



Corporate Social Responsibility Report 2023



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Unless stated otherwise, the information contained in this report is for the 2023 calendar year and based on data collected between Jan. 1, 2023, and Dec. 31, 2023.

A portrait of Paul J. Sarvadi, a middle-aged man with a grey beard and mustache, smiling. He is wearing a light blue button-down shirt under a green patterned blazer. The background is a blurred indoor setting with greenery and warm lights.

**“Insperity's story begins
with a culture of care.”**

Paul J. Sarvadi
Chairman and CEO
Insperity

Every company has a story. Insperity's begins with a culture of care. Like the arrow of a compass, the true north of our business is caring for our people, our clients and our communities.



Our unwavering commitment to service sets us apart from the rest, and it has made us a leader in our industry for nearly four decades. Our unique values-based, culture-driven, people-centric approach guides us in our work. It's what I believe creates a strong sense of belonging among our employees that contributes to our growth and success.

Along with our powerful culture of care, it is our mission to help businesses succeed so communities prosper. In today's dynamic world, we assist our clients as they confront the changing business landscape and lead through economic uncertainty, the evolution of the workforce and the rise of digital transformation. We believe in the power of small and medium-sized businesses, so we serve as their trusted HR partner to help them implement proven solutions to these challenges.

Our mission fuels the meaningful work that you'll see here. The 2023 Corporate Social Responsibility Report shows how we create a strong workplace culture, empower client success, emphasize philanthropy and support environmental, social and governance initiatives.

Our approach is unique, our efforts are intentional, and our direction is clear. As we keep writing Insperity's story, we will continue to prioritize an enduring positive impact in the communities where we live and work.

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

Paul J. Sarvadi
Chairman and CEO
Insperity



Our people

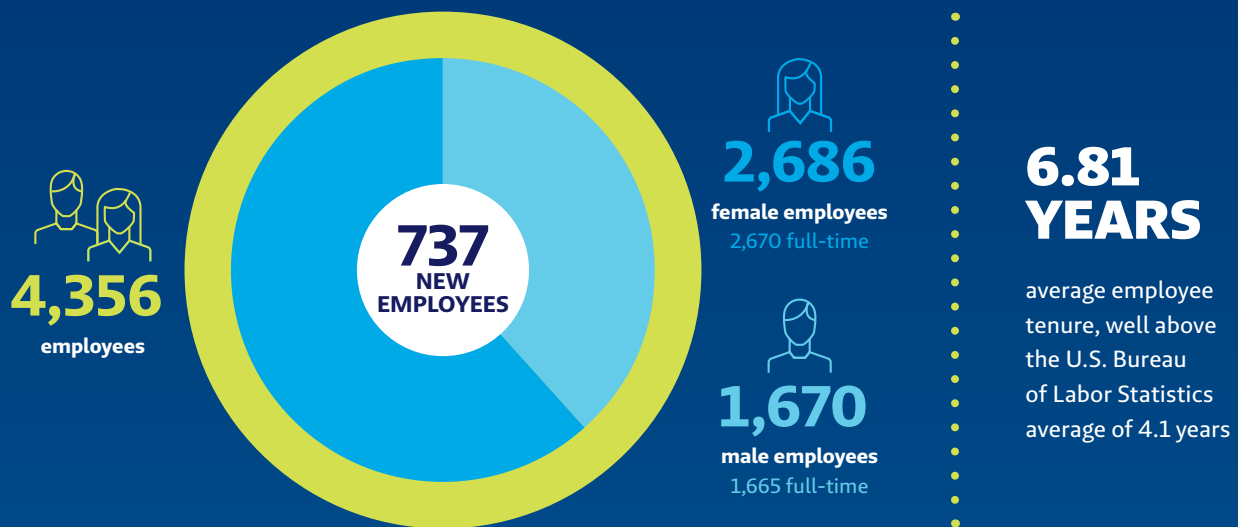
People are the heart of everything we do.

