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Over 2,000 global brands, including one-third of the Fortune 100 companies, leverage the power of Khoros’s award-winning customer engagement platform to create customers for life.

Our innovative enterprise solutions, including over 20 patented technologies, ensure success across digital contact centers, messaging, chat, online brand communities, CX analytics, and social media management. Combined with our industry-leading services, Khoros enables brands to connect with customers throughout their entire digital journey.

Khoros powers more than 500 million daily digital interactions and leverages AI to turn these interactions into insights and action. Recognized nationally and locally as one of the Best Places to Work, Khoros has 11 offices globally and Vista Equity Partners is its lead investor. For more information, visit khoros.com.
A forward from our CEO

In 2020, we were reminded that corporate America has work to do when it comes to diversity, equity, inclusion, sustainability, and corporate responsibility, and Khoros was no exception. At Khoros, we took that moment to heart and made a commitment to our employees, our customers and our communities that we would strive to do more to bring our values to life and be a force for positive change.

Since then, we've listened, learned, and taken action to deliver on that commitment. We have invested in our people, supported our communities, and protected our planet. We established four Employee Resource Groups (ERGs) to ensure marginalized Khorosians have a prominent voice and community, and we made further investments to elevate our onboarding and learning and development opportunities.

We launched our Khoros Social Responsibility (KSR) program to provide nonprofit and social good organizations free or discounted access to our award-winning software and services. And we took the first steps toward cutting GHG emissions in half by 2030 and achieving net zero emissions by 2050 — steps we're taking alongside fellow Vista Equity Partner companies.

But those are just a few highlights.

In our inaugural Khoros Impact Report, our goal is to share transparent updates about all of our efforts and the progress we've made throughout our organization in 2021.

We'll also use this opportunity to reflect about where we're falling short and to hold ourselves accountable for addressing those gaps moving forward.

We are incredibly proud of what we've accomplished so far, but we still have work to do. We've accepted the challenge, and we are ready to help build a better future for our people, our communities, and our environment — together.

“...We embrace our responsibility to do better, not only for our customers, but for our employees and communities as well.”

Jack Blaha
CEO, Khoros
Environment, social, & governance (ESG) program overview

At Khoros, we view environmental and social responsibility as key drivers of our organizational growth and long-term success.

That's why, in 2021, we formalized an Environmental, Social, and Governance (ESG) structure to provide strategic direction for our efforts, against which we intend to review our year-over-year progress.

We have organized our top priorities into three key categories, which are governed by our ESG Committee, Director of Diversity & Inclusion, C-suite, and other internal stakeholders.

Below are our current ESG priorities and activities:

<table>
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<th>Protecting our planet</th>
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<tr>
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<td>• Khoros Social Responsibility (KSR) Program</td>
<td>• Net zero asset managers initiative</td>
</tr>
<tr>
<td>• Employee resource groups</td>
<td>• Volunteer time off (VTO)</td>
<td>• GHG emission measurement</td>
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Environment
Environment

Managing our greenhouse gas emissions

Khoros is a proud member of the Vista Equity Partners portfolio, and we are excited to announce our participation in their Net Zero Asset Managers Initiative. Membership in this initiative provides all portfolio companies with a shared climate goal of cutting greenhouse gas emissions in half by 2030 and reaching net zero emissions by 2050.

We partnered with an external vendor in the summer of 2021 to measure our baseline greenhouse gas (GHG) emissions — an incredible milestone for our company.

We are committed to annual measurement, disclosure, reductions, and investment in offset activities.

Measuring our footprint

We conducted our GHG inventory in accordance with the GHG Protocol. We used external software to collect, calculate and report on our consumption and emissions data across relevant business sites. As part of the footprint calculation, the software applied relevant emissions factors from international standards including the GHG Protocol, Defra, US EPA, and IEA.

What’s next: reducing our carbon footprint

As a SaaS business, we are grateful to have an inherently low carbon footprint given our minimal exposure to carbon-intensive operations; however, there is still room to improve and we are eager to both set and implement reduction targets in 2022. In partnership with Vista Equity Partners, we will set an emission-reduction target through the Science Based Targets initiative (SBTi). We believe transparency and accountability are crucial in our journey toward net zero, and we plan to show our progress year-over-year in next year’s report.

