



PROGRESS WITH PURPOSE

Impact You Can Measure

2025 ESG KPI AND SUSTAINABILITY APPROACH REPORT

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This report consolidates ActOne Group's 2025 sustainability performance and supporting narrative across company profile, workforce, learning and development, environmental performance, health and safety, human rights, governance, ethics, information security, sustainable procurement, and community engagement.



About This Report

This report covers the period from January 1 to December 31, 2025, and reflects the consolidated performance of ActOne Group and its companies, affiliates, and subsidiaries within the current reporting boundary. It is intended for clients, employees, suppliers, business partners, assessment platforms, and other stakeholders seeking a consolidated view of the organization’s ESG performance and management approach.

The report supports ActOne Group’s Communication on Progress for its participation in the United Nations Global Compact and is prepared with reference to the Global Reporting Initiative Standards. It also links relevant activities to the United Nations Sustainable Development Goals.

Information has been compiled from internal systems and records, including HR and workforce data, the Learning Management System, environmental and energy records, the annual greenhouse gas inventory, EHS and risk management records, procurement data, policy acknowledgments, ethics logs, and information security records. Responsible business functions reviewed the information used in their respective sections.

Historical greenhouse gas data reflect improvements in data capture and analysis that the organization previously disclosed. ActOne Group is currently expanding its documentation of additional Scope 3 categories to support a more complete understanding of its value-chain emissions profile.

Reporting period	January 1–December 31, 2025
Reporting boundary	ActOne Group and consolidated companies, affiliates, and subsidiaries within the current data boundary
Reporting cycle	Annual
Frameworks referenced	UN Global Compact, UN Sustainable Development Goals, GRI Standards, GHG Protocol concepts
Contact	sustainability@act-1.com

Data-quality statement: The purpose of this report is to improve transparency and consistency. Where data boundaries are partial or methodologies are still developing, those limitations are stated directly rather than implied to be complete.

2025 PERFORMANCE AT A GLANCE

70.63%
Women
in leadership

83%
Voluntary
skill training

100%
Mandatory compliance
completion

1K+
Volunteer hours

2 tCO₂e
Scope

63 tCO₂e
Scope 2

554 tCO₂e
(478 after offset)
Scope 3 travel

58.9%
Net reduction



Company profile, mission, and operating scale

Keeping great people working and helping companies grow responsibly

ActOne Group provides workforce and business solutions through a portfolio that includes staffing, managed service programs, recruitment process outsourcing, vendor management systems, payroll and employer-of-record solutions, professional services, government solutions, background screening, and public-safety software services. This breadth enables the organization to support clients across private, public, municipal, state, federal, and international business environments.

The company’s mission is centered on keeping great people working and helping companies grow responsibly. ActOne Group uses a broad network of vendors, legal and tax consultants, technology providers, and service-delivery teams to help clients adapt to changing workforce needs, operate efficiently, and manage talent in a responsible and scalable way.

CORE VALUES

Freedom to Innovate
We work in a way that all employees, regardless of their job title or level in the organization, are empowered and encouraged to contribute their best ideas and creativity toward developing innovative solutions and strategies for effective and efficient delivery.

Excellence in Delivery
We measure, manage, and compensate ourselves based on our success in consistently delivering the best versions of our solutions and products to clients and our industry. We define this success by high quality, dedication, continuous improvement, and strong character.

Everything and Everyone Matters
We maintain a culture shaped by our conviction that every action, word, and interaction matters... because every person matters.

The Time to Understand
We practice active listening in every interaction, and we strive to understand and meet the needs of everyone in the manner we commit - including clients, candidates, partners, and one another as colleagues. Our culture and success are built on attentive listening and meaningful connections.

Operating scale

27,000+ Global clients	3,000+ Public-sector clients	3,500 Global vendors	45+ Countries	USD 4.7B Spending under contract	1,891 Employees
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ESG governance, strategy, and materiality

Embedding sustainability into business management

ActOne Group presents sustainability as part of business management rather than as a standalone initiative. Environmental performance, workforce development, community engagement, information security, ethics, and supplier responsibility are linked to long-term performance and stakeholder trust.

The highest governance body is the Board of Directors. Senior leadership retains oversight of sustainability strategy and receives periodic updates. The Chief of Staff oversees sustainability impacts on the economy, environment, and people, with support from the sustainability function and the business departments responsible for the underlying data, policies, and operational decisions.

GOVERNANCE MODEL

Board of Directors and senior leadership

Chief of Staff

Sustainability function

Department owners: HR, Risk, Legal, IT, Procurement, Finance and Operations

Programs, data systems, policies, training, and stakeholder engagement





Environment

Our Planet



Social

Our People



Governance

Our Policies

Materiality and priority topics

Materiality assessment practices are used to understand stakeholder priorities and connect sustainability strategies to topics that matter to the business and its stakeholders. Inputs include internal and external stakeholder perspectives, sustainability insights, ESG assessments, laws and international agreements, sector expectations, social impacts, and the organization’s core competencies.

Environmental	People and society	Governance and responsible business
Climate and emissions	Inclusion and representation	Ethics and anti-corruption
Energy and resource efficiency	Learning and development	Information security and privacy
Business travel	Employee well-being and safety	Supplier governance
Green IT and meetings	Human rights and community impact	Reporting quality and accountability

Sustainability journey

2019

GHG baseline established.

2020-2024

Operational changes, digitalization, travel management, and data quality improvements.

2025

The current target period has ended, and the reported target threshold has been exceeded.

NEXT PHASE: Broader data coverage, supplier engagement, and new priorities through governance review.

