



Corporate social responsibility report 2022



“This year, we helped more businesses succeed so communities prosper. That's what it's all about.”

Paul J. Sarvadi
Chairman and CEO
Insperity

At Insperity, we believe in the power of small and medium-sized businesses. Our clients are at the forefront of bringing new ideas to life, creating opportunities, providing for millions of families and contributing to local communities.



In 2022, we partnered with our clients to successfully navigate the fog of economic uncertainty, the challenges of the Great Resignation and the pressures of increasing regulation. The resources and support we provided, coupled with our decades-long experience, helped our clients accomplish their goals and grow their businesses.

Our mission to help businesses succeed so communities prosper is consistently accomplished by prioritizing one thing above all else: *our people*.

Our people strategy creates a level of connectivity at Insperity that produces key business results through individual discretionary effort, team collaboration, alignment and innovation. It has endured economic crises, a global pandemic and substantial changes in how we work. It is, in part, powered by the sense of belonging our employees feel at our company.

This is what led Insperity to be honored with a Glassdoor Employees' Choice Award, ranking us No. 28 nationally on the Best Places to Work list for 2023. We are humbled by this achievement and view it as an indicator of our intentional culture of care.

Our 2022 Corporate Social Responsibility report defines how our culture, including our focus on social, environmental and governance initiatives, tells our company's story. It is my hope that in our quest for business excellence, we strive to live up to our name – the convergence of inspiration and prosperity – in all that we do.

A handwritten signature in black ink, appearing to read 'Paul J. Sarvadi'.

Paul J. Sarvadi
Chairman and CEO
Insperity



Our people

People are the heart of everything we do.

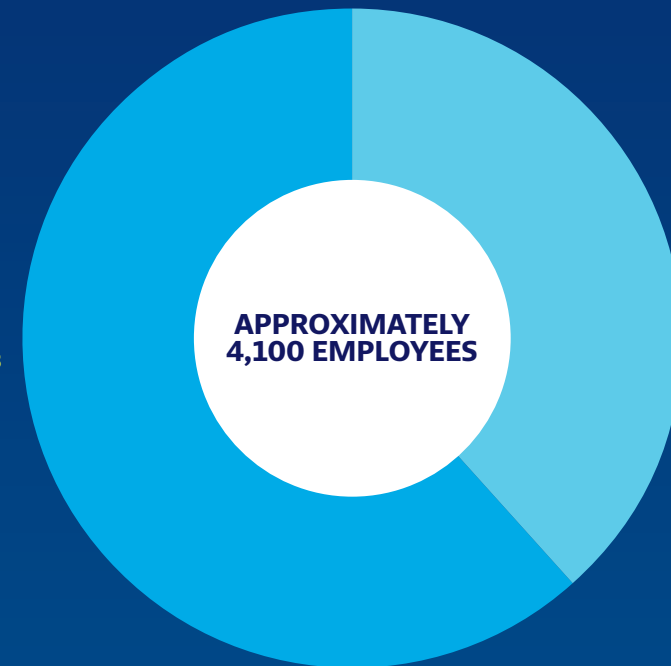
“All individuals have value to the organization regardless of their position, title or letters after their name.”

Steve Arizpe
President and COO
Insperity

Culture in action

Our corporate culture rests on the strength of our mission, vision and values. It is the foundation of how we do business. At the center of it all is how we take care of our people.

A look at our people in 2022



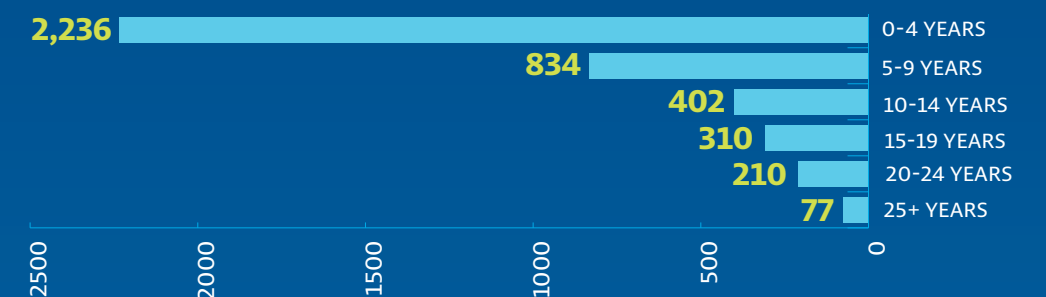
6.61

years average employee tenure, well above the U.S. Bureau of Labor Statistics average of 4.1 years