The inherent worth of every person elevates the potential of our company.

Culture in action

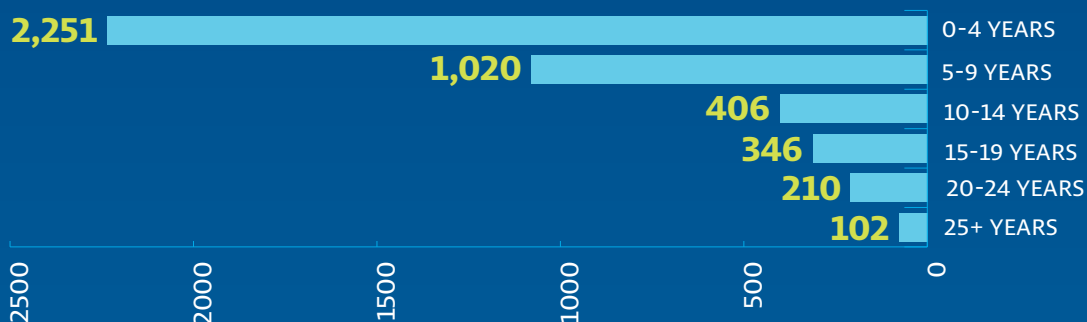
All of our efforts and achievements begin with investing in our people, and this foundation fuels our mission of helping businesses succeed so communities prosper. We hold fast to the belief that there is no better time to be part of Inspirity.

A look at our people



FULL-TIME EMPLOYEE TENURE:

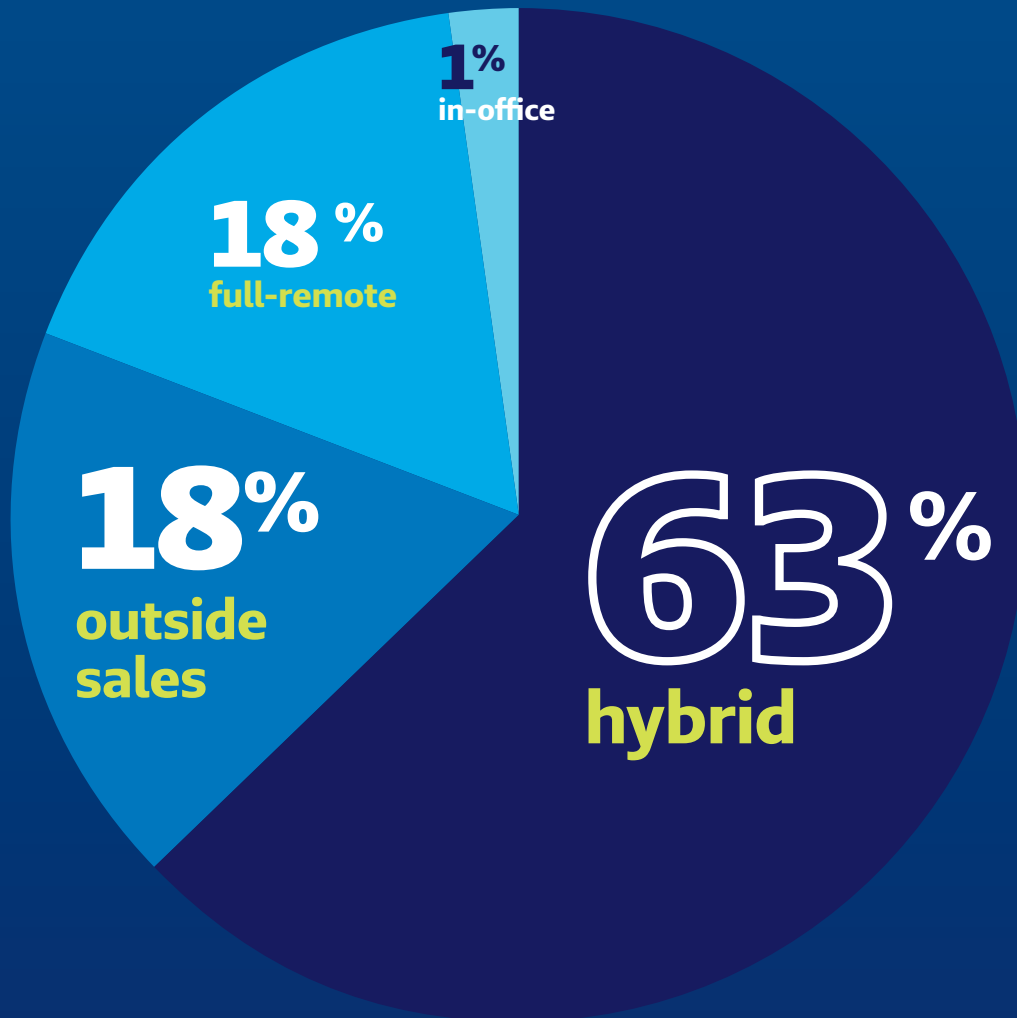
48% OF FULL-TIME INSPIRITY EMPLOYEES HAVE BEEN WITH THE COMPANY FOR 5+ YEARS.