Stakeholder engagement and responsible relationships

Listening to the people and organizations connected to our work

ActOne Group maintains multiple channels for stakeholder engagement. Customers, applicants, and candidates provide feedback through daily interactions, phone calls, email, social media, virtual meetings, and service delivery processes. Employees provide input through surveys, engagement programs, training participation, and internal communication channels. Communities are engaged through local outreach, volunteering, and partnerships. Suppliers and business partners are engaged through procurement processes, contracts, sustainability surveys, and dialogue around requirements.

This multi-stakeholder approach supports continuous improvement by helping the organization understand evolving expectations across the value chain. It also connects the company’s workforce mission with responsible business practices, client outcomes, supplier performance, and community impact.

UN Sustainable Development Goals

ActOne Group aligns its sustainability approach with the Sustainable Development Goals where the company’s workforce, environmental, and governance activities can contribute most directly. Detailed mapping is provided in Appendix B.

PRIORITY SDGS Quality Education; Gender Equality; Decent Work and Economic Growth; and Reduced Inequalities.

Stakeholder group	Engagement channels	How input is used
Customers, applicants, and candidates	Daily service interactions, phone, email, social media, and virtual meetings	Service improvement, workforce strategy, and client responsiveness
Employees	Surveys, training participation, internal communication, and engagement programs	Workforce priorities, benefits, development, and inclusion
Suppliers and partners	Contracts, procurement processes, supplier expectations, surveys, and dialogue	Responsible sourcing, compliance, and value-chain improvement
Communities	Local outreach, volunteering, partnerships, and charitable activity	Community support and employee participation
Interns	Annual internship feedback and presentations to senior stakeholders	Program improvement and early-career insight
Peer organizations	Industry events, associations, and professional networks	Benchmarking, emerging issues and external expectations



Environmental performance and climate action

Completing the 2019-2025 target period and improving transparency

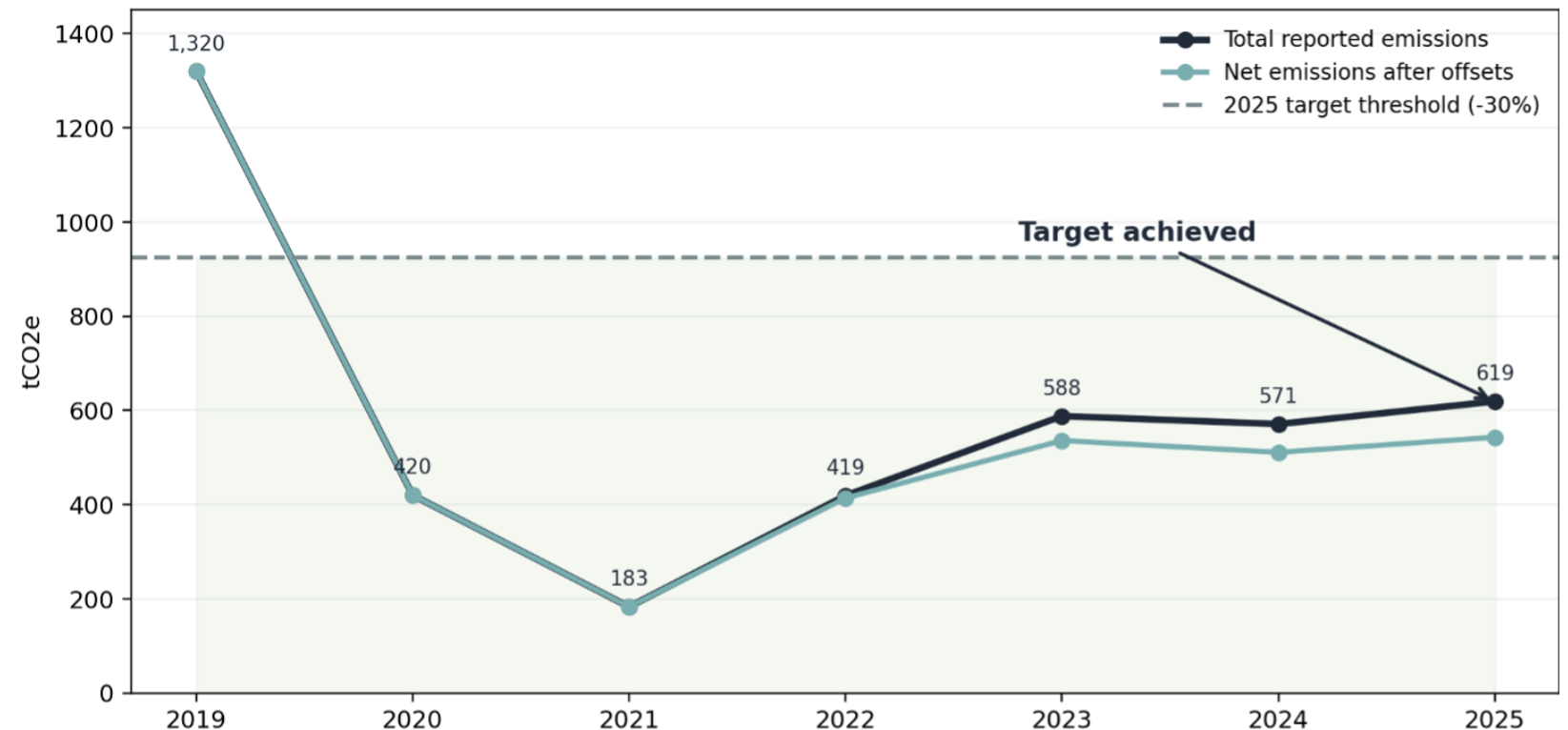
Management approach

ActOne Group manages environmental performance through annual greenhouse-gas inventory processes, energy monitoring, travel management, digital operations, policy acknowledgments, and operational initiatives. The organization uses 2019 as its baseline year for the completed target period.