1,079

new employees

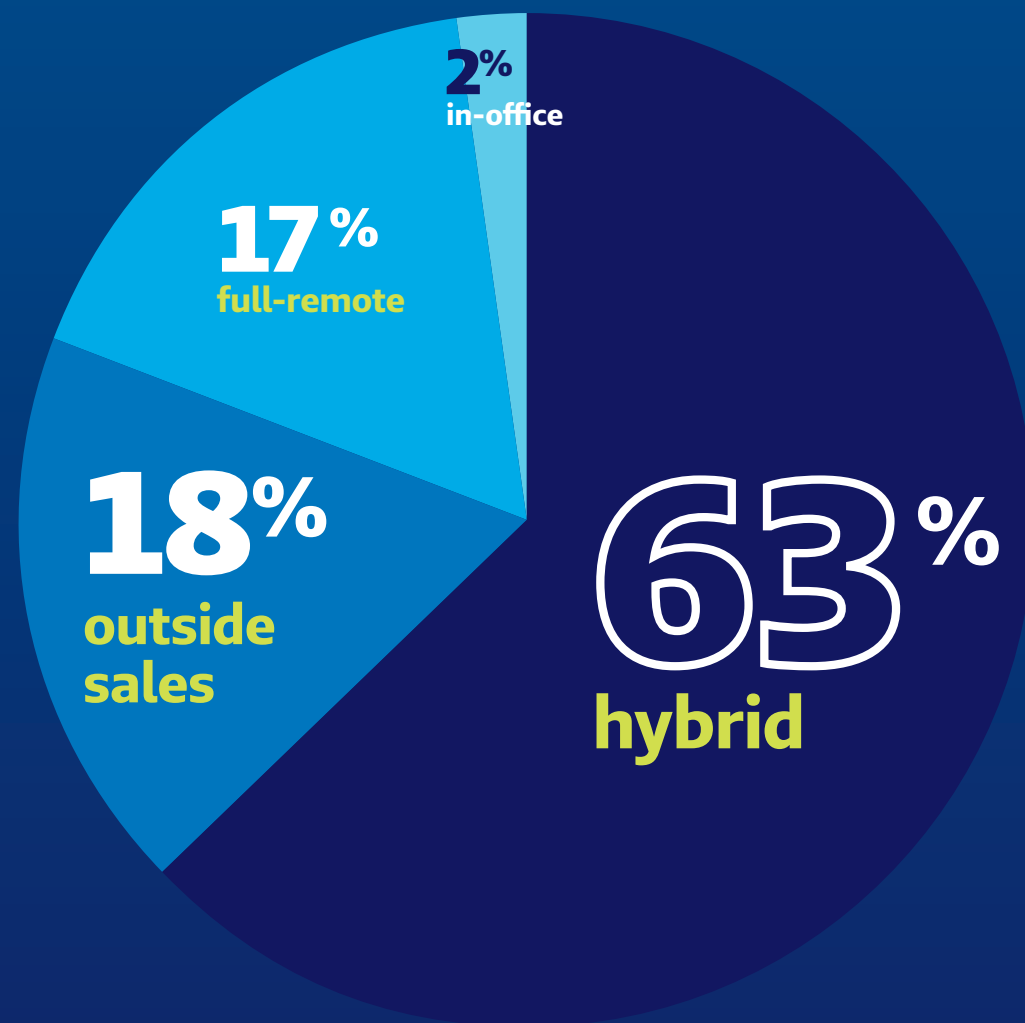
FULL-TIME EMPLOYEE TENURE:



Flexible Work Program

This program was designed to meet the needs of the business and combine the best of in-office and at-home work for our employees. We focus on collaborative relationships, employee wellbeing, fostering our culture and emphasizing business results.

EMPLOYEE WORK MODES



Values & culture

Our values

Our company culture encourages a commitment to excellence and a heart for service, and our values are foundational to how we work and what we believe about the inherent worth and potential of each person. These nine values define us as a company, provide the foundation for how we conduct business and reflect what is most important to us.

Integrity as the cornerstone of personal and corporate conduct

Respect for the worth of the individual

Achieving goals through servant leadership and teamwork

Commitment to high standards and the pursuit of excellence

Accountability as a means to elevate individual and corporate performance

Innovation as a fundamental driver of long-term success

Embracing change as an opportunity to learn and improve

Contributing to the communities where we live and work

Perseverance through an abiding faith and optimism

“Insperty’s values and inclusive culture support strong teamwork, encourage diverse input from employees and promote excellence so that the company can effectively perform and reach goals. But more importantly, it emboldens employees to be themselves.”

Josh

Insperty employee

In 2022, Insperty was ranked No. 4 on the Houston Business Journal’s list of Best Places to Work. This marks the 20th time Insperty has appeared on the list. According to Insperty Chairman and CEO Paul J. Sarvadi, “This recognition reflects Insperty’s deep and long-lasting commitment to providing a great workplace for our employees and the high value we place on every individual within our organization.”

Employee engagement



Through our ongoing employee listening programs, including corporate culture surveys and employee interviews, we are able to capture and analyze both qualitative and quantitative feedback from our employees. We strive to keep a pulse on our employee experience – and respond to the feedback – to ensure we are taking care of our people.

In 2022, we conducted a “Voice of the Employee” survey to measure employee engagement and provide an opportunity for our employees to share their perspective on Insperty’s culture and employee experience.

