, community involvement and digital safety.

MODEL MAKING FOR REUSABILITY

Employees engaged in creative model-making activities that promoted the concept of reusability by transforming everyday waste materials into functional or decorative items. Examples included coconut shells repurposed into kitchen utensils and artistic showpieces, old glass bottles turned into flower vases, upcycled fabric transformed into handbags, and hand-painted stones made to resemble cacti, ladybugs and bees. These hands-on initiatives encouraged sustainable thinking and sparked creative expression awhile creating lasting connections between our colleagues.

PARK CLEANUP ACTIVITY

In line with our commitment to environmental responsibility, colleagues contributed to greener community spaces through volunteer-led waste removal and beautification efforts in parks around the world.

SAFETY AND SECURITY WEBINAR

As part of our educational programming, employees joined a webinar led by an external cybercrime experts focused on personal and organizational cybersecurity. The session focused on the growing risks of cybercrime and covered several real-world examples and preventative strategies. Topics included ATM fraud and skimming, online gaming threats like Blue Whale and MoMo, credit card scams involving RFID scanners, voice cloning and call spoofing and fraudulent courier service scams like the FedEx auto-generated call scheme. The webinar provided practical tools and insights to help colleagues stay informed and protected.

"At Sphera, we know that sustainability is powered by people. By fostering a collaborative and globally minded, purpose-driven culture, we not only support our employees' growth but also empower them to make a lasting impact on our customers, communities and the planet."

Kimberly Kolb
Chief Human Resources Officer

built in
2024 BEST PLACES TO WORK

Colleague engagement

In 2024, we were proud to achieve an impressive 86% participation rate in our annual colleague engagement survey—exceeding our target of 85%. The survey yielded a 66% favorable engagement score, reflecting our team's continued commitment and connection to our mission.

Our engagement model is grounded in three key dimensions:

SAY – Colleagues feel proud to be part of Sphera and actively champion our brand with peers, prospective talent and customers.

STAY – Colleagues are deeply committed to Sphera's mission and choose to build their careers here.

STRIVE – Colleagues are inspired to go above and beyond, contributing their best to drive our collective success.

Post-survey, we translated insights into action by launching targeted initiatives to address key focus areas. These efforts reflect our commitment to building a culture where every colleague is supported, inspired and empowered to make a meaningful impact.

Area of focus	Actions
Leadership	• Executive Leadership Team (ELT) members developed tailored functional and cross-functional action plans, informed by regional and team-specific feedback.
Growth & development	• We advanced career development frameworks for our legal, services and marketing functions. • Enhancements were made to the onboarding and internal training programs within our services group, ensuring colleagues have the tools and resources to succeed from day one.

Figure 21: Engagement survey - Key focus areas and actions

Investing in our colleagues

At Sphera, we believe that innovation flourishes when people are empowered. Our cross-functional collaboration, idea-sharing platforms and dedicated innovation hubs are designed to encourage our colleagues to challenge conventions, think boldly and develop pioneering solutions. In doing so, we tackle complex challenges and deliver value to our stakeholders.

Our people are our greatest strength—their talent, commitment and unique perspectives drive our mission to create a safer, more sustainable and more productive world.

We are committed to fostering growth pathways where professional and personal development are continuously nurtured:

1. Coaching, mentoring & hands-on experience: Our colleagues build practical skills and deepen their expertise through active participation in projects and day-to-day responsibilities.

2. Upskilling & reskilling: We offer a suite of training programs and internal platforms—such as SpheraU and Sphera Academy—aligned with industry trends to equip our people with the most current tools and knowledge.

3. Career planning: We facilitate quarterly career and performance conversations to support long-term career growth. These discussions help colleagues understand potential paths forward and explore opportunities aligned with their strengths and aspirations.

4. A culture of learning: We are cultivating a culture of continuous learning. This includes internal workshops, access to external platforms and dedicated time for professional development

All new hires complete a foundational learning program that provides a comprehensive introduction to Sphera's products and core subject matter expertise. In 2024, we continued to invest in external learning platforms to broaden access to knowledge and skill-building resources.

Hours of learning via external platforms:
LinkedIn Learning: 956 hours
O'Reilly: 487 hours

Hours of Learning via Internal Platforms:
Sphera University: 5,158 hours

Recognizing our colleagues

At Sphera, clarity of purpose fuels performance. Our colleagues are committed to advancing it in everything we do. We believe it is also important to take the time to recognize our colleagues outstanding achievements. A culture of appreciation not only lifts morale but also cultivates innovation and fuels long-term success.

To support this, we have a comprehensive approach to colleague recognition with formal and informal avenues for celebrating contributions.

SPHERION AWARDS

Our internal recognition program honors individuals who exemplify Sphera's core values—accountability, action-orientation, collaboration, customer centricity and innovation—in their day-to-day work.

The five recipients of the quarterly Spherion Awards are nominated by their peers to receive company-wide recognition, meaningful rewards, and the opportunity to inspire others. All colleagues are encouraged to nominate peers who demonstrate one or more of these values. Nominations are reviewed and voted on by a colleague committee.

2024 PROGRAM HIGHLIGHTS

Total nominations submitted: 397

Spherion awards presented: 21 (including one Spherion of the Year Award)

The Spherion Award program continues to inspire excellence, reinforce our values and foster a culture where outstanding contributions are celebrated and shared.

SHOUT-OUT TOOLS

In addition to formal awards, we maintain an active culture of everyday recognition. Through our HR platform, our colleagues are able to share recognition of others in celebration of individual and team achievements, big or small.

By combining structured recognition with peer-driven appreciation, we reinforce our values and create an environment where colleagues feel valued, celebrated and motivated. This continuous loop of positivity and acknowledgment drives personal fulfillment and organizational performance.

Talent attraction and retention

At Sphera, we are committed to building and sustaining an engaged, collaborative and results-driven workforce. Our success is driven by our people, which is why we prioritize the attraction, development and retention of talented individuals who align with our mission and embody our core values.

Our strategic talent objectives are to:

• Position Sphera as an employer of choice in the global marketplace

• Expand access to a global and versatile talent pool

• Strengthen retention by fostering a culture of engagement, recognition and growth

ATTRACTING TOP TALENT

Our approach to talent acquisition goes beyond filling roles. It's about strategic alignment with business goals and customer needs. We review job postings for inclusive language and train our interviewers to support a fair and results focused recruitment process. These efforts support our goal of welcoming strong talent to our global teams.

RETENTION, CAREER GROWTH & INTERNAL MOBILITY

Our recruitment and retention philosophy is rooted in long-term career development. We support internal mobility and train our managers to support meaningful career conversations and individualized growth plans. Feedback from internal engagement surveys provide us with transparency, inform our strategy, and help us identify focus areas and measure progress against performance benchmarks.