The formal target threshold for the period was a 30% reduction by 2025. Total reported emissions were reduced from 1,320 tCO₂e in 2019 to 619 tCO₂e in 2025, a **53.1% reduction**. Net emissions after offsets were 543 tCO₂e, corresponding to a 58.9% net reduction. **The results exceeded the target threshold.**



2019-2025 emissions performance against target



Results by reported scope

Reductions are presented separately by scope to avoid implying that a single percentage applies equally to all categories. Scope 1 emissions decreased from 5 tCO₂e to 2 tCO₂e, a 60.0% reduction. Scope 2 emissions decreased from 147 tCO₂e to 63 tCO₂e, a 57.1% reduction. Reported Scope 3 business-travel emissions decreased from 1,168 tCO₂e to 554 tCO₂e, a 52.6% reduction.

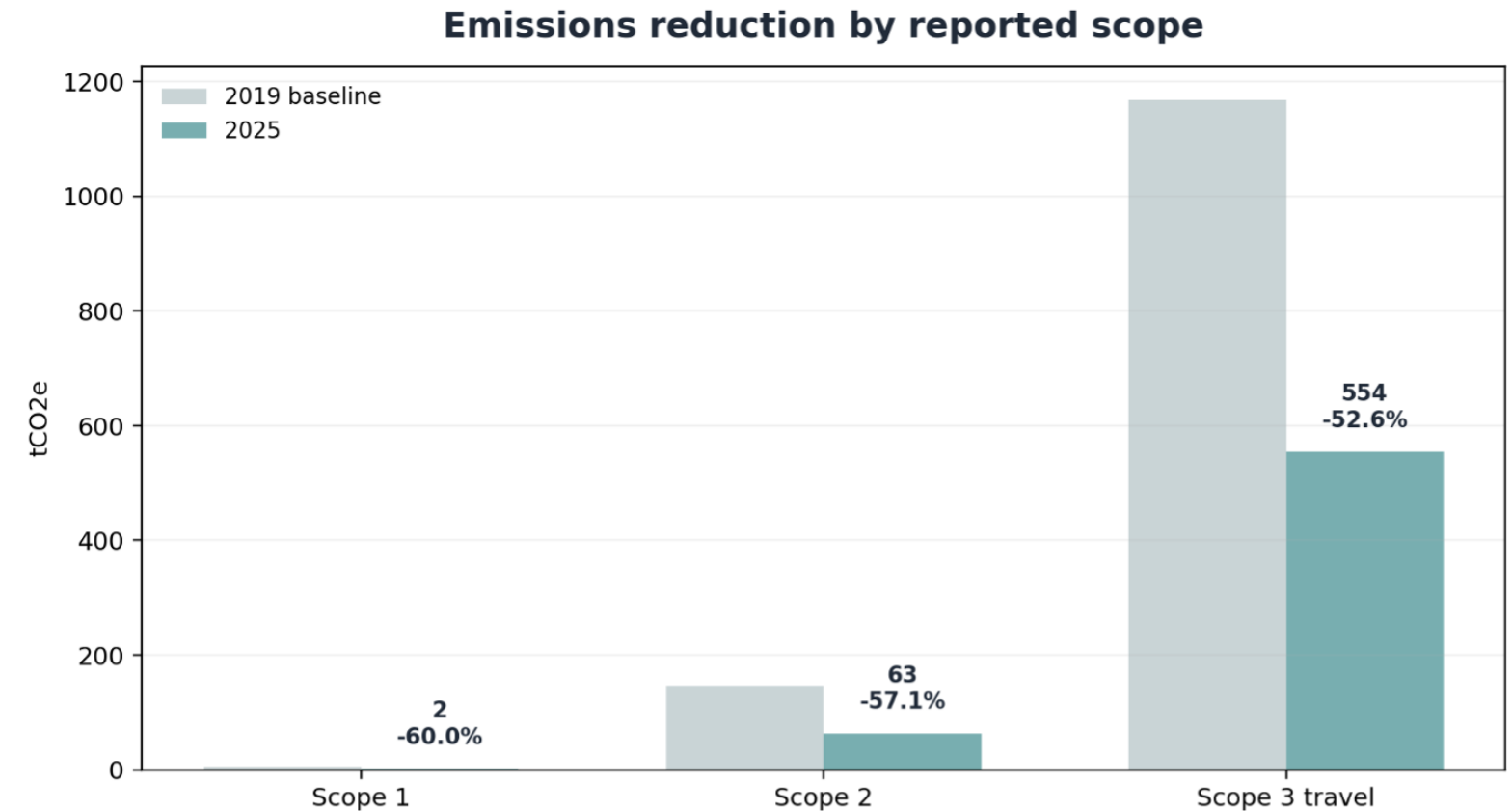
Category	2019	2025	Absolute reduction	Reduction	Boundary note
Scope 1	5	2	3 tCO ₂ e	60.0%	Direct emissions within current inventory
Scope 2	147	63	84 tCO ₂ e	57.1%	Purchased electricity, location-based
Scope 3	1,168	554	614 tCO ₂ e	52.6%	Business travel only: air and automobile
Scope 3 after offset	NA	478	690 tCO ₂ e	59.1%	Scope 3 after applying the full 76 tCO ₂ e offset to 2025 Scope 3
Total reported emissions	1,320	619	701 tCO ₂ e	53.1%	Sum of currently reported scopes
Net emissions after offsets	1,320	543	777 tCO ₂ e	58.9%	Net result after 76 tCO ₂ e of offsets in 2025

**2019 baseline for offset calculation uses Scope 3 total of 1,168 tCO₂e*



How progress was achieved

- Hybrid and virtual work practices that reduced the need for physical travel and office resources.
- Digital workflows and virtual collaboration tools that supported efficient service delivery.
- Energy-efficiency measures, including LED lighting, programmable thermostats, and efficient IT equipment.
- Cloud infrastructure and technology choices intended to reduce the environmental burden of data-center operations.
- Application of 76 tCO₂e of carbon offsets in 2025, complementing operational reduction measures and reducing reported net emissions from 619 tCO₂e to 543 tCO₂e.
- Travel-management practices and a travel-offset approach.
- Ongoing improvements in data capture, analysis, and reporting transparency.