The survey was administered on a third-party vendor platform, which uses benchmark standards based upon the vendor’s composite scores aggregated from their broad client base in order to provide meaningful insights.

The results demonstrated that Insperty’s employee engagement is very high: we received a composite score of 89%, far exceeding U.S. benchmark standards of 72%. The strongest statements revolved around employees building trusting relationships and feeling positive and energized at work.

Hear from our employees about why they love working at Insperty:

“To come to work for a company that not only has these values and this mission statement – but lives it right from the very top all the way – it makes my job more meaningful.”

Kimberly
Insperty employee

“The culture and values that Insperty created very intentionally made me want to work here.”

Denise
Insperty employee

Diversity, equity & inclusion (DE&I)

Insperty’s DE&I philosophy is a living strategy that leads us toward positive business outcomes. We remain committed to recruiting, hiring and promoting employees with diverse backgrounds and perspectives at all levels of our organization. Our goal is to create an inclusive work environment where employees value and appreciate one another, therefore nurturing connection and a true sense of belonging.



We have a nine-member task force, made up of employees from various business units and locations across the country, who meet regularly to promote initiatives that foster a culture of inclusion, connection and belonging.

*Leaders are supervisors and above.

**People of color are employees who identify as Hispanic, Black or African American, Asian, Native Hawaiian, American Indian, Alaskan or more than one race or ethnicity.

Community & connection

Not only do we intentionally care for our people, but our employees also support and look after one another.

Corporate employees donate paid time off hours to a PTO hardship bank benefitting employees who may need to take a leave of absence due to unexpected life events. In 2022:



461

employees donated

15,910

hours



42

employees benefitted
from the hardship
bank

The Insperty Fund is our employee-funded benevolence program. When employees face challenging circumstances such as storm damage repairs, monumental medical bills or life-changing obstacles, they can receive financial assistance from the fund. In 2022:



\$232,940

donated by employees
to the Insperty Fund



37

corporate employees
received assistance
from the Insperty
Fund



“A crisis is the one you don’t see coming. I never expected, nor was I prepared, for our family life to be disrupted. Insperty stepped in when we had no one else to turn to.”

Kelly
Insperty employee and
Insperty Fund recipient

Total wellbeing

Wellbeing encompasses the comfort, health and happiness of the whole individual. Insperity offers resources to support the five pillars of health for our employees and their families:



Wellbeing resources are available to our employees and our client company employees through our Insperity Premier™ platform.

In 2022, visits to wellbeing resources exceeded 300,000 and nearly 14,000 free counseling sessions were provided through Insperity’s Employee Assistance Program (EAP). Employees also engaged in healthcare and wellness lunch & learn events to acquire more information about available resources.

IN 2022: Educational Assistance Program



This program reimburses eligible employees per calendar year:

- Up to \$1,500 for approved undergraduate or graduate college courses when taken as part of a degree program at an accredited institution
- Up to \$500 for approved continuing educational expenses, including courses taken through a professional association or at an accredited trade, vocational or business school

\$94,221
distributed

Cariloop Caregiver Support Program



This program provides free virtual assistance to Insperity employees who care for children, elderly parents or disabled or ill family members or friends.

316 Cariloop cases were active
9,600 hours saved by Insperity employees through using Cariloop services

Adoption Assistance Program



This program reimburses eligible employees up to \$1,500 for qualified expenses associated with the adoption of an eligible child through a private adoption or a licensed adoption agency.



Rewards & recognition

Our compensation and rewards guidelines are based on a philosophy of long-term employment – a differentiator in today’s environment.

We don’t just reward our employees; we think about supporting their families and loved ones for years to come. Here’s how:

- **Our guiding principles**, aligned with corporate culture and values, help us create programs and incentives to reward work and dedication.
- **Our team keeps a pulse on market trends**, performing regular compensation reviews to ensure we remain competitive.

Total Rewards Strategy

Our Total Rewards Strategy is about investing in employees so they can achieve their work and life goals. We do this by rewarding performance and offering competitive compensation alongside an extensive suite of benefits*.



Rewards & recognition

- Competitive salary
- Performance-based incentives
- Employee stock purchase plan
- Long-term incentive stock program
- 401(k) with company match
- Employee referral bonus program
- Employee and volunteer recognition and rewards



Health & wellbeing

- Insurance
 - Medical
 - Health Savings Account (HSA)
 - Dental
 - Vision
 - Life and AD&D
 - Short- and long-term disability
- Leave
 - Family and medical
 - Military
 - Military caregiver
 - Bereavement
 - Jury duty and witness
- Emotional health support
- Caregiver support
- Adoption assistance
- Flexible work
- Paid time off
 - Eligibility begins on the first day of employment for full-time Insperty corporate employees
- 12 hours of volunteer paid time off per quarter
- 9 paid company holidays
- Employee benevolence fund
- Hardship compensation from PTO sharing bank



Professional growth & development

- Certification bonus
- Education reimbursement
- Training
- Skill-building
- Skills-based volunteering
- Professional development
- Leadership development
- Early talent programs
- Internship tracks
- Mentoring
- Board service training
- Employee listening and action strategies

*Some components based on roles and tenure



Recognition matters

Celebrating employee achievement is part of our DNA.