Our attrition rate remained on par with the industry average of 22% in 2024—a reflection of our ongoing commitment to employee experience and satisfaction.

INTERNSHIP PROGRAM

Following the success of our inaugural initiative, we continued our Ukraine Internship Program throughout 2024. Interns were placed across departments including sales, corporate development, services and technology—gaining hands-on experience, contributing to meaningful projects, and building valuable connections across the organization. Participants also had opportunities to engage directly with Sphera's executive leadership, further enriching their professional development.
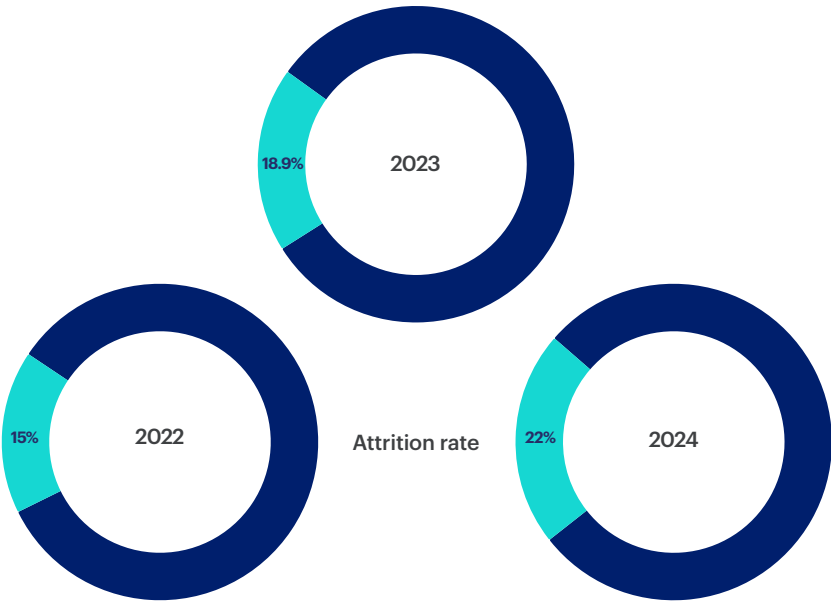
Figure 22: Sphera's attrition rate, 2022 - 2024
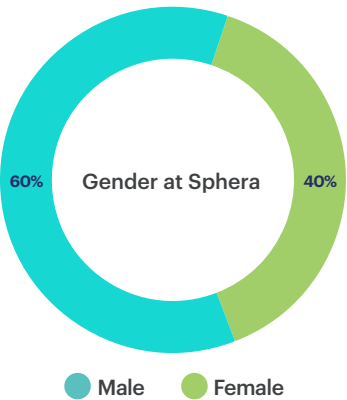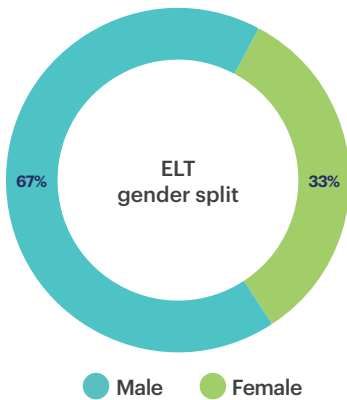

Figure 23: Global gender split, 2024

Figure 24: ELT gender split, 2024

Equal opportunity and inclusion

At Sphera, we believe that equal opportunity and inclusion are key drivers of innovation, creativity and long-term success. We are committed to fostering an environment where every individual feels valued, respected and empowered to bring their unique perspectives and experiences to the table. We expect leaders at all levels to actively champion a culture of equality and inclusion across the organization.

In 2024, our global team grew by 3.16%, with women representing 40% of our total workforce.

As part of our continued commitment to equitable hiring practices, we introduced a foundational unbiased interview training to support managers in refining their hiring approach. The dedicated session focused on inclusive interviewing techniques, equipping participants with tools to recognize and mitigate bias throughout the recruitment process.

To reinforce engagement and understanding, attendees completed a short quiz of 10 questions, requiring a minimum score of 80% to pass. A total of 147 colleagues—including the entire global HR team and all active hiring managers—were invited to participate. We achieved a 99% completion and pass rate, with 135 colleagues attending the live session and the remainder completing the training via our internal training resources.

Throughout 2024, we provided our employees with a range of resources designed to deepen their understanding of what it means to be part of an inclusive workplace. These included unconscious bias training, skill-building workshops and leadership development programs. These platforms play a vital role in building community, promoting belonging and supporting personal and professional growth.
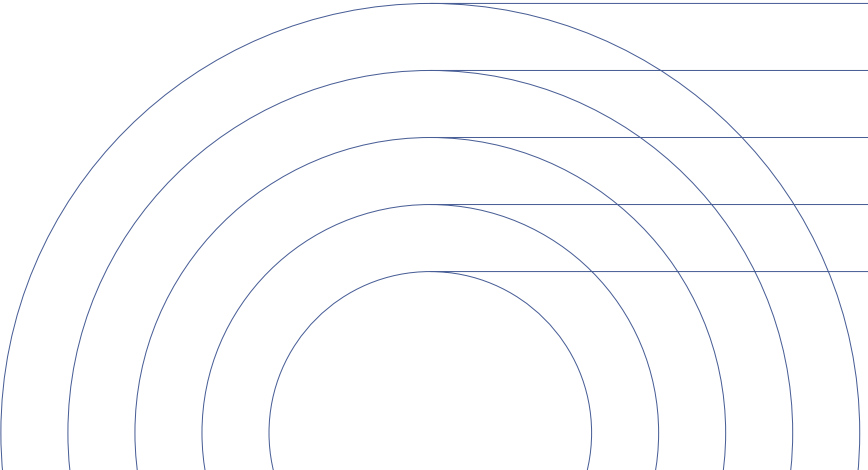
Sphera's Colleague Resource Groups (CRGs)

At Sphera, Colleague Resource Groups (CRGs) bring together employees who share common interests, values, and goals. These groups are created by colleagues, for colleagues, offering opportunities to connect, build relationships and collaborate across the organization. Each group leads initiatives focused on well-being, coaching and fostering inclusive collaboration.

BLACK EMPLOYEE SOLIDARITY TEAM (BEST)

The Black Employee Solidarity Team (BEST) CRG fosters connection, networking and understanding among our colleagues. All colleagues are welcome and encouraged to join the group to come together in support of this mission, to share their perspective or gain greater understanding of how to be a better ally to black colleagues. The BEST CRG is facilitated by Sphera colleagues for the benefit of our colleagues.
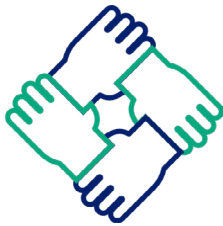
In 2024, the BEST CRG accomplished the following:

- **Black History Month:** Throughout the month of February, the BEST CRG ran a campaign called "Inspired By", that celebrated the inspiring individuals who have impacted the lives of fellow Spherions, including personal connections and public heroes. The group received submissions from colleagues and members of the BEST CRG and shared those in our Black Employee Solidarity Teams channel. Individuals that Spherions were "Inspired By" included the Hidden Figures, Amanda Gorman, Wangari Maathai, Morgan Freeman, the Fab Five, Reginald F. Lewis and more.