Flexible Work Program

To meet the evolving needs of our business and workforce, we combine the best of in-office and remote work for our employees. Our flexible work approach develops collaborative relationships, prioritizes employee wellbeing, fosters a strong culture and emphasizes business results.

EMPLOYEE WORK MODES:



Culture & values

Our company culture encourages a commitment to excellence and a heart for service, and our values are a guiding force that define us as a company. Together, our culture and values reflect what is most important to us and is our starting place for how we conduct business. They are our compass.

Insperity's values

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

“I love the culture and the family atmosphere at the company. I always really enjoy my teammates and the group that I work with daily. I also like that no matter what role you may be in, your opinions and thoughts are valued.”

– Insperity employee and former intern

Insperity was honored with a Glassdoor Employees' Choice Award, ranking No. 28 nationally on the 2023 Best Places to Work list. This award is based solely on the input of employees, who voluntarily provide anonymous feedback about their job, work environment and employer.

“This honor is a testament to our long-standing commitment to supporting the needs and desires of our workforce so they can achieve individual and corporate success.”

Steve Arizpe, President and COO of Insperity



Employee engagement



We take care of our people by keeping a pulse on our employee experience. Through 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.

In 2022, we conducted a confidential “Voice of the Employee” survey that measured engagement and provided an opportunity for employees to share their perspective on Insperity’s culture and employee experience.

In 2023, we followed through on what we heard. We met with leaders from each division to review the in-depth results. Our leaders then created action plans and discussed implementation plans with their respective teams. Additionally, we use a pulse survey strategy to follow-up on changes that were implemented to gauge success.



Diversity at Insperity

Insperity's diversity, equity and inclusion (DE&I) philosophy is a living strategy that contributes to 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 respect each other and feel a sense of belonging.

»»» In 2023:



62%
of employees
were female



59%
of leaders*
were female



71%
of all promotions
were female



33%
of employees were
people of color**



24%
of leaders* were
people of color**



34%
of all promotions were
people of color**

GENERATIONS OF EXPERIENCE



10% Baby Boomers (born in 1963 or earlier)

49% Gen X (born between 1964 – 1982)

34% Millennials (born between 1983 – 1995)

7% Gen Z (born in 1996 or later)

* 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.

Commonality, Equality and Cohesion

Building upon the foundation of Diversity, Equity and Inclusion practices, we believe that leaders create high performing teams and a stronger sense of belonging when Commonality, Equality and Cohesion are also part of the equation.

Our values-based, culture-driven, people-centric approach to this is deeply embedded in Insperity's everyday operations. It has created a strong workplace culture, which we credit for improving business outcomes, creating dynamic engagement among employees and cultivating unity within our teams and across our organization.

