

Radancy 2023 ESG Overview

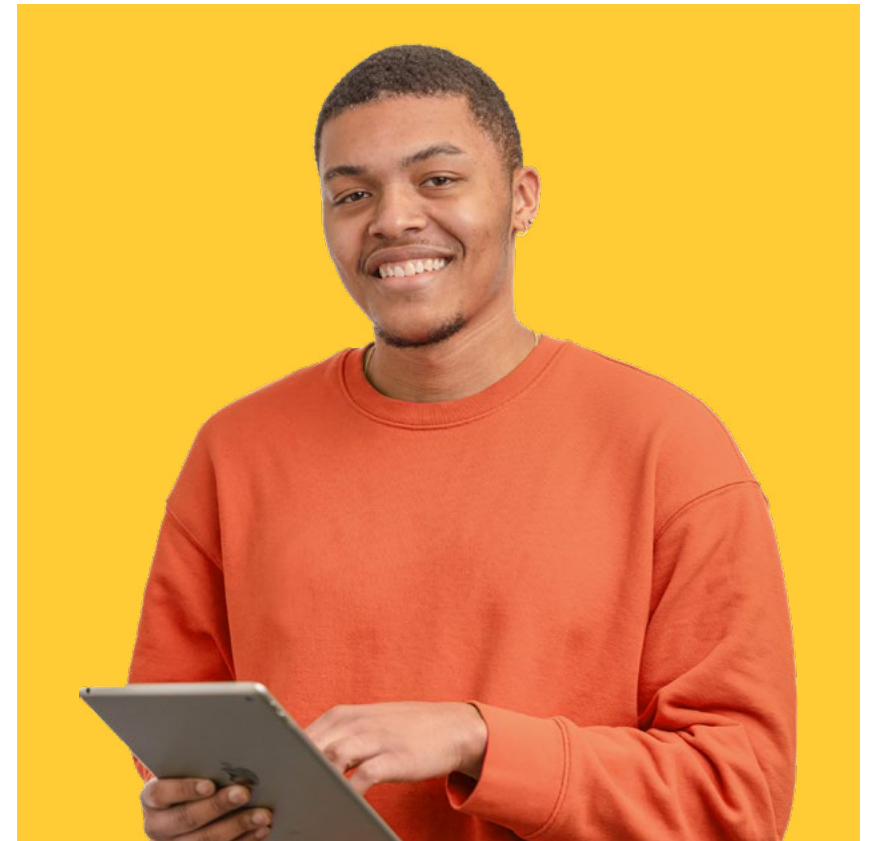
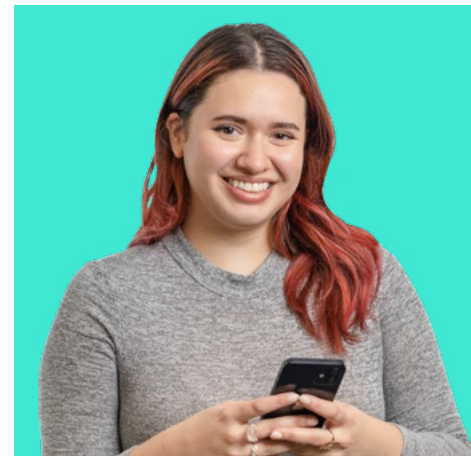
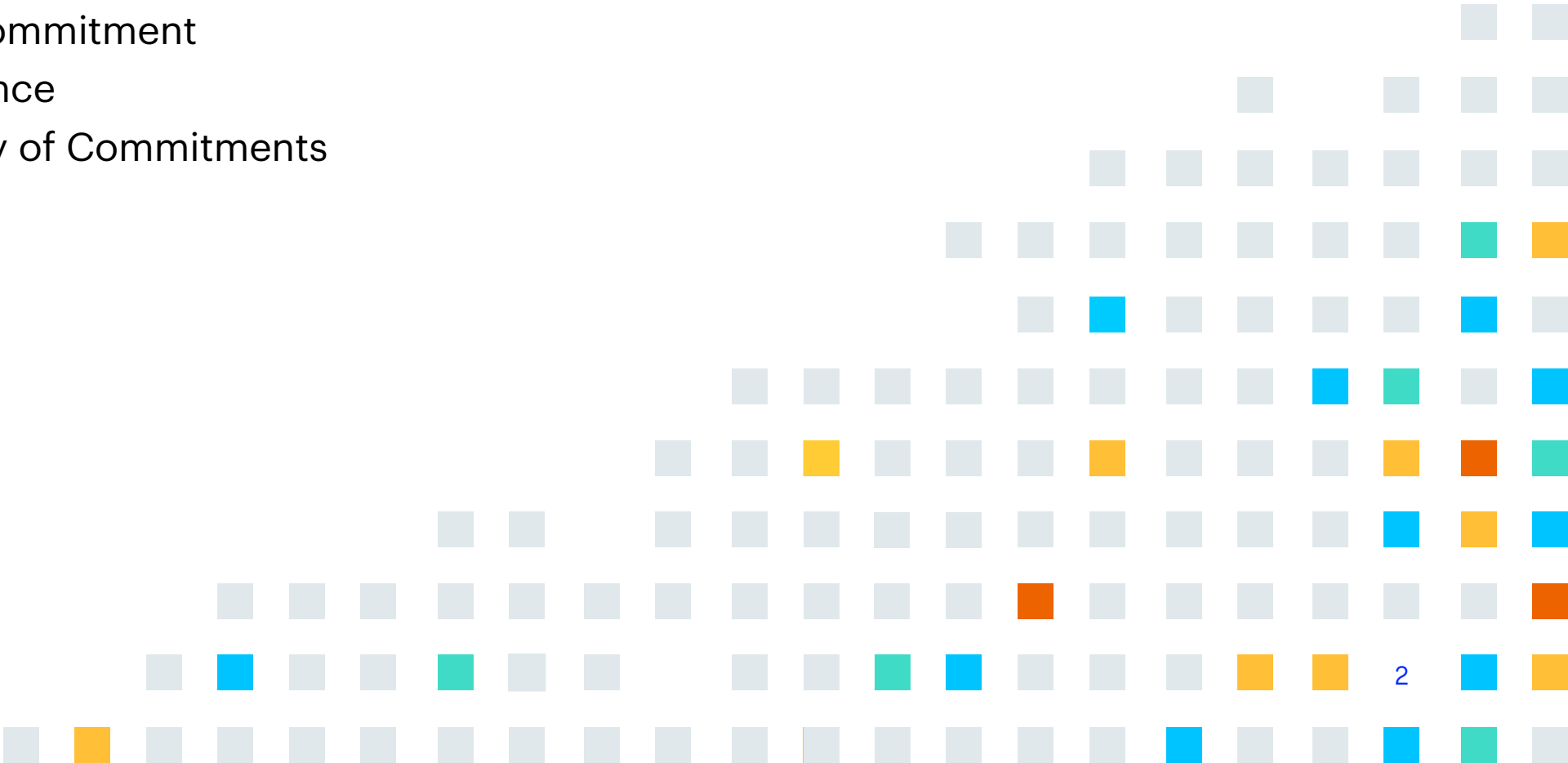