We encourage department leaders and peers to recognize and reward their team members who live out Insperity's values. While boosting employee morale at every level through peer recognition, we also promote company-wide recognition programs.

- Our MVP (Mission. Values. Performance.) program commends exceptional performance and philanthropic work. In 2022:

103 employees

were recognized through our MVP program

- Our Business Performance Advisors (BPAs) are trusted members of the communities where they live and work. We celebrate their success through sales awards and recognition programs.
- BPA awards are competitive and given based on sales performance. In 2022:

230 BPAs

were recognized with awards



Our BPA of the Year award represents the epitome of the Insperity spirit. It's given to the individual who:

**Lives Out
Insperity's Values**

Is a Servant Leader

**Knows What is Best for
Our Clients**

**Gives Back to
the Community**

Is a Top Performer

Professional growth & development

Employee and leader development embodies our commitment to our people, and we believe that highlighting each employee's career growth potential builds the foundation for long-term employment.

As a result, our talent development team offered more than

45

workshops and programs in 2022.

Leadership development

We equip leaders to drive business results with our values-based, culture-driven, people-centric approach to creating a workplace where employees know how they impact the potential of the company.

Our goal is to help leaders develop core leadership competencies, connect with the actions and behaviors that are expected of them and understand how to make a difference by living out our culture and values.

▶▶ In 2022:

- Newly hired or promoted leaders were invited to leadership training to support onboarding into leadership.
- Peer leader communities were designed to ensure organization alignment, along with a leadership resource portal. These communication pathways provide resources designed to enhance personal growth and team development.
- More than half of our director-level leaders attended a workshop focused on the strategic nature of the director role, providing time to innovate and design their approach to elevate their team's success. The remaining director-level leaders are scheduled for a 2023 workshop.

One Insperity leader said:

“This was perfect! I walked away energized and ready to work with my teams on implementing what I learned.”

Employee onboarding

Our unique onboarding program provides resources, information and tools for supervisors to welcome employees on their new hire journey and ensure they have an extraordinary experience.

In 2022, we introduced iNSpire: a two-day, hands-on experience for new employees. During this interactive training session, new hires are motivated by messages from leaders and executives, are encouraged to form meaningful connections with each other and participate in a volunteer activity together.

➤ **585**

employees attended either the virtual introduction to Insperty and/or iNSpire



Hear about the experience from Insperty employees:

“It really is a unique program that I have never experienced elsewhere. Getting to truly understand Insperty’s culture, what we do, how we do it and how we take care of others and our own is unlike anything else.”

“From recruitment, to onboarding, to my first week – Insperty goes above and beyond in demonstrating that employees are a priority within the organization. Never have I been so excited to be part of an organization.”

“It’s amazing that leadership cares enough to make time to be in the room with us and answer questions. That alone made a big impact on me.”

Professional development

We empower employees to grow professionally by promoting a wide variety of learning and growth opportunities to support each career journey. From virtual to in-person offerings, including classroom and personalized coaching options, we encourage employees and leaders to find the right suite of professional development tools to achieve their goals.

In 2022, Insperty's Learning Portal – which includes thousands of training and professional development options – saw a **58% increase in course completions**, demonstrating the investment our employees are making in their careers at Insperty.

Career path

We support employee growth potential within the company by filling approximately one-third of open positions through internal mobility.

Investing in early talent

Embracing early talent – high school or college student interns or employees with fewer than three years of professional experience – is crucial to Insperty's success and a key focus of our recruiting strategy. Through our internship initiatives, we are uniquely positioned to embrace the leaders of tomorrow by providing paths to professional success for early talent.

Internship programs at Insperty:



eXplore
high school initiatives



eXpand
rotational internships



eXperience
role-specific internships



In 2022, Insperty increased its commitment to the high school internship program through its partnership with Genesys Works, a nonprofit providing career avenues for youth in underserved communities.

The 2022-23 academic year program included:



In 2022, our internship program was selected as one of the 100 best in the U.S. in a Yello and WayUp backed list based on public votes and a judging panel of industry experts.

As of Dec. 31, 2022:

82%

of all interns become full-time employees, compared to the national average of 56%

(Source: Zippia)

100%

of interns who accept full-time positions with Insperty remain employees at their one-year anniversary

Insperty's rotational internship program metrics in 2022:

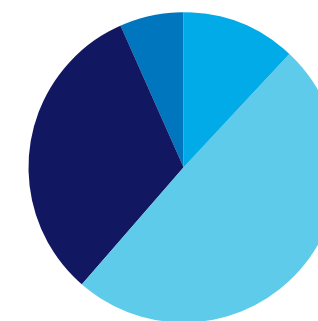
54%

people of color

77%

female

TODAY AT INSPERTY



12% BABY BOOMERS
49.5% GEN X
32% MILLENNIALS
6.5% GEN Z

“In college, we spoke about how important culture is. I’m just so blessed that I came into a company and it matches up to everything we talked about. Insperty has a culture that makes it easy for me to jump in, make a difference and feel like I belong.”