A nine-member task force, made up of employees from various business units and locations across the country, met regularly to promote initiatives that foster a culture of inclusion, connection and belonging. Take a look at some of these initiatives:

- They advocated for leader competencies to define the actions and behaviors Insperity expects from all
- leaders. Leaders have a responsibility to build inclusion, develop unity around a common purpose and
- foster a sense of belonging. Here are Insperity's leader competencies:
- - Build strategic relationships
 - Establish vision and direction
 - Lead change
 - Create and execute plans
 - Develop people
- They also helped facilitate Hire a Hero, a job fair for veterans hosted at Insperity's corporate office.
- Veterans heard presentations, had access to veteran resources and met with Insperity recruiters and
- Insperity client company hiring managers.

HIRE A HERO BY THE NUMBERS:

20

hiring managers
and recruiters

50+

veteran jobseekers

500+

views of the Hire a
Hero information
on Insperity's
career website

Nearly

70

applications received

Connection

Not only do we intentionally care for our people as an organization, but our employees also support one another.

Corporate employees donate paid time off hours to a PTO hardship bank benefiting employees who need to take a leave of absence due to unexpected life events.



406

employees donated

14,332

hours



48

employees benefitted
from the hardship
bank

.....

The Insperity Fund is our employee-funded benevolence program. Employees can apply for assistance from the fund when they are facing challenging circumstances such as storm damage repairs, monumental medical bills or life-changing obstacles and need financial help.



\$278,969

donated by employees



59

corporate employees
received assistance

“The Insperity Fund helped my husband and I through a financial hardship when times were very tough for our family. I cannot thank the Insperity Fund enough for helping us get back on our feet when I wasn’t sure we were going to be able to.”

Insperity employee and
Insperity Fund recipient

Wellbeing

Through our culture of care, Insperity offers resources to support the wellbeing of our employees and their families in these five pillars of health:



Total wellbeing



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

341,583

resource visits
to Insperity's
wellbeing site

55,495

resource visits to the
Employee Assistance
Program (EAP) that
provided 19,984 free
counseling sessions

Educational Assistance Program



Employees are reimbursed 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 education expenses, including courses taken through a professional association or at an accredited trade, vocational or business school

\$114,536

distributed on behalf of 219 employees who used the program

Cariloop Caregiver Support Program



Employees who care for children, elderly parents or disabled or ill family members or friends can receive free virtual assistance.

192

Cariloop cases

8,584

hours saved by
Insperity employees

Adoption Assistance Program



Employees are reimbursed up to \$1,500 for qualified expenses associated with the adoption of an eligible child through a private adoption or a licensed adoption agency.



Total Rewards Strategy

Our compensation and reward programs are designed to attract, retain and motivate high-performing individuals while creating a workplace that supports them and their families for years to come.

We invest in our employees so they can achieve their work and life goals. Here's how:

- We build a culture based upon the value and respect of each individual.
- We maintain competitive salaries based on regular compensation reviews that keep a pulse on the market.

Our **Total Rewards Strategy** focuses on rewarding performance and offering competitive compensation alongside this extensive suite of benefits*.



Rewards & recognition

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



Health & wellbeing

- Adoption assistance
- Caregiver support
- Employee benevolence fund
- Emotional health support
- Flexible work
- Hardship compensation from PTO sharing bank
- 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
- Paid time off
 - Eligibility begins on the first day of employment for full-time Insuperity corporate employees
- 12 hours of volunteer paid time off per quarter
- 9 paid company holidays



Professional growth & development

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

* Some components based on roles and tenure.

Employee recognition



Celebrating employee achievement is part of our DNA.

Our company-wide recognition, coupled with department leader and peer recognition, rewards team members who live out Insperity's values.

Employee awards

Our MVP (Mission. Values. Performance.) program commends exceptional performance and philanthropic work.