Table of Contents



03	Letter From Our CEO	07	Environmental Impact
04	2023 by the Numbers	08	Social Commitment
05	About Us	09	Governance
06	Our Values	10	Summary of Commitments



Letter From Our CEO

Radancy is proud to share our Environmental, Social and Governance (ESG) overview. As a global organization, we're dedicated to ensuring our work has a positive impact on the world.

Over the past several years, we've made strides in our efforts to increase our community involvement, ensure the highest ethical standards and reduce our carbon footprint.

Each day, our company values drive us. Our innovative spirit leads the way as we do work that matters and our supportive teams are driven by the results we deliver for our customers. We use data and insights to solve complex problems that connect people around the world to a career that matters.

It's the people of Radancy who make all our remarkable accomplishments possible. They generously support their communities and humanitarian causes across the world. Our hybrid work model ensures they have a better work-life balance and reduces their carbon emissions. We hold ourselves to a high ethical standard and our employees are critical to our success in protecting our customers and their data.

I'm proud of our accomplishments and the culture we've fostered at Radancy. We'll continue to work hard to deliver on our ESG promises into the future.



Michelle Abbey

President & Chief Executive Officer

2023 by the Numbers



Radancy is committed to achieving our ESG priorities as an organization. Along with our employees, we're dedicated to our mission and values as exemplified in our 2023 results.