- **Well-Being Challenge & Mental Health Awareness:** The Well-Being Challenge is an initiative from the Well-Being CRG that encourages colleagues to engage in activities that promote our overall well-being, ranging from walking and running to yoga, meditation and more. During the challenge, the BEST CRG created a Spotify playlist for colleagues to stay motivated and energized throughout their activities. In addition, the BEST CRG shared information surrounding mental health, as it is an integral aspect of one's well-being journey. The resources covered the stigma surrounding mental health, access to mental health services, access to culturally competent care and socioeconomic disparities that exist within the black community.

- **Juneteenth:** BEST CRG encouraged colleagues to educate themselves on the day's history by providing links to two virtual museums for colleagues to explore: the National Museum of African American History & Culture and the DuSable Museum Exhibition (Freedom: Origin and Journey).

WOMEN EXCEL, GROW, EMPOWER, TRANSFORM (WEGET)

The WEGET Colleague Resource Group (CRG) was created by employees to connect women and allies across Sphera, offering a platform to share experiences, build networks, and support one another's growth. Over time, the group has expanded its impact to include an annual six-month company-wide mentorship program. All colleagues are welcome and encouraged to join, contribute to the mission and bring their unique perspectives to the community.

In 2024, WEGET continued to enhance professional development opportunities by hosting quarterly sessions on topics of interest, with discussions led by members of the Operations and Executive Leadership Teams. CEO Paul Marushka opened the 2024 series with a session titled "Speaking to the C-Suite." These sessions were also made available through internal Sphera Education resources to extend access across the organization. In addition to hosting development sessions, WEGET continued its annual company-wide mentoring program in 2024. The initiative has become a cornerstone of the group's efforts to support career growth and cross-functional connection. Designed to empower participants both professionally and personally, the program reflects WEGET's broader mission of helping colleagues excel, grow and lead.

2024 Mentoring Program objectives:

- Support participants in achieving career development and personal growth goals

- Help build a pipeline of leaders equipped with the necessary knowledge, skills and capabilities

- Encourage stronger engagement and long-term career vision

- Provide tools and strategies to help participants reach their full potential

- Create opportunities for cross-functional collaboration and partnership

This year, the program saw a 12% increase in matched mentoring pairs compared to 2023.

Participant feedback included:

- 89% of participants would recommend the program to others

- 100% of mentees agreed their mentor was approachable and easy to talk to

- 100% of mentees said their mentor provided valuable support throughout the experience

At the close of the 2024 Well-Being Challenge, we saw the following results from more than 200 participants:

Total number of steps in 2024: 43,561,242

Total miles in 2024: 20,368 miles, or the equivalent of 6 transatlantic voyages from New York to London

Healthy habits challenges: 3,198 check-ins

Drink 7 glasses of water per day: 67 participants, 1,036 check-ins

Eat 5 servings of fruit and vegetables: 44 participants, 663 check-ins

Gratitude journal: 21 participants, 281 check-ins

Meditation: 32 participants, 403 check-ins

Sleep at least 7 hours: 49 participants, 815 check-ins

Each year, the challenge supports a meaningful cause that colleagues are encouraged to donate to. The charity chosen in 2024 was UNHCR, the UN Refugee Agency.

COLLEAGUE AND SAFETY/ WELL-BEING CRG

Sphera supports the health and well-being of our colleagues through both traditional benefits and broader initiatives that foster a holistic approach to physical, mental and social wellness. Our global teams regularly host themed workshops and team-building activities centered on well-being, helping to create a supportive and engaging workplace culture.

The Well-Being Colleague Resource Group was created by colleagues to elevate the role of well-being within Sphera's culture. In 2024, our Well-Being CRG hosted their third annual Sphera Well-Being Challenge from May 10, 2024, through June 9, 2024. Spherions participated either individually or as a team and tracked their progress in the Pacer app. The app gave colleagues a private feed where they could connect with fellow participants across the globe and share photos of their fitness and wellness activities. Those activities included walking, running, meditation, yoga and more. They also joined in optional daily Healthy Habit Challenges, aiming to achieve the goal for 25 of the 31 days. Those daily goals included meditation, drinking 8 glasses of water, eating 5 servings of fruits and vegetables, maintaining a gratitude journal, and sleeping at least 7 hours per night. Colleagues were able to opt into any challenges and checked in daily when they achieved each goal.

Flexible working environment

In response to the changing nature of work and our ongoing focus on employee well-being, Sphera continues to support a flexible work environment. We recognize that flexibility is essential for maintaining a healthy work-life balance, improving job satisfaction and driving productivity.

We put in place clear remote work guidelines that give employees the ability to work from home, allowing them to support their professional obligations while best accommodating their personal needs. Sphera's reliable technology infrastructure and equipment ensure that colleagues have the tools and resources required to collaborate effectively and perform their responsibilities from any location.

Our "Work Abroad Program" supports our effort to facilitate short-term flexible work in certain locations for our colleagues. The program has proven to be a successful addition to our aspiration, providing our people with the possibility to work remotely in various locations and exchange expertise with other colleagues globally.

Governance at Sphera

At Sphera, we know that strong governance is fundamental to building trust, transparency and accountability with our customers, employees and stakeholders. Our governance policies and practices are designed to foster excellence in our operations – including in our products and services, research, innovation and thought leadership – to ensure customer satisfaction, and to drive integrity within our business. Our governance standards reflect our dedication to creating value and driving a positive impact on our stakeholders and the world.

Our key areas of focus for governance are:

- **Ethics and integrity**
- **Cybersecurity**
- **Data privacy**
- **Research, innovation and thought leadership**
- **Customer satisfaction**

Our board and executive leadership team

Sphera's mission to create a safer, more sustainable and productive world begins with strong leadership at the highest level. Our governance structure is designed to provide effective oversight of strategy, organizational performance and material business risks, ensuring that ethical decision-making remains central to our business. The company's Board of Directors, as Sphera's ultimate decision-making authority, holds responsibility for overseeing and guiding the company's strategic development, values, business offerings, productivity and performance, as well as our compliance and sustainability initiatives and efforts.

Our Board brings diverse expertise across the areas of finance, technology, risk and sustainability. The Board meet at least quarterly to review the performance of the organization and to discuss, among other things, company goals, material risks and strategic plans. The Board also meets periodically through its committees to review specific matters, as appropriate and determined by the Board.