Chris
Insperty employee

Protecting our people



Data privacy & security

At Insperity, we recognize the importance of protecting the data that is provided to us and maintaining the security of our systems. To support these efforts, we have implemented robust privacy and security training programs for our employees.

Each employee undergoes privacy and security training at the time of hire and annually thereafter, which covers industry best practices as well as privacy and security risks that apply to Insperity directly. Employees also learn incident response procedures and have access to periodic security bulletins that reinforce their training. Insperity has also implemented other preparedness tools, including phishing tests, which help increase employee awareness of, and readiness for, security-related issues.



Workplace safety

Insperity is committed to providing a safe, secure and comfortable work environment for our employees. Our Code of Business Conduct and Ethics requires attention to workplace safety, and we further detail our safety policies in our Employee Handbook, which is accessible to all employees through our intranet. We also require our employees to complete annual training to reinforce our policies on workplace safety. Insperity's dedicated Safety Services team also provides on-demand safety training resources for employees.

IN 2022:



109
safety training courses
and videos for Insperity
managers and supervisors

Human rights policy

Consistent with our values and our Code of Business Conduct and Ethics (our Code), Insperity recognizes the important responsibility we have to respect human rights as we help businesses succeed so communities prosper. Potential violations of our Code require review by our general counsel or by the Finance, Risk Management and Audit Committee of our board of directors. We maintain an anonymous reporting tool to ensure that our employees always feel comfortable reporting their concerns.

Insperity's policy is to be a good corporate citizen. Wherever we do business, each of us is required to comply with applicable human rights laws, rules and regulations. This means following the spirit of the law and doing the right, ethical thing even when the law is not specific. To reinforce our commitment, we offer

training for our employees on human rights, non-discrimination and harassment.

Our Code contains a policy on Equal Employment Opportunity and Prohibition Against Harassment, which is further detailed in our Employee Handbook, which our employees acknowledge and can access through our intranet. All employees receive annual training on these policies.

Our commitment to human rights is further exemplified through the services that we provide to our clients. As a leading provider of human resources and business performance solutions, we regularly advise our clients, some of whom are also our suppliers, regarding best practices and compliance with equal employment opportunity and non-discrimination laws.

We support and respect human rights as expressed in the Universal Declaration of Human Rights.

To that end, we strive to respect human rights throughout our operations, products and services, including consistent treatment among people, employee wellbeing, and safety and economic and social freedom. We focus on areas of our business where we have the greatest impact and are committed to:

- Equal opportunity and non-tolerance of discrimination in recruitment, hiring, promotion, training or benefits

- Protection of minority groups' rights and women's rights
- Eliminating human trafficking, slavery, servitude, and forced or compulsory labor
- Abolishing child labor
- Non-tolerance of, and vigorous enforcement against, all forms of harassment and abusive behavior
- Respecting the right of our employees to form and to freely join (or not join) legally constituted representative bodies, and working in good faith with them
- Health, safety and security
- Data privacy
- Anti-corruption

Our clients

We make great things happen for our clients and our communities.

Our goal is to:



SUPPORT

Offer our clients the ideal blend of service and technology, and then follow through with the breadth and depth of our service and the level of care we provide



PARTNER

Go beyond a transactional relationship to build a trusted partnership – one that is based on our commitment to service and backed by our experience, strength and stability as an industry leader and pioneer



GROW

Lighten our clients' administrative load, increase their productivity and help them manage HR-related risks so they can focus on growing their business

DE&I services

Our team of diversity, equity & inclusion consultants – with more than 60 years of experience combined – are committed to providing holistic guidance and support to our clients in this area. Recognizing DE&I is an integral business strategy, we work with our clients to identify areas of improvement, provide guidance on best practices and develop strategies to achieve their goals.

2022 Community Heroes

Many of our clients work to intentionally enrich the places where their people work and live.

By sharing Insperity's mission of helping communities prosper, these companies make a profound impact – and we are honored to support them on that journey.

Insperity's Community Heroes program recognizes for-profit and nonprofit clients who rise above the rest in:

- Entrepreneurship
- Innovation
- Job creation
- Missional impact
- Community creation
- Collaboration



Insperity provides \$5,000 for each honoree to contribute to the charity of their choice. In 2022, \$20,000 was donated in honor of our four Community Hero honorees.

CEEK LLC

Mission: Helping organizations redefine and pursue wellness

“You can comparison shop all you want, but at the end of the day, with Insperity you get people who care. They embrace the servant leadership model. And Community Heroes is an intentional way that they promote and support impactful community engagement.”