The 701 tCO₂e gross reduction between 2019 and 2025 is equivalent to the annual emissions of about 152 typical passenger vehicles, using 4.6 tCO₂ per vehicle-year as an illustrative comparison. Using the EPA greenhouse-gas equivalent of tree seedlings grown for 10 years, the same reduction is equivalent to the carbon sequestered by about 11,700 tree seedlings over 10 years. These comparisons are provided only to make the scale of the reduction easier to understand and should not be treated as a carbon-accounting or offsetting method.



Energy, Green IT, and resource efficiency

Using technology and operating practices to reduce resource demand

ActOne Group supports energy and resource efficiency through technology choices and operating practices. Internal 2025 data records total energy consumption of 277,932 kWh. The company uses energy-efficient IT equipment, cloud infrastructure, programmable thermostats, LED lighting initiatives, virtual collaboration tools, and digital workflows to reduce operational resource demand.

Green IT practices include the use of equipment designed with energy-efficiency considerations and the reuse, recycling, or responsible handling of laptops, desktops, printers, monitors, toner, and ink cartridges. These practices support equipment lifecycle management, waste reduction, and responsible resource use.

The Go Green Meetings Policy encourages employees to make mindful choices about meetings and travel. Virtual meeting tools reduce unnecessary travel and support the company’s approach to managing business-travel emissions.

KPI	2025 result	Management evidence
Energy consumption	277,932 kWh	Internal energy data
Environmental policy acknowledgment	100%	Internal policy acknowledgment
Go Green Meetings Policy acknowledgment	100%	Internal policy acknowledgment

RESOURCE-EFFICIENCY PRINCIPLE

Technology choices, meeting practices, and equipment lifecycle management are treated as complementary parts of the environmental program rather than isolated initiatives.



Inclusion and workforce representation

Building a workforce where people can contribute, grow and lead

Inclusion remains a core element of ActOne Group culture and workforce strategy. The company emphasizes broad perspectives, global collaboration, equal opportunity, and talent development as essential elements of service quality and business performance. The report uses inclusion as the primary framing, while retaining precise metric descriptions where required for internal and external reporting.

In 2025, women represented 70.70% of the total workforce and held 70.63% of leadership positions. Women represented 50% of the organization’s board. Internal representation data also indicate that minority or vulnerable groups accounted for 53.36% of the overall organization and 35.71% of top management, based on the company’s internal reporting definitions.

The company supports inclusive hiring through recruitment tools and processes that promote job visibility, candidate engagement, and fair evaluation. GR8 People supports applicant tracking, recruitment marketing, job-requisition approval, sourcing, candidate engagement, and hiring. Voluntary EEOC information is separated from hiring decision-makers, supporting fairness and confidentiality in recruitment processes.

Representation KPI	2025 result	Source
Women in workforce	70.70%	Workforce data
Women in leadership	70.63%	Leadership data
Women within organization board	50%	Board diversity data
Minority or vulnerable group in whole organization	53.36%	Internal representation data
Minority or vulnerable group at top management level	35.71%	Internal representation data

REGIONAL LANGUAGE

ActOne Group supports inclusive opportunity across its global operations. The language used to describe these commitments may be adapted to regional expectations while the underlying principles remain consistent.

Learning, development, and compliance training

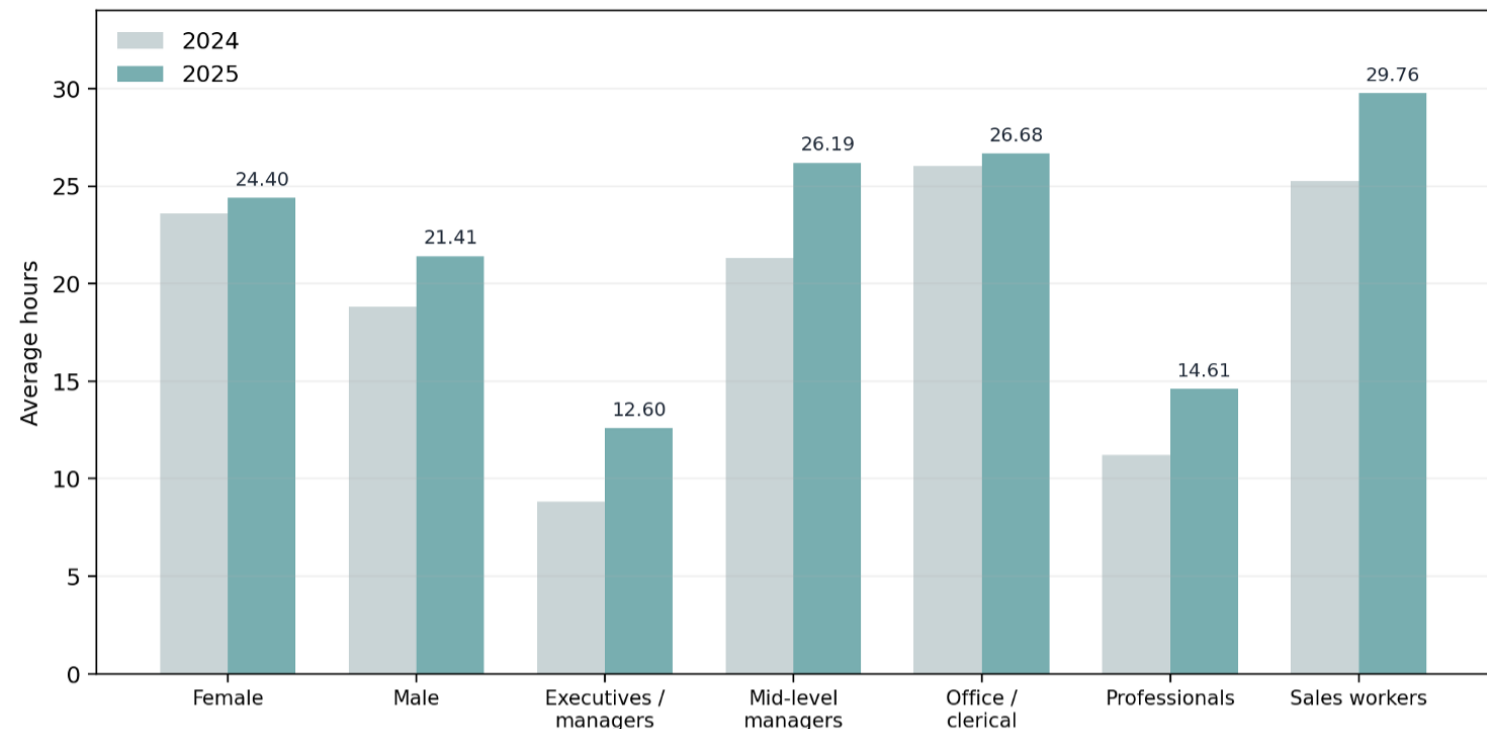
Building capability, accountability, and workforce readiness