The Board also appoints members of the executive leadership team (ELT), providing ongoing guidance and support on key business matters. The ELT is charged with carrying out company strategy and overseeing Sphera's day-to-day operations.

In April 2024, Lisa Agona was appointed as Sphera's new Chief Marketing Officer to lead the company's Marketing department and enhance Sphera's enterprise marketing, brand and communications strategy to support the firm's continued global growth and expansion.

As of the end of 2024, the Sphera ELT comprised six male members and three female members.

Figure 26: Sphera's executive leadership team
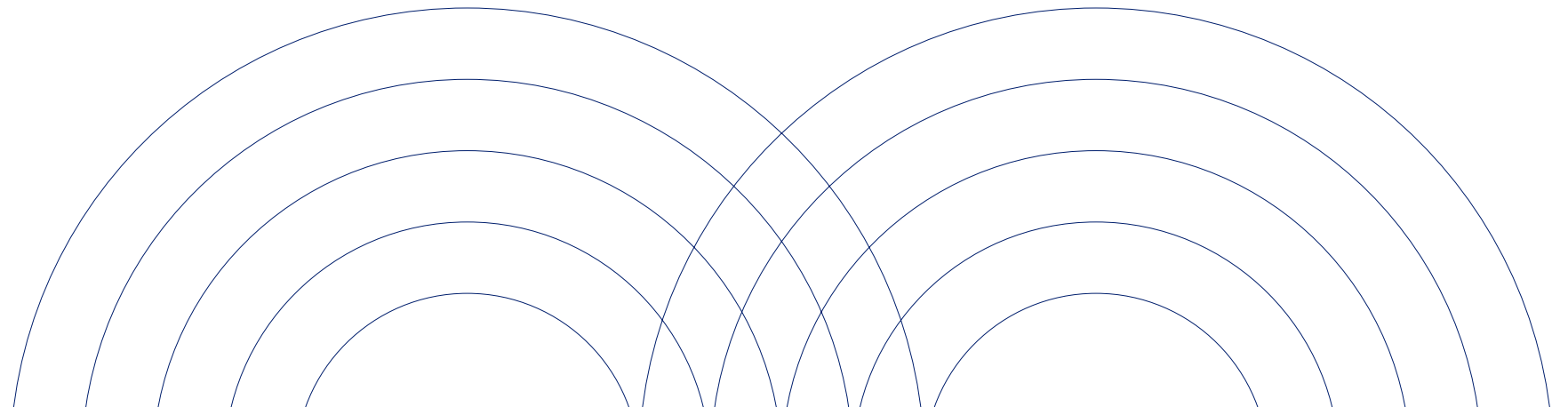
Ethics and integrity

Every Spherion is required to act ethically, and to maintain integrity and accountability toward one another and our customers, suppliers, business partners, local authorities, communities and other stakeholders. As a signatory of the U.N. Global Compact, we are dedicated to maintaining the highest standards in how we conduct our business, and our internal policies and procedures are designed to ensure that we operate in compliance with these standards.

OUR APPROACH

Sphera's ethics and compliance program, overseen by our legal and compliance teams in collaboration with human resources and information security colleagues has continued to mature as the business has grown. The program is under the supervision of Sphera's general counsel and executive leadership team (ELT) with oversight by the board.

Our global code of conduct defines the principles, practices and expectations that guide our operations worldwide. The code outlines the responsibilities of all employees with respect to ethical conduct and provides information on the most common ethical and legal questions that employees may face in their day-to-day activities as company ambassadors. The global code of conduct covers key topics such as:

- **Our shared commitment to high standards of conduct**

- **Manager responsibilities**

- **Our ethics reporting hotline**

- **Workplace health and safety**

- **Addressing conflicts of interest**

- **Political activities and lobbying**

- **Use of company confidential information and assets and third party information**

- **Acting with integrity towards our customers and suppliers**

- **Our participation in the global community**

- **Regulatory compliance, including anti-corruption and fair competition**

- **Human rights and equal opportunity**

The code of conduct applies to our board of directors, officers and all employees across every location where Sphera operates. It also extends to other stakeholders, business partners and representatives conducting business on behalf of Sphera. The code is reviewed periodically for appropriate updates and all changes must be approved by the Sphera board of directors.

Sphera requires all colleagues to complete training on our code of conduct within the first 30 days of starting with the company. In addition to the topics covered by the code, the compliance program includes training on a broad range of other HR, compliance and information security topics. To confirm their understanding and adherence to our code of conduct and other company policies, colleagues are required to complete an attestation when joining Sphera and on an annual basis thereafter. People managers are required to take additional training on topics such as sexual harassment and unconscious bias, and our team is working to ensure that all colleagues complete our required training courses.

While the code of conduct is comprehensive, we recognize it cannot anticipate every potential ethical question or difficult professional decision. To address this, we have an open-door policy that encourages employees to seek guidance or clarification from their managers, human resources or the legal department on any company policies, procedures or guidelines, particularly if they are unsure of whether a particular situation or action complies with the code or other company policy.

In the event that a local law conflicts with our code of conduct or other company policies, the law always takes precedent. If a code of conduct breach or violation of the law involving colleagues, contractors, suppliers or service providers is suspected, colleagues are requested to immediately report it to the legal department or to their HR or finance representative. Sphera also maintains an ethics reporting hotline, Ethicspoint, through which reports or inquiries (including anonymous reports) may be submitted.

Prompt investigation and appropriate actions are taken in response to reports, and any inquiries are addressed as quickly as possible. Reports are treated as confidentially as possible, as allowed by law, and as appropriate for the proper resolution of the issue. If we determine that there has been a violation of our code of conduct, company policy or the law, we will initiate appropriate corrective action with the parties involved. We may also report misconduct or violations to the corresponding authorities, as required or otherwise appropriate.

Sphera is committed to promoting a workplace and supply chain where workers

"Compliance alone isn't enough. At Sphera, we are deeply committed to doing what's right – for our customers, our colleagues, the environment and the communities where we live and work. It's the foundation for all that we do, and it quietly informs the decisions we make and the actions we take as a business and as individuals. Our stakeholders hold us to high standards and we aim to deliver."

Michelle Belew
General Counsel

are treated with respect and dignity, and which are free from modern slavery and human trafficking. Sphera publishes annual statements on its programs and policies designed to comply with laws prohibiting modern slavery and human trafficking, including under the Modern Slavery Act 2015 of the United Kingdom and the Australia Modern Slavery Act 2018 (Cth) (collectively, the "Modern Slavery Acts").

We hold our vendors, suppliers and customers to the same standard of conduct and ethics that we require of colleagues. We carry out certain diligence and compliance screening on third parties with whom we plan to work, and we require that they adhere to the law, regulations and ethical business practices through our contracts and our compliance policies. We may decline business with a third party if there are doubts about its conduct, practices or status as a prohibited party under applicable regulations.