Customers using Khoros for good

TV 2, a subscription television station in Denmark, leveraged the Khoros platform to identify online harassment and hate speech. They built an online campaign to educate people on the challenges everyone faces on social media and to create kinder online communities. The impact was palpable with recognition from national media and their local community. Year-over-year, TV 2 experienced a 2,000% decrease in dangerous comments per month since its moderation campaign.
**Greenhouse gas data snapshot (2019)**

To gain a true sense of our baseline GHG emissions, we analyzed 2019 organizational data, as 2020 and 2021 were not truly representative of how Khoros operates given COVID-19’s impact on office space usage and business travel. Below are our results, which will function as our baseline from which we set reduction targets and plans going forward.

We learned that the majority of our tCO2e emissions stemmed from electricity usage across our offices (64.3%), and the second largest percentage (23.5%) stemmed from air business travel by our employees. The global pandemic presented new lessons in each of these areas, particularly around the establishment of hybrid/remote-working arrangements and the lower need for business travel.

**What’s next: reducing our carbon footprint**

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<table>
<thead>
<tr>
<th>Scope</th>
<th>Business Activities</th>
<th>%</th>
<th>GHG Emissions (tCO2e)</th>
<th>GHG Intensity (tCO2e/FTE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>Fuel consumption</td>
<td>3.9%</td>
<td>92.1</td>
<td>0.103</td>
</tr>
<tr>
<td>Scope 2</td>
<td>Electricity consumption (includes grid-based heat)</td>
<td>59.6%</td>
<td>1426.0</td>
<td>1.593</td>
</tr>
<tr>
<td>Scope 3</td>
<td>Business Travel (includes hotels, road, and rail travel)</td>
<td>30.9%</td>
<td>739.0</td>
<td>0.826</td>
</tr>
<tr>
<td>Scope other</td>
<td>Emissions Transmission and Distribution (T&amp;D) losses</td>
<td>5.6%</td>
<td>134.0</td>
<td>0.150</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>100%</td>
<td>2391.1</td>
<td>2.672</td>
</tr>
</tbody>
</table>
Social
Social

Diversity, equity, and inclusion
In 2020, at the peak of the global pandemic and the world-changing Black Lives Matter movement, Khoros made a commitment to diversity, equity, and inclusion (DEI). We acted on that commitment by hiring a director of DEI and implementing immediate policy changes across the organization, including the observance of Juneteenth as a global company holiday across all offices and locations. We are proud to have ramped up our efforts in 2021 to make Khoros an equitable workplace where employees and customers thrive.

Making good on our DEI promises
In 2021, we added to the Khoros DEI team by hiring a DEI Associate and a Social Impact Program Manager to work alongside DEI Director Angie Buster. Together, the team oversees Khoros's many diversity and social impact initiatives.

Global diversity, equity, and inclusion committees
Khoros's North American, EMEA, and APAC employee bases each have a DEI committee. These global DEI committees make a difference every day by advising team members and implementing meaningful programming and change within Khoros. In 2021, the committees established a hub on Khoros's community platform, Atlas, for philanthropic opportunities. On the platform, employees can connect with one another about volunteer opportunities in their respective locations, which encourages the use of Volunteer Time Off (VTO). The committees also implemented the addition of pronouns in Atlas profile settings and incorporated DEI information into all new hire onboarding, enhancing inclusivity from the beginning.

Expanded DEI training
Khoros knows that a commitment to DEI isn't enough on its own — that commitment must become part of the company's culture, from the C-suite to part-time staff. That's why Khoros has expanded its DEI training options, partnering with our Continual Learning Series to designate October as a DEI learning month. Over 300 employees enrolled to learn more about microaggressions, implicit bias, and bystander intervention. Similarly, we conducted mandatory trainings for one of Khoros's largest customer-facing teams that advises on social media strategy for our biggest customers. In 2022, we plan to expand these trainings to all of Khoros with the belief that effective change starts with all Khorosians sharing a similar understanding.

