

SASB – Software and IT Services (October 2018)

Appen has applied the sector specific SASB, Software & Information Technology (IT) Services Industry, when considering disclosures to include in our Annual Report. Refer to the table below for links and references to the respective metrics

TOPIC	ACCOUNTING METRIC	CATEGORY	Annual Report Reference
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	Quantitative	Page 172, non-financial data metrics
	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Not material
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	Page 43, climate strategy and net-zero roadmap
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioural advertising and user privacy	Discussion and Analysis	Page 18, data privacy section and number of breaches Page 55, outlines risk regarding privacy and mitigation activities
	Number of users whose information is used for secondary purposes	Quantitative	N/A
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	N/A
	(1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure	Quantitative	N/A
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring		N/A
Data Security	(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of users affected	Quantitative	Page 18, number of breaches
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	Page 18-19, data security and quality frameworks implemented and independent testing results. Page 56, outlines emerging cyber security issues and mitigation responses
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) Foreign nationals and (2) Located offshore	Quantitative	Page 24, employee distribution by region and areas of work (division)
	Employee engagement as a percentage	Quantitative	Page 25
	Percentage of gender and racial/ethnic group representation for (1) Management, (2) Technical staff, and (3) All other employees	Quantitative	Page 25, breakdown by gender and plans to enhance diversity and inclusion in 2023
Intellectual Property Protection & Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	N/A
Managing Systemic Risks from Technology Disruptions	Number of (1) Performance issues and (2) Service disruptions; (3) Total customer downtime	Quantitative	Page 18, Platform availability, reliability and resilience
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	Page 52, Resilient operational model risk and mitigation actions outlining business continuity plans