FREEDOM OF ASSOCIATION

We recognize the importance of freedom of association, which encompasses the rights of all workers to freely and voluntarily establish and join groups that promote and defend their occupational interests. Sphera has not implemented policies that are likely to negatively impact workers' decisions to form or join a trade union or to bargain collectively. Sphera endeavors to ensure that its employees can exercise these rights freely and to create an environment in which employees are comfortable doing so and Sphera collaborates regularly with employee representatives to support open communication and a respectful workplace.

Cybersecurity and data privacy

Sphera is committed to the utmost standards of confidentiality, responsibility and integrity in our approach to data protection and privacy. Safeguarding the sensitive data and personal information of our employees, customers and stakeholders is, and will remain, a top priority.

In 2024, we maintained our information security program, ISO 27001 certification and SOC 2 Type 2 attestation. We also proudly sustained our TISAX certification—a milestone achieved in 2023. Further strengthening our defenses, we completed the implementation of endpoint detection and response (EDR) across the organization, enhancing our ability to proactively monitor, detect and respond to cyber threats.

We conduct continuous vulnerability assessments and execute strategic plans to reinforce our cybersecurity and data privacy posture. This includes mandatory annual employee training on confidentiality, information security and data protection. New hires are required to complete training within their first 30 days and annually thereafter. Our technology team also conducts monthly internal phishing simulations to foster a cyber-aware culture. These exercises vary in complexity to challenge employees and identify areas for additional awareness and training.

DATA PRIVACY

A key component of our security program is our ISO 27001-certified Information Security Management System (ISMS), which encompasses the policies, controls and procedures needed to address evolving information security threats. Our comprehensive data privacy program is overseen by Sphera's Data Protection Officer (DPO) and is governed by our Data Privacy Policy. This policy outlines how we collect, use and secure data, manage access and perform audits and remediation to comply with applicable privacy laws and protect customer data.

In 2024, we increased privacy training for executive leadership team (ELT) members, and in 2025 we will enhance our program through additional focused privacy education. Sphera will also self-certify under the EU-U.S. Data Privacy Framework, reinforcing our commitment to international privacy compliance.

Our DPO is responsible for overseeing our data privacy protocols, including our data breach response procedures. Potential incidents can be reported through online forms, via the Sphera Customer Network (SCN) or by contacting DPO@sphera.com. We continuously monitor our systems and processes to enable quick mitigation and timely notification to affected parties should a breach occur.

CYBERSECURITY

Sphera stands ready to treat any actual or threatened cybersecurity incidents with urgency , and we regularly update our incident response plan to align with industry standards. Our information security team—led by the Chief Information Security Officer (CISO)—is responsible for immediately assessing and any addressing any potential incidents, in partnership with legal and compliance counterparts to coordinate appropriate, swift and effective mitigation and communication.

Sphera also maintains a detailed disaster recovery plan, outlining plans for the recovery of critical infrastructure in the event of a security incident, disaster or other event that put systems or processes at risk. This is supported by a comprehensive business continuity plan, ensuring the continued delivery of services in the face of unforeseen events such as pandemics, natural disasters or environmental challenges.

Looking ahead to 2025, we will continue streamlining our cybersecurity training to strengthen workforce awareness, expand our penetration testing initiatives and maintain our ISO 27001, SOC 2 Type 2, and TISAX certifications.

"In 2024, we advanced our commitment to innovation by leveraging cutting-edge digital technologies to strengthen cybersecurity awareness across our workforce. By embedding resilience and vigilance into our culture, we're ensuring our global teams can operate securely and confidently in an increasingly complex digital landscape."

Brian Laird
VP, Engineering

Research, innovation and thought leadership

We believe that genuine leadership goes beyond delivering impactful solutions; it means sharing our knowledge and perspectives with the wider community. Throughout 2024, we remained committed to thought leadership by producing insightful content across multiple platforms and ensuring our expertise reached diverse audiences around the globe. Through press coverage, podcasts, white papers, webinars, events and blog posts, we sought to inspire meaningful conversations.

EVENTS

Joining industry events and conferences enables us to engage with stakeholders, share our expertise and contribute meaningfully to thought leadership conversations. Whether through keynote speeches, panel discussions or networking opportunities, we remain dedicated to fostering dialogue and advancing sustainability initiatives. In 2024, we continued to embrace a hybrid event model, participating in both virtual and in-person gatherings.

In April 2024 and October 2024, we hosted Customer Summits in Austin, TX and Frankfurt, Germany with over 700 corporate representatives focusing on distinct sustainability challenges faced by businesses. We demonstrated how companies can use the right combination of strategy, technology and expertise to overcome these challenges, enhance their sustainability performance, reduce risk and strengthen their brand reputation.

Customers took advantage of focused sessions and workshops dedicated to enhancing business resilience and transparency and driving meaningful progress in sustainability, safety and supply chain practices. To learn more about these events, please click **here**.

We also supported and participated in multiple in-person industry events and tradeshows worldwide, connecting with hundreds of global sustainability leaders.

VERDANTIX CLIMATE SUMMIT

We were proud to be a Silver Sponsor of the Verdantix Climate Summit North America, which brought together sustainability, ESG, risk and compliance leaders to share insights into reporting strategies. The event took place on February 20-21, 2024 in Washington, D.C. Sphera's exhibition booth presented how Sphera helps our customers advance in their sustainability roadmap.

VISIONARY 200 SUSTAINABILITY SUMMIT

Naved Siddique, our Chief Product Officer, participated in an interview at the Visionary 200 Sustainability Summit, which provided a forum for leaders across industries to share insights on the most pressing sustainability challenges today. In the interview, Naved discussed challenges companies face in meeting evolving regulatory requirements, the importance of data collection and aggregation and how companies should approach Scope 3 reporting.

In addition to participating in live events, we hosted over 25 webinars highlighting the topics of Supply Chain Risk Management, Corporate Sustainability Reporting and Digitization of Carbon Accounting, including:

- Virtual event titled "Data quality for life cycle assessments", where our panel of LCA experts delved into critical insights of our rigorous data quality assurance program, the necessity of third-party verification and exploration of how quality data to perform life cycle assessments is becoming increasingly important as regulatory and consumer pressures mount. To learn more, click **here**.

- Webinar on the topic of "Scope 3 Strategies for CSRD Success," where our product experts disclosed how SpheraCloud® Corporate Sustainability's latest features, like integration with Supply Chain Risk Management, can transform our customers approach to Scope 3 reporting, enabling them to confidently manage compliance and elevate their sustainability strategy. To learn more, click **here**.