Supplier and vendor diversity
We believe it matters where and from whom we get our goods and services. Currently, 4% of all vendor spend at Khoros is with female or minority-owned businesses, a percentage which has risen by about 2% over the last two years. Our long-term goal is to implement strategies to increase the number of female and minority-owned businesses we work with, such as questionnaires that prompt internal teams to consider research of such options prior to submitting vendor requests for internal review. We'll measure our success by annually reviewing our percentage of diverse suppliers to ensure year-over-year progress is made.
Employee resource groups

In an effort to ensure that marginalized Khorosians have a prominent voice and community, we launched four Employee Resource Groups in early 2021. Roughly 15% of our global employee base opted to join an ERG and the groups made a huge difference in a short period of time, with efforts including:

• Hosting networking opportunities and professional development speakers.
• Bringing communities together with virtual social events.
• Fundraising for member-chosen nonprofits through Khoros’s give-back program.
• Providing feedback to our benefits team which resulted in expanded healthcare benefits for fertility treatments and gender confirmation procedures for all Khoros employees.

Pride
Prioritizes inclusion, education, and professional development for the Khoros LGBTQ+ community and allies. This group hosts Khoros’ annual Pride Month activities, as well as year-round events focused on networking, volunteerism, and building community.

The Root
Empowers our Black stakeholders and fosters a diverse workplace through cultural and educational events. The Root aims to create cultural awareness, generate discussions, and assist with recruitment efforts to exemplify a more diverse workforce.

K.N.O.W.
Brings together women and allies from a wide variety of backgrounds and experiences to bridge differences and harness collective power. Khoros Network of Women (K.N.O.W.) is an inclusive community focused on professional development and connection.

La Khorriente
Provides visibility, community empowerment, and a sense of belonging for Latinx and Hispanic employees and allies. La Khorriente seeks to achieve their mission through an inclusive program of initiatives designed to support and nurture relationships, within Khoros and the wider Latinx community.

30 Members

28 Members

85 Members

36 Members
Being a part of the Khoros Internship Program taught me more than just how to be a social media coordinator. I learned how to ask questions, think outside of the box, and manage my work life balance to accomplish goals that I set for myself. Experiencing the Khoros company culture was the highlight of my internship! The constant support and positivity paired with high-quality work helped me build a solid foundation for my future career.

– Hemali Patel, Strategic Services intern turned full-time employee
Leadership programs

As part of our commitment to career development and internal promotions, we continued to invest in our leaders.

Each session of the ALCP runs for six months with up to 20 participants. Participants are recommended by their leaders or other ALCP graduates and are not yet managers, but would like to be. The program builds a foundation for leadership and covers material that will enable participants' future success as leaders. Each participant is paired with a senior leader who acts as a mentor.

“I loved the program, particularly the small group sessions and watching the live panels. My mentor has also been INCREDIBLE; I really appreciated this opportunity.”

— ALCP Participant

The goal of this program is to ensure that newly promoted or new-to-Khoros leaders have the support and understanding to adhere to Khoros's leadership philosophy.

“I felt like I was set up for success: this program had everything I needed to hit the ground running and begin to lead my team.”

— Leading at Khoros Participant

This certificate program brings young leaders from across Khoros together to learn, practice, and plan for a successful management tenure. The three-month experience includes self-paced learning, workshop sessions, executive leader presentations, and networking with leaders company-wide.

“My experience in the Art of Leadership program was nothing short of wonderful. The collaborative discussions, expert panels, and independent development opportunities helped to carve a path toward a new way of leading with Khoros values.”

— AOL Participant
Partnerships
LinkedIn Learning is one of the leading learning catalog for professional development, and we are proud to offer full-access licenses to every Khoros employee. Khorosians have access to over 8,000 learning courses ranging from short-form videos all the way to multi-course technical certifications. Through our partnership with LinkedIn Learning, employees have consumed 3,000 hours of training since February 2021.

Khoros understands how gamification increases the appeal of learning and contributes to participants’ knowledge retention and skill acquisition. That’s why we’ve partnered with Credly, a leader in the digital badging arena, to support company-wide learning. Badges will be available for our large-scale leadership development programs, certain DEI initiatives, and more as the program grows. Learners can share their successes by posting badges on LinkedIn, in their email signature, or even on Facebook and Twitter.

Wellness support and flexibility for employees
Khoros ensures that all employees have access to emotional wellbeing support and wellness opportunities. US employees are entitled to wellness reimbursements, which have expanded for 2022 and include $50 per month or $600 per year for fitness tools and equipment, classes, creative outlets, outdoor activities, and applications that promote mindfulness, physical fitness, or creative exploration. Global wellness reimbursements include a £35 / EUR40 / CHF45 allowance per month for employees' wellness expenses (UK, India, Germany, Switzerland).