114 employees were recognized through the MVP program

Sales awards

Our Business Performance Advisors, who make up a large portion of our sales teams, are trusted members of the communities where they live and work. We celebrate their success, and the success of our entire sales force, through sales performance awards and competitive recognition programs.

32 award categories

372 awards distributed

30% of our sales force received an award

Department-level recognition

Across the company, department leaders make it a priority to regularly acknowledge employees who embody Insperity's values and take initiative. By recognizing employees in meaningful ways such as distributing gift cards and hosting team-building events, our teams remain committed to the pursuit of excellence.



Insperity partners with a digital gift card reward provider to support our companywide recognition program. To recognize our ongoing partnership, they donated to each of the following nonprofits on Insperity's behalf:

Charity on Top

Last Mile Education Fund

Girls Who Code

NAACP

American Cancer Society

Professional growth & development

Professional development embodies our commitment to our people and builds the foundation for long-term employment.

Employee onboarding

We offer a blended learning approach to onboarding that ensures new employees have an extraordinary experience that provides information and resources at the right time in their employee journey. Supervisors are empowered to individualize the experience by having customizable templates and guidance at their disposal.

 **656** employees participated in Introduction to Inspire (i2i)

i2i consists of two approaches: Onboard, which includes online learnings, and iNSpire, in which employees are invited to attend an immersive two-day event at our corporate headquarters.

During their entire onboarding journey, employees have the opportunity to:

- Learn about the business and our offerings
- Engage in a live Q&A with executive leadership
- Participate in volunteer activities
- Build meaningful peer connections

“(The iNSpire program was) completely eye-opening in every sense of the word. A fabulous two-day seminar that tells you everything you need to know about Inspire and affirms that we made the best choice by coming to work here.”