Employee learning is administered through a centralized Learning Management System. The LMS supports global delivery, individual-level tracking and reporting across company policies, compliance obligations, industry best practices, and role-specific learning needs. Employees have access to on-demand learning, microlearning, onboarding, leadership development, system-specific training, emerging-skills content, and role-based enablement programs.

In 2025, participation in voluntary skill-based training reached 83%, and 100% of employees received performance and career development reviews. Mandatory completion reached 100% for key annual programs covering the internal Code of Conduct, Anti-Bribery, Insider Threat Awareness, and Security and Privacy Awareness. The mandatory completion figure pertains to employee training, not to supplier-code requirements.

Average training hours increased across all employee groups for which comparative data were provided. The strongest increases were recorded for executives and managers, professionals, mid-level managers, sales workers, and male employees, indicating broader access to development across roles.

Average training hours by employee group



Average training hours by employee group, 2024 and 2025

Employee group | 2025 hours

24.40	21.41	12.60	26.19	26.68	14.61	29.76
Female employees	Male employees	Executives/managers	Mid-level managers	Office / clerical	Professionals	Sales workers

Training Coverage		
Voluntary skill-based training participation	83%	Headline voluntary participation KPI
Employees receiving skills-related training	80%	Separate internal LMS measure with a different definition
Average training hours per employee	22 hours	Internal LMS / HR measure
Performance and career-development reviews	100%	Employees receiving reviews
Discrimination and harassment training	100%	Internal LMS
Sexual-harassment training with post-training exam	100%	Internal LMS
Human-rights policy acknowledgment	100%	Policy acknowledgement

Program or indicator	2025 result	Comment
Child labor, slavery, and human-trafficking training	100%	Compliance training
Inclusion-related training	100%	Internal learning data
Sustainability-awareness training	90%	Internal sustainability training
Social and Corporate Responsibility knowledge check	90%	Internal sustainability training
Cyber Security training knowledge check	90%	Internal training record
Employees trained in business ethics	100%	Internal LMS

In 2025, the learning approach continued to evolve through expanded on-demand and microlearning options, stronger role-based and system-specific training, enhanced onboarding, and increased attention to practical capabilities such as artificial intelligence, automation, and leadership.

Employee benefits, working conditions, and well-being

Supporting resilience, retention, and sustainable careers

ActOne Group supports employees through a broad benefits and well-being approach. Benefits are designed to reflect local legal requirements and the needs of employees in the countries where they work. In the United States, eligible full-time employees have access to medical, dental, and vision coverage, with employer contributions toward the cost of coverage.

- **Hybrid and virtual work practices**
- **Flexible Spending Accounts and Dependent Care Flexible Spending Accounts**
- **Health Savings Accounts.**
- **Pre-paid legal plans, life insurance, and critical-illness support plans.**
- **Retirement plans through a 401(k) plan with match.**
- **Paid time off, personal time off, bereavement leave, sick days, and U.S. and global holidays.**
- **Parental leave and military leave.**
- **Employee Assistance Programs and affinity / life-management resources.**
- **Financial-wellness programs and personalized investment counseling.**
- **Flexible work, telecommuting, and organizational wellness initiatives.**

The Employee Assistance Program provides confidential access to support for personal and professional concerns, work and family matters, relationships, and other life circumstances. The wellness approach addresses social, physical, mental, career, and financial dimensions. Internal surveys, leadership feedback, recognition programs, and communications such as well-being newsletters support employee engagement and continuous improvement.

Working-condition policies address wages, working hours, vacation days, paid leave, PTO, sick and safe leave, meal and rest periods, telecommuting, return-to-work expectations, family and medical leave, parental leave, commuter benefits, and employee rights. Compensation practices include compliance with applicable wage-and-hour laws, external compensation analysis, internal role comparisons, grade-range evaluations, salary review processes, and pay equity commitments.

EMPLOYEE EXPERIENCE

ActOne Group treats benefits, well-being, recognition, development, and flexible work as connected components of employee support and retention.

Health, safety, and risk management

Managing workplace risk across internal and temporary workforces

Safety is a core operating priority for ActOne Group. Employees have access to safety resources and guidance through internal portals and materials. Teams are trained to take an informed approach to job-site risk analysis, and safety protocols support candidates, internal employees, temporary employees, and client-facing operations.