Khoros provides Employee Assistance Programs (EAPs) to address emotional well-being for US and global employees. US employees enrolled in medical coverage through Cigna have extended options that cater to their emotional well being and allow them to choose how they interact with their provider, including digital/virtual, in person, video, and texting options.

Khoros also supports employees' access to alternative medicine: US employees who are enrolled in medical coverage through Cigna have covered options for acupuncture and chiropractic services for up to 20 days per year.

Managers have access to resources so that they can better support employees in the remote workforce, including ways to make team members feel valued, how to schedule meetings thoughtfully, and how to be flexible.

Effective January 1, 2022, Khoros offers a more inclusive fertility benefit: employees will now receive fertility coverage as part of their medical coverage, exclusive of medical necessity. In addition, Khoros offers expanded gender confirmation benefits that meet World Professional Association for Transgender Health (WPATH) standards.
**Flex-first policy**

Khoros follows a flexible-first policy which allows employees to work from wherever they feel most comfortable and can include a fully remote or in-office schedule, or a combination of the two. Khoros has great spaces around the world available to employees, and also knows that teams can collaborate from anywhere. Like much of the world, Khoros was fully remote for a time in 2020 and 2021, and Khoros is now continuing a flexible environment to let employees work wherever is best for them.

**Time away**

To encourage work-life balance, Khoros follows a flexible time off policy for all team members. Provided that employees meet their work obligations, they can responsibly schedule time away as needed, without tracking hours.

**Parental leave**

US expanded parental leave is effective as of July 1, 2021. US employees have eight weeks of paid bonding time when they welcome a new child into their family. After eight weeks, parents have a two-week paid period of reduced work as they transition back to work.

In Australia, the parental policy expanded to provide employees eligibility for 18 weeks of paid leave at their current base salary, an enhancement to the previous policy which centered payouts around the Australia Government’s minimum wages. Similarly, the existing Dad/Partner pay policy was revised to ensure eligible employees receive 2 weeks of pay as per their current base salary.

**Customers using Khoros for good**

Post Office UK, another Khoros customer, **successfully shut down hate speech during its Pride social media campaign** after a social media community advisor’s response to a homophobic tweet went viral. Using Khoros, they managed nearly 250,000 social engagements and could also listen to and monitor the sentiment of the thousands of voices across social channels to thoughtfully and quickly respond to individuals — an invaluable asset to continuing to build relationships with their customers and community.
Supporting our communities

KSR program: using our technology for good

In early 2019, members of our Strategic Services team began dedicating a portion of their time to providing pro-bono strategic counsel to local nonprofits, including Casa Marianella (Austin, TX) and City Growers (NYC). Inspired by the impact of this work, we scaled the initiative in 2020 to what is now our Khoros Social Responsibility (KSR) Program.

Through the KSR Program, we provide free or discounted access to our software and services to organizations owned by or in direct service to underrepresented groups who would not otherwise have the capacity to invest in our offerings.

In FY22, we provided 11 nonprofit and social good organizations with our software, helping each to maximize their impact, efficiency, and reach so they can do their best work for the communities they serve. Organizations include:

- Black Women’s Health Initiative
- Austin Pets Alive!
- Nomi Network
- Just
- LOVE146
- BreastCancer.Org
- Harlem United
- Révolutionnaire
- SAFE stop abuse for everyone
- Blueprint for all
- Pledge 1%

We are honored to use our software and services for good and are eager to continue scaling our KSR Program in the years to come.

FY22 at a glance:

11

Nonprofits provided free or discounted software and services

~$1.17M

In software and services donated
Workplace giving

Khoros donates to local charitable organizations throughout the year to show our support for cultural and societal causes most important to our growing employee base.

- This year, we launched a new program known as our "Kazoo Give-Back Program," that allows employees to redeem internal employee recognition points for donations to nonprofits in place of swag, giftcards, and other prizes listed as rewards within the platform. Since the program's launch in September 2021, Khoros has donated $3,500+ to a variety of nonprofit organizations, including SMASH, The National Fallen Firefighters Foundation, Family Promise, The Pink Fund, Breastcancer.org, Therapy for Black Girls, Cure Alzheimer's Fund, TAPS, Movember, Crisis, and several other organizations doing incredible work in our communities.