Inspire employee and
iNSpire participant

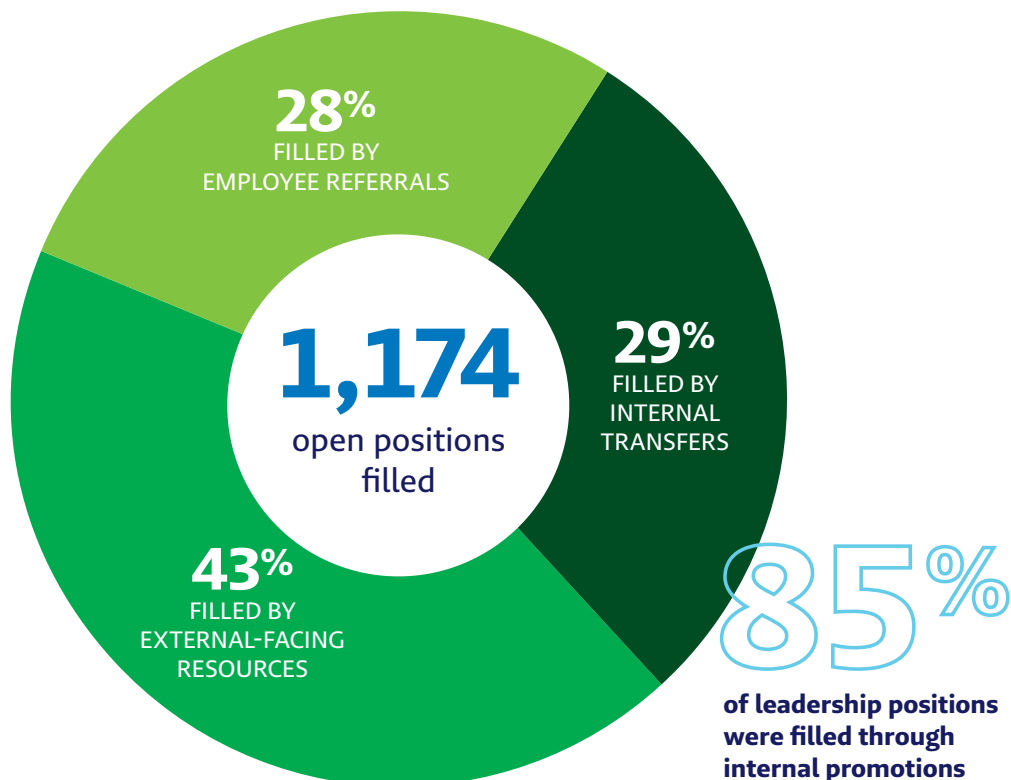
Professional development

We empower employees to take advantage of learning and development opportunities. From self-paced resources to virtual classes to in-person classroom sessions, employees and leaders use the Insperty Learning Portal to boost their skills.



Career mobility

We support employee growth potential by filling about one-third of open positions through internal mobility. Going even further, we prioritize promoting employees from within the company to boost career advancement at Insperty.



Leadership development

By providing a wide variety of training and development programs to employees at every level of the organization, we equip both aspiring leaders and experienced managers with the tools they need to succeed. This includes our competency-based approach to developing leadership skills in all Insperity leaders. This year, we also introduced resources to foster mentoring relationships to invest in their career growth.

 **630** employees participated in one or more leadership development programs

Leadership Academy: This program prepares individuals for a first-level leadership role, increasing their effectiveness with topics such as servant leadership, communication, collaboration and performance and change management.

90% of graduates have been promoted to positions of leadership or positions of influence

“This is an excellent program for individuals looking to polish their leadership skills and improve and grow personally and professionally...I built new partnerships and connections that will aid me as I continue my leadership path.”

Insperity employee and Leadership Academy graduate

iLEADr: New Insperity leaders – whether new to the company or new to a leadership position – engage in workshop discussions, activities and networking events to share resources, encourage peer collaboration and promote alignment to Insperity’s strategic direction.

60 new leaders attended

100% of respondents agreed the program was valuable

“The care and expertise behind the design and execution of the class, and the participation of so many busy Insperity leaders, really make me feel valued as an employee and new leader.”

Insperity employee and iLEADr participant



LEAD: This program is designed for Insperity’s service team to enhance leader performance in four key areas: hybrid productivity, organizational stability, leading through challenge and driving change.

54 employees participated

98% participant satisfaction rate

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Leader2Leader: This virtual session, held quarterly for director, manager and supervisor groups, offers peer to peer learning, continually develops a common language, shares information and provides calls to action with cascading messages from senior leadership.

.....

Talking Talent: This confidential, coach-led session helps leaders understand the competencies and how each member of the team impacts the strategy and performance of the business.

.....

Leadership workshop: This course for managers and directors enhances tactics for strategic planning and agile leadership.

207 participants

Sales training

Our outstanding sales team is the engine that drives Insperity’s growth, and through our unique sales training we empower them to improve the degree, likelihood and speed of a business’ success. The Sales Performance Improvement team creates and executes world-class training that combines research-based best practices from the field with proven learning and development strategies.

 **293** sales employees attended training

Investing in early talent

Embracing early talent – high school or college student interns or employees with three or fewer years of professional experience – is crucial to Insperity's success and a key focus of our recruiting strategy. We embrace the leaders of tomorrow by providing paths to professional success through these internship programs.

High school internships: This year, we celebrated 10 years of partnering with Genesys Works, a nonprofit providing career pathways for youth in under-resourced communities. Our partnership represents an investment in youth workforce development that is estimated to return over \$1.2 million to our communities, which is measured by intern payroll amounts in addition to the long-term value of wrap-around services such as skills training, ongoing professional development and post-secondary advising.

IN 2023

27
HIGH SCHOOL STUDENT INTERNS

22
SUPERVISORS

6
OFFICE LOCATIONS

4
BUSINESS UNITS

69 total students have benefited from this partnership



College internships: This year, we provided internships for 40 college students representing 19 universities. More than 40 Insperity employees, representing eight different departments, volunteered to be either mentors or program facilitators.