Risk-management activities include screening employers, researching client safety practices, maintaining insurance coverages, administering business insurance, conducting workplace risk assessments, collecting employee workplace surveys, reviewing safety practices, and evaluating risk criteria through management-level feedback. Health and safety representatives conduct site inspections and provide assessments for Risk Management review.

Safety-related training and guidance include basic safety concepts, videos, assessments, hazardous-situation reporting and injury-reporting guidance. Temporary employees complete training and assessments relevant to their expected work environment before placement, while clients remain responsible for task-specific on-the-job training.



Human rights and labor standards

Embedding expectations through policy, onboarding and training

ActOne Group embeds labor and human-rights expectations through policies, onboarding materials, employee acknowledgments, and training. Employee materials cover equal employment opportunity, sexual and other unlawful harassment, human trafficking, anti-competitive practices, anti-money laundering, employee rights, workplace safety, leave policies, paid sick and safe leave, family rights, gender equity in pay notices, and other jurisdiction-specific protections.

Internal acknowledgment records support 100% completion or acknowledgment across key policy areas, including human-rights guidance, the Employee Handbook, the Environmental Policy, the Go Green Meetings Policy, the Policy on Computer, Email and Communication, and the Internet Access and Media Policy. These acknowledgments provide evidence that employees receive and confirm key expectations.

The organization also tracks training and acknowledgments related to harassment, discrimination, inclusion, child labor, slavery, human trafficking, and related human-rights topics. Internal records report zero confirmed harassment and discrimination cases for 2025.

Policy/training indicator	2025 completion or result
Human-rights policy acknowledgment	100%
Employee Handbook acknowledgment	100%
Discrimination and harassment training	100%
Sexual-harassment training with post-training exam	100%
Child labor, slavery, and human-trafficking training	100%
Confirmed harassment and discrimination cases	0

ActOne Group has not established collective-bargaining agreements or formal alignment with trade unions in the countries where it operates. The company adheres to applicable country, state, and local laws to protect workers' rights.

Community engagement and social impact

Connecting the workforce mission with local participation

ActOne Group connects its business purpose to community engagement and social impact. The company supports local initiatives, employee volunteerism, charitable partnerships, education-focused programs, and community-based activities that align with its values and workforce mission.

In 2025, employees contributed more than 1,000 volunteer hours across initiatives. This level of participation is treated as consistent with the prior-year reporting baseline and demonstrates that community involvement remains embedded in company culture rather than limited to one-time activities.

Community engagement is reinforced through programs and partnerships with military spouses, veterans, diverse educational pathways, Historically Black Colleges and Universities, community colleges, universities, local chambers, nonprofit organizations, and employee-led volunteering. Local teams can respond to community needs while aligning their activities with the wider ActOne mission.



Community activity also strengthens employee engagement by giving teams a practical way to apply the principle that Everything and Everyone Matters.

2025 community KPI

More than
1,000 employee
volunteer hours
were reported for
the year.

Governance, ethics, anti-corruption, and information security



Policies, training, controls, and accountability

ActOne Group maintains a governance and compliance framework supported by formal policies, annual training, escalation protocols, and internal controls. The Code of Conduct establishes expectations for ethical and equitable behavior and addresses standards of conduct, anti-bribery and anti-corruption, anti-competitive practices, conflicts of interest, confidentiality, information protection, and responsible business conduct.

Employees have year-round access to the Code of Conduct and review policy updates through internal systems. In 2025, mandatory annual completion reached 100% for the internal Code of Conduct, Anti-Bribery, Insider Threat Awareness, Security and Privacy Awareness programs. Employees trained in business ethics also reached 100%.

Critical concerns can be escalated through departmental channels, Human Resources, senior leadership, and the designated whistleblower mechanism. Internal 2025 records report zero whistleblower-procedure reports and zero confirmed corruption incidents.

Governance and ethics KPI	2025 result	Evidence source
Employee Handbook acknowledgment	100%	Policy acknowledgement
Employee Code of Conduct completion	100%	Internal LMS
Anti-Bribery training	100%	Internal LMS
Employees trained in business ethics	100%	Internal LMS
Reports related to whistleblower procedure	0	Internal ethics log
Confirmed corruption incidents	0	Compliance / ethics log

Information security and data privacy

The Security and Privacy team oversees policies and procedures for global operations and maintains data-security standards. The company applies physical, electronic, and managerial procedures to protect information and monitors access to sensitive data. The framework considers legal requirements including CCPA, CPRA, FCRA, HIPAA, GDPR, and LGPD.

Security and privacy controls are reinforced through training, reminders, internal communication, and technical and organizational measures to prevent unauthorized access, alteration, disclosure, or loss of data. In 2025, Security and Privacy Awareness training reached 100% completion, the Cyber Security knowledge check reached 90%, and internal records report zero confirmed information-security incidents.

Information security KPI	2025 result
Security and Privacy Awareness training	100%
Insider Threat Awareness training	100%
Cyber Security training knowledge check	90%
Policy on Computer, Email and Communication acknowledgment	100%
Internet Access and Media Policy acknowledgment	100%
Confirmed information-security incidents	0



Sustainable procurement and supplier responsibility

Extending expectations through the value chain

Responsible sourcing and supplier governance are key components of the ActOne Group sustainability approach. The Supplier Code of Conduct defines expectations across freely chosen employment, child labor, working hours, freedom of association, wages and benefits, humane treatment, subcontracting, management systems, anti-corruption and anti-bribery, antitrust and fair competition, information security and data privacy, health and safety, and the environment.

Supplier expectations are intended to cascade through the value chain. Suppliers are expected to communicate equivalent Code of Conduct requirements to next-tier suppliers, agents, and third-party partners. This approach supports consistent standards and continuous improvement across supplier relationships.