Steve Wiley
President and Chief Catalyst of Wellness
CEEK LLC

OMNI2MAX

Mission: Provide clients with the best professional solutions at the right time, using the right technology at the right cost

SAFECHILD

Mission: Eliminate child abuse and empower families

“Before we had Insperity, we were tangled up in manual processes and didn't have many HR resources. Joining Insperity was a strategic leap in moving HR and payroll forward. They're not just our HR partner, though. They are in it with us, they understand the work that needs to be done and they're helping us fulfill our mission.”

Denine Schepperley
Finance and Human Resources Manager
SAFEchild

HOUSING ON MERIT

Mission: Create a bridge to permanent affordable housing for vulnerable populations

Inc. 5000

In 2022, Insperity was named an inaugural Inc. Power Partner, an award honoring B2B organizations across the globe with proven track records of supporting entrepreneurs and helping startups grow.

159 Insperity clients made the 2022 Inc. 5000 list of fastest growing privately held companies in the U.S. We are proud to support these clients on their way to success. We celebrated their achievement with special invitation-only luncheons and receptions at the annual Inc. 5000 Conference & Gala.



Hear from our clients

Powered by our HR solutions, our clients are difference-makers and business-builders. But don't take it from us – hear how Insperity's partnership helps them grow as industry leaders.

“We're attracting a better quality employee from the start – someone who is more in line from day one with our business goals and company culture.”

Christopher Greenspan
Director of Asset Management
R.W. Selby & Co. Inc.

“Insperity took many of our administrative duties so we could focus on what sets (our company) apart – growth, revenue and culture. The breadth and depth of knowledge Insperity provides was game changing for us.”

Paul Rubenstein
Chief People Officer
Visier

Protecting our clients

Data privacy & security

Our clients trust us with their most valuable asset: their people.

As a premier provider of human resources services, our business is fueled by our ability to protect the data entrusted to us by our clients.

The volatile nature of today's digital environment requires us to be vigilant in protecting our data so clients can continue to operate without disruption. We comply with recognized frameworks for information security and privacy applicable to the markets we serve.

Insperty routinely reviews our information security and information privacy practices to help ensure we take the necessary steps to meet our business requirements and client expectations.

By employing stringent information security and privacy protocols, Insperty is a trusted partner for our small and midsize businesses. On our website, you can find our [Technology Security Statement](#), which provides an overview of the information security and contingency planning infrastructure in place at Insperty, and our [Data Privacy Statement](#), which outlines our approach for implementing the seven principles of Privacy by Design, describing how we steward data entrusted to us.

Workplace safety

Insperty is committed to providing a safe, secure and comfortable work environment for our clients.

A safe workplace allows for a productive workplace. That's why Insperty's dedicated Safety Services team provides on-demand safety training resources to serve clients. Without Insperty, many of our small business clients would not have had access to the level of safety services that we provide.

IN 2022:

769

unique clients used Insperty's self-paced and instructor-led safety training courses

167

client employees participated in safety outreach training

12

safety newsletters shared with clients



Our communities

Helping communities prosper is foundational to our mission.

Our philanthropy philosophy

Investing in the communities where we live and work is critical to our mission at Insperity.

We look for opportunities to go beyond ourselves to positively and purposefully impact the lives of those around us. Our philanthropy philosophy operates through three channels:

Supporting employees

We make philanthropy personal. If it matters to our employees, it matters to us. We want our employees to be philanthropic solutions in their own communities, so we give them volunteer paid time off, company matching for eligible donations, nonprofit board service support and more tools to do so.

Supporting clients

We support charitable nonprofit clients through volunteer events, awareness campaigns and client spotlights. These organizations can request support through grants and event sponsorships.

We also assist more than 1,090 nonprofit clients with their HR functions. By alleviating their HR burdens, we enable our clients to devote more of their time and resources to causes that benefit our communities.

Supporting the future workforce

We seek out partnerships with organizations to advance their nonprofit efforts and impact our business strategy. For example, we partner with Genesys Works, a nonprofit organization that provides pathways to career success for high school students in underserved communities through professional skills training, corporate internships, coaching and support.

Impacting communities

Through volunteer efforts and community leadership, Insperty encourages employees to get involved and make a difference in the lives of others.

In 2022, Insperty's philanthropic activity totaled more than \$4 million. This includes:

- Monetary contributions, such as grants and matching gifts
- In-kind donations, such as equipment
- Volunteer efforts, calculated by multiplying reported volunteer hours by average hourly wage



IN 2022:

Volunteer efforts



38,391

volunteer hours recorded by employees at Insperty's 80+ locations

That's more than **\$1.5 million** in philanthropic action



3,597

corporate employees participated in volunteer events

Volunteer PTO

For nearly three decades, we have offered employees the benefit of 12 hours of quarterly paid volunteer time off (in addition to regular paid time off). In 2022:



62%

of new employees said that our commitment to communities was a motivating factor for joining Insperty

Volunteer Council

Insperty's Volunteer Council is comprised of representatives at each Insperty location who are committed to supporting our local philanthropic and volunteerism efforts.

Established in **2001**

101 employees across the nation

1,234

volunteer activities



16,944

total volunteer hours



President's Volunteer Service Award

Insperty is a certifying organization for this award founded by the President's Council on Service and Civic Participation.