2023 Highlights

- Established ESG Committee
- Expanded our Diversity, Equity, Inclusion & Belonging Committees
- Implemented recycling and waste reduction programs in our global offices

Radancy's Impact

\$50K+

Donated to 21 global non-profit organizations supported by our employee match program

40+

Organizations supported by our employees' volunteer efforts



Radancy Talent Acquisition Cloud Results

Hire Faster

↑25%

Improvement in time-to-hire

Lower Costs

↓30%

Reduction in cost-per-hire

Reduce Third Parties

↓75%

Reduction in third-party spend

Improve ROI

459%

Delivered ROI and < 6-month payback

95%

Customer retention

41%

C-suite and executive roles held by women

Scope 1 & 2

Emissions reduced year over year

Customer Results from Forrester Total Economic Impact™ Study

About Us

Radancy is the leading cloud-based software provider simplifying talent acquisition for enterprises globally and delivering cost-efficient outcomes that strengthen their organizations. The Radancy Talent Acquisition Cloud, powered by rich data and deep industry insights, optimizes the entire candidate journey on a single AI-driven platform. This enables enterprises to hire the most qualified talent faster in any environment, while reducing costs and driving higher ROI, recruiter efficiency and an improved candidate experience.

1200

Global Employees

675+

Platform Customers

19

Global Locations

10

Countries



Our Values



At Radancy, what we do matters and how we do it sets us apart. We're proud to foster a culture of inclusivity and innovation that has built us into an industry-leader.

Our work is deeply rooted in our values and supports our mission to intelligently solve the most critical talent challenges for employers and deliver results that strengthen their organizations.



Innovative Spirit

Innovation leads the way. We have a rich history of developing and delivering what's new and next while valuing every voice on our team. Together, we're shaping the future and leading the industry forward.



Rewarding Impact

Work that matters. We strengthen organizations with transformative software that connects people around the world to meaningful careers. This work makes a difference in people's lives and inspires our team to advance technology with purpose.



Performance Driven

Success drives results. We use data and insights to inform strategy and maximize performance for our customers, all backed by our global teams committed to exceeding expectations with unmatched expertise and support.



Supportive Teams

Collaboration is our backbone. We foster an environment that inspires our team members to deliver industry-defining technology. We empower our teams to learn from each other, grow their skills and create positive change in their work and communities.

Environmental Impact

As a global organization, we understand the importance of making positive changes in our corporate policies to be better stewards of the environment. Radancy prioritizes sustainability in four major ways to reduce our carbon footprint: remote work and travel policies, energy efficient offices, waste reduction solutions and compliance with regulations.

Travel

Radancy actively supports and encourages sustainable transportation options for our employees, such as public transportation, cycling, walking and electric vehicles. Our hybrid work policy includes remote work and virtual meeting opportunities to reduce the need for daily commuting and business travel and the associated carbon emissions.

Energy

Radancy optimizes energy use in our global offices. This includes adopting energy-efficient technologies and regularly assessing and improving our energy management practices. We seek office space within buildings that feature upgraded energy-efficient technologies such as smart lighting systems, HVAC and efficient building automations. These help reduce the overall energy consumption of our offices.

Waste

Radancy is a technology company designed to optimize physical resources by leveraging cloud-based solutions and reducing paper consumption. We promote eco-friendly practices within our offices and encourage remote employees to adopt sustainable practices in their home offices. We implement comprehensive recycling programs for major waste streams, including paper, plastics, glass and electronics, while ensuring proper sorting and responsible disposal.

Compliance

Radancy complies with all applicable environmental laws, regulations and standards in all the countries where we have offices. We stay informed about new developments in environmental legislation and integrate these requirements into our business practices.

Social Commitment

We're the leading global talent acquisition platform provider because of our people. By valuing every person for their unique perspectives, experiences and knowledge, it allows our employees to bring their most authentic self to Radancy. We pride ourselves in the diverse, inclusive and equitable culture we've nurtured by fostering a deep sense of belonging within our global workforce.



Employee Resource Groups (ERGs)

Radancy's ERGs are an extension of our internal commitment to creating an inclusive and equitable workforce. Led by employees, our ERGs develop initiatives to support our communities, career growth and mentoring. In 2024, we're expanding our ERGs to continue to ensure all our employees feel represented.