Reporting quality and the next phase

Building on the foundation established through 2025

ActOne Group continues to improve the quality, scope, and usefulness of sustainability reporting. The company has strengthened emissions reporting, improved transparency around workforce and training data, and consolidated internal KPI evidence from HR, LMS, EHS, procurement, energy, compliance, governance, and information security sources.

New targets and commitments will be developed through the appropriate governance process and supported by reliable data, clear ownership, and implementation pathways. ActOne Group is currently defining the next phase of its sustainability priorities.

ActOne Group is growing, and its sustainability approach is evolving with it. By combining innovation, accountability, and a commitment to understanding stakeholder needs, the organization is positioned to create long-term value while continuing to help people work and companies grow responsibly.

Priority areas for future reporting cycles

Priority area	Focus areas
Climate and emissions	Define the next target period through governance review and expand value-chain data beyond business travel.
Energy	Continue improving electricity data, efficiency measures, and renewable-energy options.
People	Maintain robust training, inclusion, well-being, and development systems.
Suppliers	Increase Supplier Code of Conduct coverage and strengthen sustainability engagement.
Data quality	Improve consistent definitions, source documentation, and cross-report alignment.
Evidence readiness	Continue building documentation, evidence, and internal review processes to support future reporting needs.





APPENDIX A GRI- referenced content index

Prepared with reference to the GRI Standards;
this is not a claim of reporting in accordance

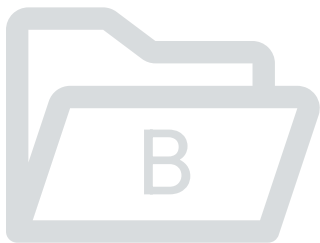
The index maps relevant GRI disclosures to the sections and information included in this report. Where the available information is partial, the limitation is stated.

GRI disclosure	Disclosure title	Report location	Response/note
GRI 2-1	Organizational details	Company profile, mission, and operating scale	ActOne Group; privately held company headquartered in Torrance, California.
GRI 2-2	Entities included in sustainability reporting	About this report	Consolidated ActOne Group companies, affiliates, and subsidiaries within the reporting boundary.
GRI 2-3	Reporting period, frequency, and contact point	About this report	Calendar year 2025; annual cycle; sustainability@act-1.com.
GRI 2-4	Restatements of information	About this report / Environmental performance	Historical GHG data reflects previously disclosed improvements in data capture and analysis.
GRI 2-6	Activities, value chain, and other business relationships	Company profile; Sustainable procurement	Workforce and business solutions, client sectors, suppliers, and service portfolio.
GRI 2-7	Employees	Company profile; Inclusion	Total workforce 1,891; representation metrics disclosed.
GRI 2-9	Governance structure and composition	ESG governance, strategy, and materiality	Board oversight, Chief of Staff, and cross-functional departmental ownership.
GRI 2-10	Nomination and selection of highest governance body	ESG governance, strategy, and materiality	Committee members selected based on expertise and organizational roles, as previously disclosed.

GRI disclosure	Disclosure title	Report location	Response/note
GRI 2-11	Chair of highest governance body	ESG governance, strategy, and materiality	CEO chairs the highest governance body, consistent with prior disclosure.
GRI 2-12	Role of highest governance body in overseeing impacts	ESG governance, strategy, and materiality	Senior leadership oversight and periodic sustainability updates.
GRI 2-13	Delegation of responsibility for managing impacts	ESG governance, strategy, and materiality	Chief of Staff and departmental owners manage topic-specific impacts.
GRI 2-14	Role of highest governance body in sustainability reporting	About this report	Sustainability reporting is reviewed as part of the internal governance process. A dedicated quality review and approval process should be considered for future reporting.
GRI 2-15	Conflicts of interest	Governance, ethics, and anti-corruption	Employee policies, conflict-of-interest expectations, and escalation channels.
GRI 2-16	Communication of critical concerns	Governance, ethics, and anti-corruption	Departmental escalation, HR, senior leadership, and whistleblower mechanism.
GRI 2-17	Collective knowledge of highest governance body	ESG governance, strategy, and materiality	Sustainability research, webinars, and cross-functional reporting support knowledge development.
GRI 2-18	Evaluation of performance of highest governance body	ESG governance, strategy, and materiality	Organizational impacts reviewed periodically and incorporated into planning.
GRI 2-20	Process to determine remuneration	Employee benefits and working conditions	Wage-law compliance, external analysis, internal comparisons, grade ranges, and salary reviews.
GRI 2-23	Policy commitments	Human rights; Governance and ethics	Human-rights, labor, ethics, information-security, and environmental policy commitments.
GRI 2-24	Embedding policy commitments	Learning and development; Human rights	Onboarding, annual acknowledgment, LMS training and policy access.
GRI 2-25	Processes to remediate negative impacts	Governance and ethics; Health and safety	Risk assessment, HR and Legal processes, incident and grievance handling.
GRI 2-26	Mechanisms for seeking advice and raising concerns	Governance and ethics	HR channels, company policies, and whistleblower mechanism.
GRI 2-28	Membership associations	Appendix B	Industry, supplier-inclusion, and sustainability affiliations.
GRI 2-29	Approach to stakeholder engagement	Stakeholder engagement	Customers, employees, communities, suppliers, interns, and peer organizations.