We recognize employees who go above and beyond to serve at Insperty volunteer sites and positively affect their local communities.

Gold

500+ volunteer hours

Silver

250-499 volunteer hours

Bronze

100-249 volunteer hours

In 2022, **59 Insperty volunteers** were awarded for almost 10,000 total hours of service. They each received a certificate, letter signed by the President of the United States and a pin reflecting their status level.

Protecting the environment

ENVIRONMENTAL POLICY

Our headquarters are located in an area of greater Houston known as the “Livable Forest.” We recognize the importance of the environment and seek to preserve it. Insperty is committed to conducting business in an environmentally responsible manner, which includes understanding and managing our environmental impacts and risks and improving our enterprise-wide environmental footprint. To date, we have implemented various programs and initiatives to reduce our environmental impact and will continue to implement environmentally responsible business practices across all Insperty operations. As we further assess our enterprise-wide environmental footprint, we are coordinating with multiple leasing partners and vendors to better understand our energy use, waste management and business travel.

RESULTS OF CERTAIN ENVIRONMENTAL INITIATIVES

VOLUNTEER PROJECTS

Every year, our employees engage in multiple clean-up and restoration projects to enhance the neighborhoods we call home. In 2022 alone, Insperty employees worked with more than 17 different charitable organizations in communities across the country to participate in more than 41 planned activities to improve the environment. Our volunteers engage by cleaning up trash in urban and nature areas, planting trees or donating money to plant trees, collecting plastic bags to recycle and more.

PAPER CONSERVATION

As part of our ongoing efforts to manage our environmental impacts, starting in 2019, we increased our efforts to encourage our corporate and worksite employees to opt out of receiving paper paychecks.

In 2022: **97%**
of all employees chose to receive electronic pay stubs



In 2022, we recycled **382,900 pounds of paper** through our conservation efforts.

Our recycling efforts are the equivalent of saving:

- 3,273 trees
- 72,766 gallons of oil
- 1.34M gallons of water
- 574 cubic yards of landfill space

ENVIRONMENTAL RISKS AND PRIORITIES

Insperty provides an array of human resources and business solutions designed to help improve business performance.

As a professional services company, we continue to identify, understand and manage environmental risks and opportunities that impact our business and inform our corporate social responsibility strategy. Although the environmental footprint of our products and services, facilities and supply chain is relatively small, we recognize the importance to our communities of understanding and managing the impact that our business and operations have on the environment.



AREAS WHERE OUR BUSINESS AND OPERATIONS HAVE AN ENVIRONMENTAL IMPACT

Energy consumption and carbon emissions -

As of Dec. 31, 2022, we operated out of 82 facilities across the country comprised of commercial office space and data centers. These offices require energy to power the facilities and office equipment within each location, as well as associated emissions.

Business travel - Air travel is a necessary part of conducting business at Insperty. It is important that our executives, Business Performance Advisors and operational representatives travel to market, sell and also deliver our services.

Waste - Based on the nature of our work, our business operations do not require the use of, and Insperty does not generate, any hazardous materials, and we do not manufacture products. However, we do consume office supplies and equipment at the offices we operate throughout the United States, including our corporate headquarters.

CLIMATE IMPACT

Headquartered along the Gulf Coast, and with offices around the U.S. that have faced floods, blizzards, and other natural disasters, we are keenly aware of the risks that weather-related conditions can pose to a business. Because we provide mission-critical services to our clients, we have a robust business continuity plan that allows our operations to keep performing when some of our colleagues are battling the forces of nature.

We also serve a number of clients who are focused on addressing environmental and climate related issues. From electric vehicle manufacturers and companies that provide environmentally sensitive packaging by using renewable and recycled materials to organizations addressing food insecurity, we are proud to provide our services to these companies as they seek

to make a difference in the world. As more businesses are formed to tackle these types of challenges, as with other new industries, we believe that we will have numerous opportunities to assist them.

ENVIRONMENTAL PROGRAMS AND INITIATIVES IMPLEMENTED BY INSPERTY FOCUS ON A VARIETY OF AREAS

GREEN BUILDINGS

Prioritize energy efficient, healthy buildings for our employees and community. An example of such an initiative is our LEED-certified 100,000 square foot office facility at our corporate headquarters. The Leadership in Energy and Environmental Design (LEED) certification means the workplace is internationally recognized as healthy, highly efficient, cost effective and green.

Additionally, Insperty seeks to occupy Class A office space. This practice enables us to conduct business from facilities that prioritize energy efficiency, positive environmental impacts and creating internal spaces that enhance wellbeing. Examples include recycling efforts, high efficiency lighting and green spaces.

ENERGY EFFICIENCY

Manage and reduce our energy consumption at a facilities level and identify and purchase energy efficient technology.

RECYCLING

Minimize our paper waste, as well as a widespread paper recycling program and electronic waste management program that prioritizes reusing and recycling of equipment once it reaches the end of its internal lifecycle.