Heritage Months

- Ramadan Employee Spotlights
- Black History Month Programs
- Asian American, Native Hawaiian & Pacific Islander Month Spotlights
- Latinx & Hispanic Heritage Spotlights

Panel Discussions

- Working Caregivers
- Women in Discussion
- Path to Leadership

LGBTQIA+

- Pronouns Workshop
- Pride Month Programming

Social Awareness

- Inclusion Insights
- Mental Health Programming
- Men's Health Month
- Women's History Month

Learning & Development

We foster employee growth through continuous learning opportunities at all levels. Our New Hire Immersion Program helps newcomers integrate into the company during onboarding. We provide management training and mentoring, reflecting our culture that values personal and professional development.

Employee Engagement

We prioritize employee engagement through regular communication, feedback mechanisms and inclusive decision-making processes. Our Ideas First program rewards employees for contributing new ideas. Since 2016, Radancy's Give Back Day grants each employee one volunteer day a quarter.

Data Protection & Privacy

We prioritize data security and privacy, implementing robust measures to safeguard sensitive information from candidates and employees.

Human Rights & Labor

We're committed to combating slavery and human trafficking in our business and supply chains. Our efforts to improve practices are guided by five key principles: Organization, Supply Chain, Policies, Process and Training. These principles inform our global policies, detailed in our [Modern Slavery Statement](#).



Radancy Workforce

39%

Self-identified as women

19%

Self-identified as REM*

41%

Of people holding positions of director or above are women

22%

Of people holding positions of director or above are REM*

*Racial or Ethnic Minority (REM)

Governance



Radancy is committed to strengthening our customers' organizations and empowering them to engage with their audience across the entire candidate journey. To do that, we make sure their data is safe and private, while being transparent about our approach and governance controls.

Key Governance & Ethics Achievements

Here is a quick glance at some of our key achievements in 2023.

- Created an ESG Committee comprised of female C-suite, Senior Management and REM members
- Quarterly reviews to our [GDPR policy](#)
- Participated in annual assessments:
 - EcoVadis
 - CDP
 - APEX
- Maintained a whistleblower policy. To report a Radancy supplier, please email: legal@radancy.com (monitored during business days and hours)
- Updated our [Supplier Code of Conduct](#)
- Worked with our partner, AWS, to increase our usage of cloud technologies like autoscaling, on-demand and cloud native services throughout our infrastructure

Transparency

Throughout 2023, Radancy has expanded our Governance, Risk and Compliance (GRC) program and ESG program development. We live and work by our values, ethics and best practices for our industry.

Regulatory Compliance

Quarterly internal governance to monitor initiatives and metrics.

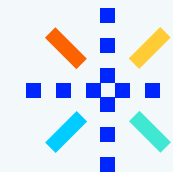
Security Practices

We aim for all employees to complete training for:

- Cybersecurity
- Data Privacy
- Confidential Information Handling

Measure Performance

- Ethics in decision making
- Data security strength
- Privacy program impact
- Ongoing business continuity plan review
- Annual DR tabletop exercise
- Vendor privacy risk assessments
- DPIA reviews



95%

Radancy employees completed all required compliance trainings in 2023

Summary of Commitments

Radancy is committed to ESG principles that drive our business.

Our customized key performance indicators, both qualitative and quantitative, cover our environmental footprint of hardware, data privacy and security, recruiting, employee engagement and technology risk and disruptions.

Environment

Strict Standards

- Follow highest environmental standards
- Continue evolution of our Environmental Policy

Reduce Impacts

- Lower carbon footprint
- IT recycling program

Measure Performance

- Decrease carbon footprint
- Update to CDP, EcoVadis and APEX

Social

People

- Continue to create a workplace founded on inclusion
- Ensure a representative workforce

Hiring Practices

- Utilize diverse hiring practices
- Develop diversity statements

Community

- Expand inclusion training efforts
- Expand ERG events
- Global recognition and wellness programs

Measure Performance

- Workforce demographics
- Attrition by group
- Internal mobility
- ERG engagement

Governance

Corporate Governance

Live and work by our values, ethics and best practices for our industry.

Transparency

Expand GRC program and ESG program development.

Regulatory Compliance

Quarterly internal governance to monitor initiatives and metrics.

Measure Performance

- Ethics in decision making
- Data security strength
- Privacy program impact
- Continue business continuity plan review
- Annual DR tabletop exercise
- Vendor privacy risk assessments
- DPIA reviews