GRI disclosure	Disclosure title	Report location	Response/note
GRI 2-30	Collective bargaining agreements	Human rights and labor standards	No collective bargaining agreements or formal trade union alignment reported.
GRI 3-1	Process to determine material topics	ESG governance, strategy, and materiality	Stakeholder input, ESG assessments, laws, standards, and operational impacts.
GRI 3-2	List of material topics	ESG governance, strategy, and materiality	Climate, energy, inclusion, learning, well-being, ethics, security, and supplier governance.
GRI 3-3	Management of material topics	Relevant topic sections	Management approach, KPIs, policies and actions described by topic.
GRI 202-2	Proportion of senior management hired locally	Company profile	Prior disclosure states that employees at significant locations are hired locally or within the supported country; no updated percentage is disclosed.
GRI 203-1	Infrastructure investments and services supported	Community engagement	Community initiatives, partnerships, and employee volunteerism.
GRI 203-2	Significant indirect economic impacts	Company profile; Community engagement	Workforce access, client support, education pathways, and community engagement.
GRI 302-1	Energy consumption within the organization	Energy and resource efficiency	277,932 kWh reported for 2025.
GRI 302-5	Reductions in energy requirements of products and services	Energy and resource efficiency	Digital workflows, virtual meetings, efficient IT, cloud infrastructure, and lighting measures.
GRI 305-1	Direct Scope 1 GHG emissions	Environmental performance	2 tCO2e in 2025.
GRI 305-2	Energy indirect Scope 2 GHG emissions	Environmental performance	63 tCO2e in 2025, location-based.
GRI 305-3	Other indirect Scope 3 GHG emissions	Environmental performance	554 tCO2e; business travel only.
GRI 305-5	Reduction of GHG emissions	Environmental performance	Scope 1 -60.0%; Scope 2 -57.1%; Scope 3 travel -52.6%; Total: -53.1%; Net: -58.9%.
GRI 401-1	New employee hires and employee turnover	Inclusion and workforce representation	Not disclosed in this report.
GRI 401-2	Benefits provided to full-time employees	Employee benefits and well-being	Benefits and employee-support programs described.
GRI 401-3	Parental leave	Employee benefits and well-being	Parental leave offered; utilization data not disclosed.
GRI 403-1	Occupational health and safety management system	Health, safety, and risk management	Risk-management and health and safety support are described.

GRI disclosure	Disclosure title	Report location	Response/note
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Health, safety, and risk management	Site inspections, risk assessments, safety surveys, and reporting processes.
GRI 403-3	Occupational health services	Health, safety, and risk management	Risk-management and health/safety support described.
GRI 403-4	Worker participation, consultation, and communication	Health, safety, and risk management	Training, surveys, and communication of regulatory changes.
GRI 403-5	Worker training on occupational health and safety	Health, safety, and risk management	Safety videos, assessments, and annual training.
GRI 403-6	Promotion of worker health	Employee benefits and well-being	Wellness, EAP, benefits, and work-life support.
GRI 403-7	Prevention and mitigation of OHS impacts linked to business relationships	Health, safety, and risk management	Client screening, site assessments, and risk-management review.
GRI 403-9	Work-related injuries	Health, safety, and risk management	Four internal employee injuries reported; no standardized rate disclosed.
GRI 403-10	Work-related ill health	Health, safety, and risk management	100 temporary-agency-worker cases reported; no standardized rate disclosed.
GRI 404-1	Average hours of training per year per employee	Learning and development	22 hours overall; detailed hours by employee group disclosed.
GRI 404-2	Programs for upgrading employee skills	Learning and development	LMS, microlearning, onboarding, leadership, AI, automation, and role-based learning.
GRI 405-1	Diversity of governance bodies and employees	Inclusion and workforce representation	Gender, board, and internal representation metrics disclosed.
GRI 406-1	Incidents of discrimination and corrective actions	Human rights and labor standards	Zero confirmed harassment and discrimination cases reported.
GRI 205-2	Communication and training in anti-corruption policies	Governance, ethics, and anti-corruption	100% Anti-Bribery training completion.
GRI 205-3	Confirmed incidents of corruption and actions taken	Governance, ethics, and anti-corruption	Zero confirmed corruption incidents reported.
GRI 418-1	Substantiated complaints concerning breaches of customer privacy	Information security and data privacy	Zero confirmed information-security incidents; no substantiated customer-privacy complaints identified in prior disclosure.
GRI 405-1	Diversity of governance bodies and employees	Inclusion and workforce representation	Gender, board, and internal representation metrics disclosed.



APPENDIX B SDG mapping, affiliations, and acronyms

Reference information supporting the report

UN Sustainable Development Goal mapping

SDG	Relevant ActOne contribution	Report sections
SDG 4 - Quality Education	Employee learning, skills development, internships, and education partnerships	Learning and development; Community
SDG 5 - Gender Equality	Women in workforce, leadership, and board representation	Inclusion and workforce representation
SDG 8 - Decent Work and Economic Growth	Workforce solutions, labor standards, benefits, and responsible growth	Company profile; Human rights; Benefits
SDG 10 - Reduced Inequalities	Inclusion, candidate access, supplier diversity, and education pathways	Inclusion; Procurement; Community

Memberships and affiliations

Category	Affiliations referenced in prior ActOne reporting
Supplier inclusion and diversity	NMSDC Corporate Plus; WBENC; CPUC; NUDC; WPO; WE Connect International MSDUK; NGLCC
Industry	Staffing Industry Analysts; HRO Today; American Staffing Association; Society for Human Resource Management
Sustainability and corporate responsibility	United Nations Global Compact; EcoVadis

Acronym	Meaning
CCPA	California Consumer Privacy Act
CPRA	California Privacy Rights Act
EAP	Employee Assistance Program
EEOC	Equal Employment Opportunity Commission
EHS	Environment, Health, and Safety
ESG	Environmental, Social, and Governance
FCRA	Fair Credit Reporting Act
GDPR	General Data Protection Regulation
GHG	Greenhouse gas
GRI	Global Reporting Initiative
HIPAA	Health Insurance Portability and Accountability Act
HR	Human Resources
LMS	Learning Management System
LGPD	Brazilian General Data Protection Law
MSP	Managed Service Program
RPO	Recruitment Process Outsourcing
SDG	Sustainable Development Goal
UNGC	United Nations Global Compact
VMS	Vendor Management System

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