- "New Capabilities in Corporate Sustainability Reporting" webinar, where our Product experts provided a comprehensive overview of the new features and software solutions' enhancements designed to elevate our customers' sustainability management practices, explored advanced forecasting capabilities, streamlined data collection tools and integrated sustainability solutions that enhance transparency and decision-making. To learn more, click **here**.

Customer satisfaction

Building strong relationships with our customers remains a top priority. We are committed to listening carefully, understanding their needs and responding effectively to ensure every interaction creates a meaningful and lasting impression.

Throughout 2024, thousands of customers relied on our data, software, and consulting services. Regular engagement surveys provided actionable feedback that helped us tailor solutions and elevate service quality. We also increased capacity and expanded our account management team to continue meeting their needs.

The Sphera Customer Network (SCN) remained a vital resource, providing helpful communication and educational material combined with efficient 24/7 support.

Looking forward, our direction is clear: we strive to deepen our support for customers on their progress toward sustainability by partnering with them to craft impactful solutions to mission-critical challenges. Building upon this year's accomplishments, we will continue transitioning from a broad industry-focused approach to a more customized, customer-specific strategy. This evolution will enable us to deliver even more targeted solutions that address the unique demands and hurdles faced by each of our valued partners.

Description	2020	2021	2022	2023	2024
Number of SCN logins	122,275	115,070	136,119	161,880	294,197
Click-to-Chat number of chats	8,239	11,240	10,168	12,940	11,540

Figure 26: Sphera's SCN statistics across the years

We remain committed to broadening our portfolio of services and offerings, and staying at the forefront of innovation to satisfy the ever-changing needs of the sustainability sector. Our objective is to consistently provide exceptional customer care that leaves a lasting, positive impression.

We acknowledge that each customer operates within a unique framework and confronts varied challenges and opportunities throughout their sustainability progress. By nurturing close collaboration with our customers, we gain invaluable insights into their particular needs, ambitions and constraints. This profound understanding allows us to tailor and refine our software and services to meet their individual requirements - whether that involves navigating regulatory compliance, reducing environmental footprints or enhancing workplace safety.

"At the core of our strategic vision and innovation is an unwavering commitment to our customers and their priorities. We take every opportunity to listen, understand and adapt, steering through the ever-changing sustainability landscape to uphold our position as the vendor of choice. In 2024, this commitment came to life through new initiatives like our pilot program for supply chain customers, where dedicated Customer Success Managers are helping organizations maximize value and achieve measurable impact."

John Tully
Chief Revenue Officer
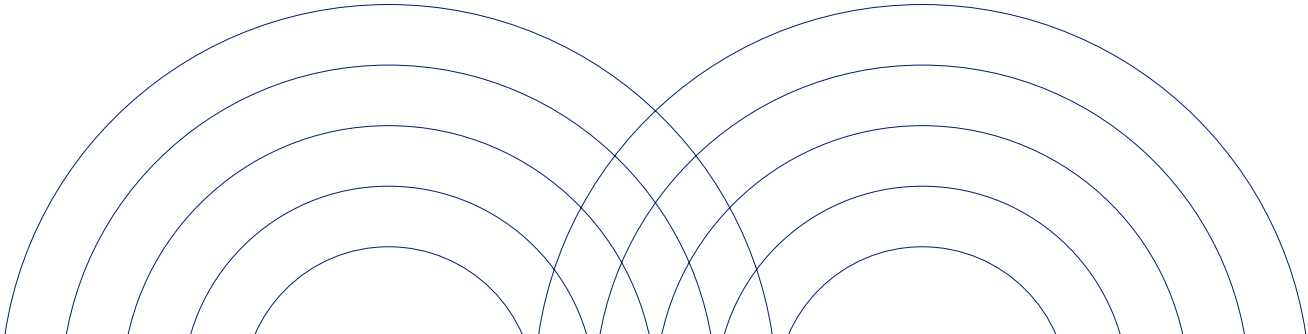
What comes next

Sphera's annual Sustainability Report demonstrates our unwavering commitment to the openness and responsibility that stakeholders demand. The report delivers an evaluation of our performance, complementing the frameworks we use to monitor our mission of fostering a safer, more sustainable and more productive world. Most importantly, it provides us with the data and insights essential for planning our future progress.

Year	Targets
2022	√ Identified key performance indicators and targets for material topics √ Calculated our Science-Based Targets (SBTs) √ Linked our actions and contributions to Sustainable Development Goals (SDGs) √ Introduced sustainable purchasing guidelines
2023	√ Developed comprehensive action plans for the management and improvement of material topics √ Submitted our SBTs √ Continually monitored our KPIs √ Continually improved data granularity and accuracy
2024	√ Achieved SBTi Targets validation and approval √ Routinely reviewed and evaluated our KPI's and targets for alignment with our material topics √ Improved accuracy of Scope 1 and 2 data collection, including in our data granularity √ Streamlined preparation for conducting 2025 materiality assessment
2025	• Improve granularity of our scope 3 emissions data • Surveying our top 20 suppliers • Conduct materiality assessment in 2025

Figure 27: Sustainability program timeline, 2022 - 2025

Our performance data

INVESTING IN OUR COLLEAGUES

GRI 404-01 Training hours

Training by employee category	Training hours	Number of employees (FTE)	Average number of training hours
ELT	23	8.4	2.7
Senior management	847	149.4	5.7
Middle management	729	161.4	4.5
Non-management	7,190	1,033.6	7.0

Figure 28: Training hours per FTE[1] by employee category, 2024

Training hours male vs female	Training hours	Number of employees (FTE)	Average number of training hours
Male	5,404	809.6	6.7
Female	3,385	543.2	6.2

Figure 29: Training hours per FTE[1] by gender, 2024

Average training hours per FTE

Year	Average training hours per FTE
2019	3.8
2020	2.6
2021	4.2
2022	10.4
2023	6.1
2024	6.5
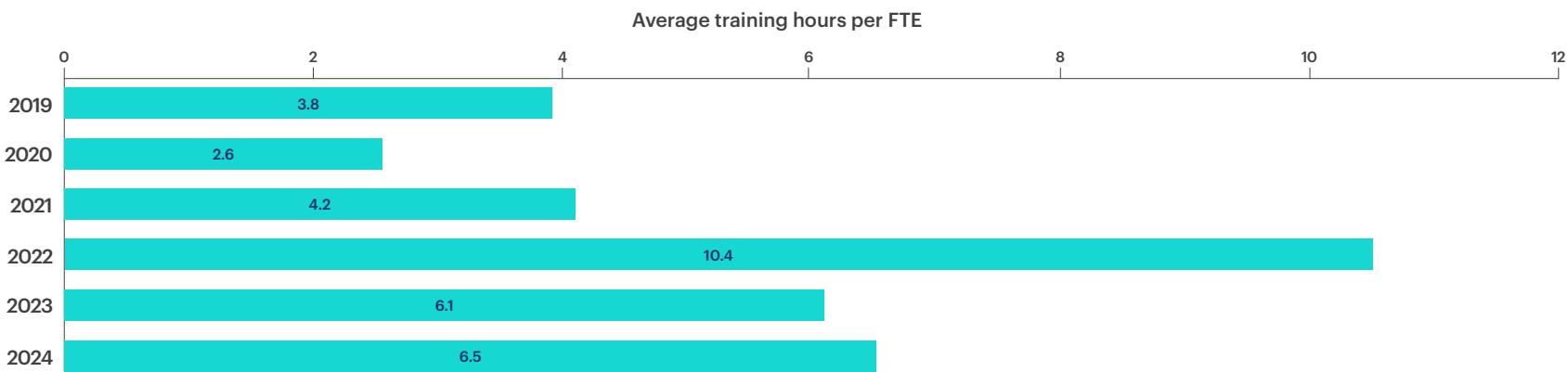
Figure 30: Average training hours per FTE[1] by year, 2019 - 2024

