

# SASB Standards Comparison Table

This table references the SASB Standards Software & IT Services Industry Standard (Version 2023-12).

## Sustainability Disclosure Topics and Accounting Metrics

| Topic                                                       | Code         | Accounting Metric                                                                                                                                        | Reference                                                                                                                                                                                                                                                     |
|-------------------------------------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental Footprint of Hardware Infrastructure          |              |                                                                                                                                                          |                                                                                                                                                                                                                                                               |
|                                                             | TC-SI-130a.1 | (1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable                                                                     | <ul style="list-style-type: none"><li>• <a href="#">Material Balance</a></li><li>• <a href="#">Global Warming Prevention</a></li><li>• <a href="#">Expand the Use of Renewable Energy</a></li></ul>                                                           |
|                                                             | TC-SI-130a.2 | (1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress                     | <ul style="list-style-type: none"><li>• <a href="#">Material Balance</a></li><li>• <a href="#">Water</a></li></ul>                                                                                                                                            |
|                                                             | TC-SI-130a.3 | Discussion of the integration of environmental considerations into strategic planning for data center needs                                              | <ul style="list-style-type: none"><li>• <a href="#">Climate Change</a></li><li>• <a href="#">Expand the Use of Renewable Energy</a></li><li>• <a href="#">Reducing the Amount of Water Used</a></li><li>• <a href="#">Global Warming Prevention</a></li></ul> |
| Data Privacy & Freedom of Expression                        |              |                                                                                                                                                          |                                                                                                                                                                                                                                                               |
|                                                             | TC-SI-220a.1 | Description of policies and practices relating to behavioral advertising and user privacy                                                                | <ul style="list-style-type: none"><li>• <a href="#">Global Privacy Policy</a></li><li>• <a href="#">Information Security</a></li></ul>                                                                                                                        |
|                                                             | TC-SI-220a.2 | Number of users whose information is used for secondary purposes                                                                                         | —                                                                                                                                                                                                                                                             |
|                                                             | TC-SI-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with user privacy                                                            | —                                                                                                                                                                                                                                                             |
|                                                             | TC-SI-220a.4 | (1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure | <ul style="list-style-type: none"><li>• <a href="#">Information Security</a></li></ul>                                                                                                                                                                        |
|                                                             | TC-SI-220a.5 | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring               | —                                                                                                                                                                                                                                                             |
| Data Security                                               |              |                                                                                                                                                          |                                                                                                                                                                                                                                                               |
|                                                             | TC-SI-230a.1 | (1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of users affected                            | <ul style="list-style-type: none"><li>• <a href="#">Information Security</a></li></ul>                                                                                                                                                                        |
|                                                             | TC-SI-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards                          | <ul style="list-style-type: none"><li>• <a href="#">Information Security</a></li></ul>                                                                                                                                                                        |
| Recruiting & Managing a Global, Diverse & Skilled Workforce |              |                                                                                                                                                          |                                                                                                                                                                                                                                                               |
|                                                             | TC-SI-330a.1 | Percentage of employees that are (1) foreign nationals and (2) located offshore                                                                          | <ul style="list-style-type: none"><li>• <a href="#">Social and Governance Data</a></li></ul> <p>* Information on foreign-national employees is disclosed.</p>                                                                                                 |
|                                                             | TC-SI-330a.2 | Employee engagement as a percentage                                                                                                                      | <ul style="list-style-type: none"><li>• <a href="#">Non-Financial Indicators</a></li><li>• <a href="#">Social and Governance Data</a></li></ul>                                                                                                               |
|                                                             | TC-SI-330a.3 | Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees                         | <ul style="list-style-type: none"><li>• <a href="#">Social and Governance Data</a></li></ul> <p>* Gender-related information is disclosed. Information by racial or ethnic group is not disclosed.</p>                                                        |
| Intellectual Property Protection & Competitive Behavior     |              |                                                                                                                                                          |                                                                                                                                                                                                                                                               |
|                                                             | TC-SI-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations                                    | —                                                                                                                                                                                                                                                             |
| Managing Systemic Risks from Technology Disruptions         |              |                                                                                                                                                          |                                                                                                                                                                                                                                                               |

|  |              |                                                                                           |                                                                                   |
|--|--------------|-------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
|  | TC-SI-550a.1 | Number of (1) performance issues and (2) service disruptions; (3) total customer downtime | –                                                                                 |
|  | TC-SI-550a.2 | Description of business continuity risks related to disruptions of operations             | <ul style="list-style-type: none"><li>• <a href="#">Risk Management</a></li></ul> |

## Activity Metrics

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| Activity Metric                                                       | Code        | Reference |
|-----------------------------------------------------------------------|-------------|-----------|
| (1) Number of licenses or subscriptions<br>(2) Percentage cloud based | TC-SI-000.A | –         |
| (1) Data processing capacity<br>(2) Percentage outsourced             | TC-SI-000.B | –         |
| (1) Amount of data storage<br>(2) Percentage outsourced               | TC-SI-000.C | –         |