REPORTING

Increase transparency about our environmental footprint to improve our environmental performance and further meet stakeholders' expectations for disclosure.

Environmental commitments, programs and initiatives are generally reviewed and revised by the Corporate Facilities department on a regular basis, and the department has day-to-day responsibility for implementation. This department reports to our CFO, and our Finance, Risk Management and Audit Committee of our board of directors oversees risks relating to environmental matters.

In 2022, at our corporate headquarters:



9.69 million

kilowatt-hours of total energy use (electricity only)



11.5 million

gallons of total water use

Insperty CSR Report content index

The CSR Report content index is a tool to help stakeholders better access Insperty's environmental, social and governance information.

Statement of use	Insperty has reported the information cited in this GRI content index for the period from Jan. 1, 2022 to Dec. 31, 2022 with reference to the GRI Standards.
GRI1 used	GRI 1: Foundation 2021

GENERAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERTY RESPONSE, PAGE OR LINK
Name of the organization	2-1-a	Insperty, Inc.
Legal form of the organization	2-1-b	Annual Report
Location of headquarters	2-1-c	19001 Crescent Springs Dr., Kingwood, Texas 77339-3802
Reporting period	2-3-a	Jan. 1, 2022 – Dec. 31, 2022
Reporting frequency	2-3-a	Annually
Financial reporting period	2-3-b	The financial reporting period aligns with the CSR reporting period.
Date of most recent report	2-3-c	May 16, 2023
Contact point for questions regarding the report	2-3-d	Executive Director of Corporate Citizenship, Corinn Price
Activities	2-6	We provide an array of human resources (HR) and business solutions designed to help improve business performance. Our most comprehensive HR services offerings are provided through our Workforce Optimization® and Workforce Synchronization™ solutions, which encompass a broad range of human resources functions, including payroll and employment administration, employee benefits, workers' compensation, government compliance, performance management and training and development services, along with our cloud-based human capital management platform, our Insperty Premier™ platform. Additional information can be found in the Annual Report .
Total number of employees	2-7-a	As of Dec. 31, 2022, we had approximately 4,100 corporate employees.
Employees by region	2-7-a	All employees are in the North American region.
Full-time and part-time employees by gender	2-7-b	CSR Report p. 5
Methodology	2-7-c	Numbers are reported by head count at the end of the reporting period.
Statement on sustainable development strategy	2-22	CSR Report p. 2-3
Business Conduct	2-23-a	Code of Conduct
Human Rights	2-23-b	CSR report p. 25
Membership associations	2-28	NAPEO

GOVERNANCE DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERTY RESPONSE, PAGE OR LINK
Governance Structure and composition	2-9	Proxy Statement
Nomination and selection of the highest governance body	2-10	Proxy Statement
Chair of the highest governance body	2-11	Proxy Statement
Highest governance body's role in overseeing the management of impact	2-12	Proxy Statement
Delegation of responsibility for managing impacts	2-13	Proxy Statement
Highest governance body's role in sustainability reporting	2-14	The Senior Vice President of Corporate Human Resources reviews and approves the CSR report. The CSR steering committee manages the report's creation, review and approval process, overseeing internal controls to strengthen the integrity and credibility of the report.
Conflicts of Interest	2-15	Code of Conduct
	102-55	Insperty has reported the information cited in this GRI content index for the period from Jan. 1, 2022 to Dec. 31, 2022 with reference to the GRI Standards.
Communication of critical concerns	2-16	Proxy Statement
Remuneration policies	2-19	Proxy Statement
Process for determining remuneration	2-20	Proxy Statement

ECONOMIC DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERTY RESPONSE, PAGE OR LINK
Recycled input materials used	301-2	CSR Report: p. 38-41
Energy consumption within the organization	302-1	CSR Report: p. 38-41
Water consumption	303-5	CSR Report: p. 38-41

SOCIAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERTY RESPONSE, PAGE OR LINK
Communication and training about anti-corruption policies and procedures	205-2	All employees review and certify they understand and agree to the Code, including anti-corruption policies and procedures, on an annual basis. As further outlined in the Code, each employee is expected to promptly report any suspected or actual violations of the Code, any applicable law, rule or regulation, our contractual undertakings or any other unethical behavior to their immediate manager, their management team member, the general counsel, the finance, risk management and audit committee, or to Ethicspoint. Additional information can be found in the Code of Conduct .
Occupational health and safety	403	CSR Report: p. 24-25; p. 32-33
Training and education	404	CSR Report: p. 24-25; p. 32-33
Operations with local community engagement, impact assessments and development programs	413-1	CSR Report: p. 10-11; p. 36-37
Political contributions	415	Code of Conduct - Public Service
Substantiated complaints regarding breaches of customer privacy and losses of customer data	418	Privacy Policy

GRI content index: Insperty has reported the information cited in this GRI content index for the period from Jan. 1, 2022 to Dec. 31, 2022 with reference to the GRI Standards.