[1] FTE refers to full time equivalent employees, which has been calculated as an average for the full year.

EQUAL OPPORTUNITY, INCLUSION AND NON-DISCRIMINATION

GRI 405-1

Employee category	Male	Female
ELT	5.8	2.6
Senior management	108.6	40.8
Middle management	95.6	65.8
Non-management	591.0	429.8

Figure 31: Gender split by employee category by FTE[1], 2024

Global gender split

60% / 40%

● Male   ● Female
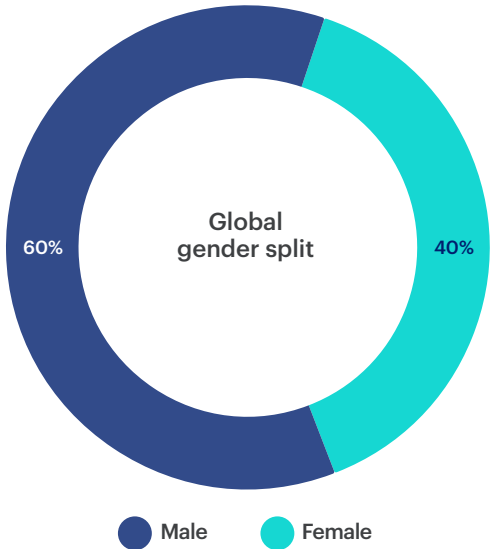
Figure 32: Global gender split, 2024

Age categories at Sphera

15% / 65% / 20%

● <30   ● 30 - 50   ● 50>
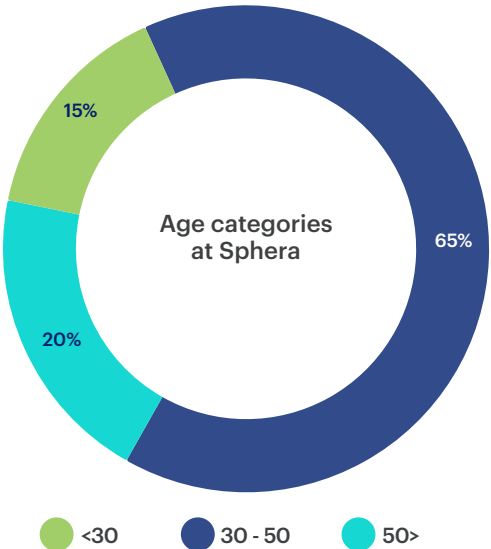
Figure 33: Age categories, 2024

Age categories of ELT

12% / 88%

● 30 - 50   ● 50>
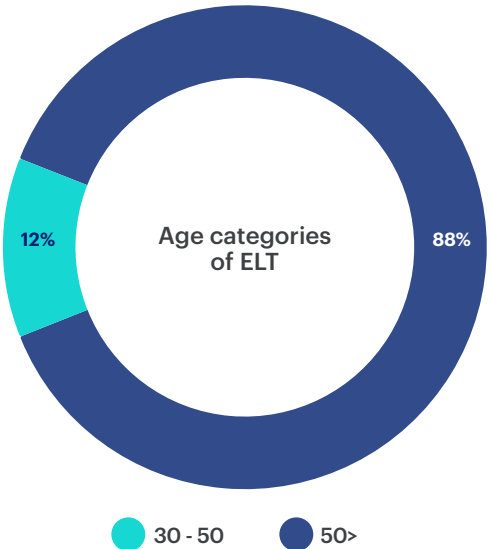
Figure 34: Age at Sphera ELT, 2024

Age categories by employee category by FTE

ELT: 8, 1
Senior management: 1, 76, 75
Middle management: 5, 118, 40
Non-management: 204, 680, 151
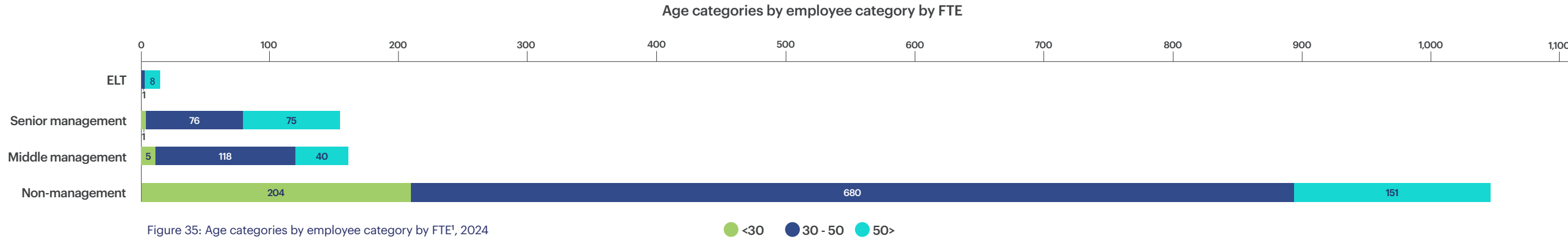
Figure 35: Age categories by employee category by FTE[1], 2024

● <30   ● 30 - 50   ● 50>

[1]FTE refers to full time equivalent employees, which has been calculated as an average for the full year.