- In Bangalore, our Khoros India Social Responsibility Committee organized a fundraising drive which contributed $14,27,700.00 ($19,310.17 USD) to Dream India, Little Sisters, and Diya Ghar — NGOs that serve children, the elderly, and migrant communities.

Customers using Khoros for good

Finally, Promega is a biotechnology company that produces high tech materials for scientists and technicians around the globe. They had to suddenly shift their strategy to better engage customers during the COVID-19 pandemic. To do so, they used the Khoros platform to implement a listening strategy so that they could be proactive, provide meaningful content, and counter misinformation. They saw a 40% increase in followers and a 204% increase in engagement as a result of their efforts.
Employee volunteerism

Khoros offers three days of paid volunteer time off (VTO) each year so that employees can support causes they care about. We also support our local communities in the cities where we have offices through volunteer events and partnerships. Below are a few ways in which our employees came together to help those in need in 2021:

India vaccination drive

In Bangalore, our Khoros India Social Responsibility (KISR) Committee led two vaccination drives in partnership with NGO Diya Ghar, which works with the migrant community in Bangalore to provide pre-school education in a nurturing environment for the children of laborers. The first drive served 145 people, and the second drive served 108 people, many of whom became fully vaccinated. Both drives were well-planned, were executed responsibly, and followed all COVID-19 safety protocols. Khoros was proud to donate $227,700.00 ($3,079.02 USD) to make the vaccination drives a reality.

Khoros cares campaign

This year, we launched our first-ever Khoros Cares campaign. Khoros Cares is a global campaign aimed at empowering and rewarding employees who give their time and/or resources to nonprofits during the holiday season. Our employees volunteered a total of 180.5 hours (equivalent to 22 work days!) and donated $1,247.57 to selected nonprofits between 11/22 and 12/31. Additionally, Khoros donated a total of $2,800 to selected nonprofits, including SAFE Alliance, Code2College, Blueprint for All, and CARE Australia. We are so proud of the emphasis our employees place on giving back to their communities, and we’re thrilled to support them in these endeavors.

Giving back during the holiday season

In the US, employees in the Austin and Portland offices participated in the Angel Tree Program for The Salvation Army and provided gifts for 73 children in need during the holiday season. In Bangalore, employees came together to send 400 children presents filled with stationary kits, sports equipment, books, clothing, and more to help make their holiday season a bit sweeter.
KSR customer spotlight: Austin Pets Alive!
KSR customer spotlight: Austin Pets Alive!

We are thrilled to partner with hometown-hero and female-led nonprofit Austin Pets Alive! through our KSR Program. Read on to learn how Austin Pets Alive! saved $50K in less than a year with Khoros. Read on to learn how Austin Pets Alive! saved $50K in less than a year with Khoros.

Austin Pets Alive! (APA!) is a nonprofit animal shelter based in Austin, Texas. APA!’s mission is to rescue animals most at risk for euthanasia and give them a chance at the life they deserve. APA! depends on donations to operate, and their social media strategy is crucial to their fundraising efforts. Austin Pets Alive! social media channels also include their national outreach and education division, American Pets Alive!, and collaborative pilot project, Human Animal Support Services. Before APA! partnered with Khoros, they used native social media tools and the services from a different social media software provider. Their software partner started to drop scheduled posts, accounts would sometimes disconnect and fail to reconnect, and important data would be lost. APA! knew they needed a better system. While in the process of evaluating several software partners, APA! was nominated for the Khoros Social Responsibility (KSR) Program.

Many different people contribute to APA!’s social media strategy, but before Khoros, APA! didn't have a central location for their copy, schedule, and metrics. There was no simple way to achieve a bird's-eye view of the team’s activity. Now, APA! can see every draft and post in one place, and the whole team has access to the schedule. They can see which team members scheduled which posts, making it easy to adjust content or schedules whenever they need to. This helps them ensure everything goes out when and how it should to maximize engagement (and donations!).

Previously, APA! had to manually pull reporting data, but with Khoros labels, their social media team can automatically create any type of report they need. One of the most valuable parts of the Khoros platform for APA! is the ability to create reports that track how much attention each one of their programs receives so they can be certain they’re adequately highlighting every program and meeting fulfillment requirements for their partnerships, cause marketing endeavors, and events.

Since partnering with Khoros, APA! has been tracking the performance of their donation posts. Using Khoros analytic data, APA! adjusted posting times to get those key donation posts in front of more eyes, substantially increasing their donations. The social media team can now handle up to 250% more content and communications with the same amount of staff, and Khoros customer support helps them quickly fix any roadblocks that arise. There’s very little that APA! does without the need for a direct result, and with Khoros, they can analyze every piece of data to streamline their strategy and get everything done with the resources they have available.

APA! plans to work with Khoros to get their Inbox up and running. With Inbox, APA!’s social media team will be able to access communications from their most-used platforms all in one place, streamlining workflow and time management for the social media team, volunteers, and interns. APA! will soon begin product coaching for several topics, including custom analytics and parameters.
KSR customer spotlight: Austin Pets Alive!

How they made it work

Created
social media post drafts within the Khoros platform to eliminate the need for separate spreadsheets and calendars.

Scheduled
posts based on analytic data to maximize engagement.

Viewed
all posts from all contributors in one place to ensure an effective posting cadence.

Implimented
weekly reporting to measure the performance of all campaigns and events.

Results

APA! is extremely ROI-focused and they don’t have a post to spare — everything they do on social media must produce a result. APA! currently tracks impressions, engagement, and reach, but soon they’ll use labels to create weekly reports with in-depth analytics. With Facebook and Instagram’s native tools, APA! is now raising between $10,000 and $20,000 per month — no small piece of their fundraising strategy. Since partnering with Khoros, APA! has realized 50K in cost savings, and they’ve increased their monthly posts by 148% without adding strain to their social media team. At any given time, ten-plus team members might be simultaneously working within the Khoros platform adding post copy and drafts, uploading collateral, or scheduling posts. Khoros makes it easy for everyone on APA!’s social media team to effectively and efficiently communicate and keep everything running smoothly.

$50K
cost savings

148%
iccrease in monthly posts

10+
users planning social media content with ease

Other social media platforms I’ve used just don’t stand up to the volume that APA! needs to put out, and I honestly wouldn’t be able to do my job without the tools Khoros offers.

—Heather Stout,
Social Media Specialist, Austin Pets Alive!
Governance
Governance

ESG team and sponsorship

We have the following sponsors, leaders, and committees in place to govern the accountability, transparency, and progress of our ESG activities:

- C-suite and Board of Directors
- ESG Committee
- Director of Diversity, Equity, & Inclusion and Learning & Development
- Social Impact Program Manager
- Global DE&I Committees
- Khoros India Social Responsibility (KISR) Committee
- Employee Resource Groups

We are also part of Vista Equity Partners’ Sustainability Leadership Council (SLC) and aim to uphold the firm’s emphasis on ESG throughout our business practices. Through Vista and the SLC, we have access to ample resources that allow us to grow our impact and measurement, including the ESG annual assessment, ESG board reporting slides, and webinars.

Read our ESG Policy and stay up to date on all environmental and social responsibility progress by following along on our website [here](#).

Our 2% commitment

In July of 2020, we made a [formal pledge to give 2% of our time and resources](#) to focus on deepening and expanding our support of underrepresented groups. This is a commitment we intend to stand by for years to come and is upheld by many of the ESG activities outlined in this report.

Given our commitment, we became an official [Pledge 1%](#) Builder, and we joined a global movement of diverse [corporations](#) who donate a percentage of their time, product, profit, or equity through their business models. We’re excited to continue in partnership with Pledge 1% in the coming years as we look to continually improve, grow, and scale the impact we have across the technology and SaaS space.
Appendix

Recognition

TrustRadius Tech Cares 2021 Award
2021 Best Places to Work (Built-in)
Top Workplaces 2021 (The Austin American Statesman)

Methodology note

All metrics are reflective of fiscal year 2022 (Feb 1, 2021 – Jan 31, 2022); however, as this is our first Annual Impact Report, we felt it was important to include historical context for our programs where applicable, meaning several sections also include launch stories and metrics dating back to 2019 or 2020 (as noted therein). In future iterations of our Annual Impact Report, we will show year-over-year statistics to provide readers with a transparent look at our ESG progress and growth.

For more information on Khoros’ Annual Impact and Environmental, Social, and Governance practices, contact pr@khoros.com.

Khoros powers more than 500 million daily digital interactions and leverages AI to turn these interactions into insights and action. Recognized nationally and locally as one of the Best Places to Work, Khoros has 11 offices globally and Vista Equity Partners is its lead investor. For more information, visit khoros.com.