Talent attraction and retention

GRI 401-1

Sphera headcount

Year	Headcount
2023	1,307.7
2024	1,348.3
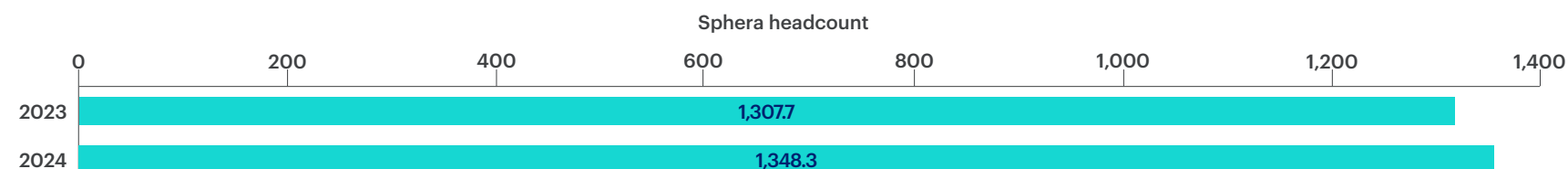
Figure 36: Headcount at Sphera, 2023 - 2024[1,2]

[1] Average headcount

[2] Headcount of Sphera permanent employees

New hires

Gender: Male 52%, Female 48%

Age: <30 60%, 30 - 50 30%, 50> 10%

- Male
- Female
- <30
- 30 - 50
- 50>
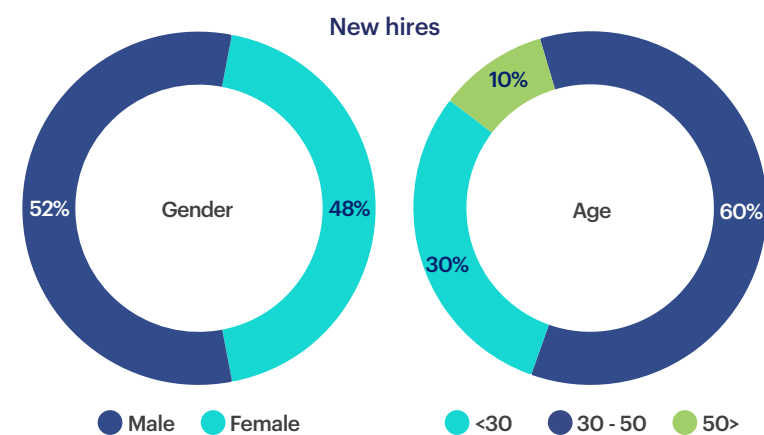
Figure 37: Percentage of new hires by gender, 2024

Figure 38: Percentage of new hires by age, 2024

Attrition rate

Gender: Male 56%, Female 44%

Age: <30 59%, 30 - 50 21%, 50> 20%

- Male
- Female
- <30
- 30 - 50
- 50>
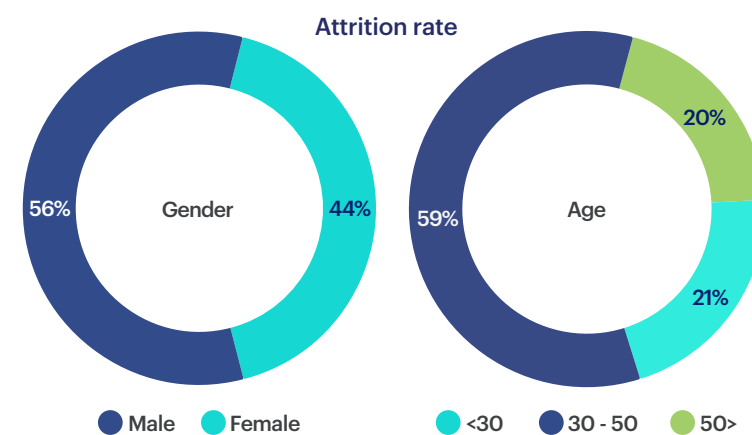
Figure 39: Percentage of attrition rate by gender, 2024

Figure 40: Percentage of attrition rate by age, 2024

Disclosure index

United Nations Global Compact

Section	GRI standard	SASB	Page	UNGC	SDG
Message from CEO	Disclosure: 2-22				**SDG 9**
Sphera highlights 2024					
About Sphera	Disclosures: 2-1, 2-6				
About this report	Disclosures: 2-3				
Our offering	Disclosures: 2-6				**SDG 9, SDG 13**
Sustainability at Sphera	Disclosures: 3-1, 3-2, 2-25, 2-29			Principle 8	**SDG 13,**
Environment	Disclosures: 2-22			Principle 8	**SDG 12, SDG 13**
Sphera's environmental impact[1]	Disclosures: 2-4, 302-1, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5	TC-SI-130a.1		Principle 8	**SDG 12, SDG 13**
Social					**SDG 4, SDG 5, SDG 8**
Safety and Sustainability Day					**SDG 4, SDG 12, SDG 13**
Colleague engagement	Disclosures: 404-2	SV-PS-330a.3, TC-SI-330a.2			**SDG 4**
Investing in our colleagues	Disclosures: 2-17, 404-1, 404-2				**SDG 4**
Recognizing our colleagues					**SDG 8**
Talent attraction and retention	Disclosures: 401-1, 404-2	SV-PS-330a.2			**SDG 4, SDG8**

Section	GRI standard	SASB	Page	UNGC	SDG
Equal opportunity and inclusion	Disclosures: 2-17, 405-1			Principle 6	**SDG 5**
Our Colleague Resource Groups (CRGs)	Disclosures: 403-6				**SDG 5, SDG 8**
Flexible-working environment	Disclosures: 401-2				**SDG 8**
Governance					**SDG 16**
Board and executive leadership	Disclosures: 2-9, 2-12, 2-14, 405-1				**SDG 5, SDG 16**
Ethics and compliance	Disclosures: 2-23, 2-24, 2-25, 2-26, 205-1	SV-PS-510a.1		Principles 1, 2, 4, 6 and 10	**SDG 8, SDG 16**
Freedom of association	Disclosure: 2-30			Principles 3	**SDG 8**
Cybersecurity and data privacy	Disclosure: 418-1	SV-PS-230a.1, SV-PS-230a.2			**SDG 9**
Research, innovation and thought leadership at Sphera	Disclosure: 2-28			Principle 9	**SDG 9**
Customer satisfaction					**SDG 8, SDG 9**
What comes next				Principles 8	**SDG 13, SDG 16**
Performance data	Disclosures: 2-7, 401-1, 404-1, 405-1	SV-PS-330a.2, SV-PS-000.A, TC-SI-330a.3, SV-PS-330a.1			**SDG 4, SDG 5**

Figure 41. Disclosure index table

[1] Due to the complexity and granularity of the data required to calculate the emissions related to the use of our sold products, Sphera is unable to present this category within this report; however, we are exploring ways to share this in future reports.

Figures

About Sphera

Sphera is the leading provider of integrated sustainability and process safety management software, data and consulting services focusing on Environment, Health, Safety & Sustainability (EHS&S), Process Safety Management (PSM), Product Stewardship (PS) and Supply Chain Risk Management (SCRM). For more than 30 years, we have served 8,500 customers and a million-plus users in 100 countries to help companies keep their people safe, their products sustainable and their operations productive.

For more information about our Sustainability report, please contact **esg@sphera.com.**