The rotational program intern cohort completed several projects. Here are two examples:

Sustainability Challenge: Our intern cohort completed an 11-day challenge to reduce carbon pollution through friendly competition. Over the course of the challenge, they completed 1,038 sustainable actions which reduced 1,062 pounds of EPA-verified pollution.

Capstone Expo: The intern cohort applied what they learned by teaming up and creating innovative projects based on Insperity's goals. They presented their projects to Insperity leaders and intern ambassadors for consideration.

The internship program is part of Insperity's greater recruiting strategy, and we focus on hiring and retaining early talent employees.

100%

of available interns became employees, compared to the national average of 66%*

100%

of interns who accepted full-time positions with Insperity remained employees at their one-year anniversary

Insperity was voted 2nd place winner of the Talent Innovator Award in RippleMatch's 2023 Campus Recruiting Choice Awards. This award is for professionals with five or more years of experience reshaping the status quo of early career hiring through innovative strategies in recruitment, events, candidate experience and D&I.

* Source: National Association of Colleges and Employers

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

24

rotational
program
interns

16

role-specific
program
interns

Our interns are:

65%

female

60%

people of color**

“(My internship) at Insperity provided me with a valuable bridge between what I learned in college and real-world experience. I was able to apply my existing skills, as well as acquire new ones, while learning how to effectively work through real HR scenarios. The mentorship and community that Insperity provided during the internship facilitated the transition between college and the professional world.”

Insperity employee and former intern

Scholarships

We are proud to sponsor merit-based college scholarships for eligible children of our employees and client company employees through the National Merit Scholarship Program. This year, we awarded four new scholarships, bringing our current annual investment to \$16,000 supporting new and existing scholarships.

The Insperity Scholarship Program was established in 2002 and to date has recognized and honored 79 students with four-year renewable awards for full-time undergraduate study.



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 every year, 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.



Emergency management

We are committed to effectively preparing for, responding to and recovering from emergencies and disasters in a responsible and ethical manner. The emergency management program encompasses a range of activities aimed at protecting the safety and wellbeing of employees and facilities in the event of a crisis. Key aspects of this program include the following:

- Identifying and monitoring potential hazards coupled with ongoing risk assessments to understand the potential impact of emergencies on the organization and its stakeholders.
- Developing and implementing emergency response and business continuity plans to mitigate the impact of disasters.
- Contributing to the safety and wellbeing of employees during emergencies through training, communication and the establishment of emergency response teams.
- Communicating with stakeholders before, during and after emergencies including providing prompt and accurate information, managing public expectations and addressing concerns in a timely and responsible manner.
- Ongoing review and updating of emergency management plans based on industry best practices and lessons learned from drills, exercises and real-world events.
- Conducting after-action reviews and implementing applicable changes in processes as needed.



Business continuity

We have the responsibility to ensure plans and processes are in place that enable operational continuity in the face of unexpected events or disruptions. Business continuity contributes to Insperity's successful fulfilment of commitments to stakeholders including employees, customers, suppliers, shareholders and the community at large. Key aspects of this program include the following:

- Conducting thorough annual risk assessments to identify potential threats to operations including natural disasters, cyber-attacks, supply chain disruptions and other potentially impactful interruptions.
- Maintaining comprehensive business continuity plans that outline how the organization will respond to and recover from potential disruption, which is not limited to the development of strategies for maintaining essential functions, communication plans and procedures for managing resources and personnel during a crisis.
- Reviewing and revising business continuity plans to incorporate industry best practices and lessons learned and evolving operational threats.
- Emphasizing safe and effective employee crisis response training.
- Communicating with clients and suppliers throughout events to minimize disruption in the effective delivery of products and services.
- Adhering to relevant laws and regulations related to business continuity.
- Communicating openly regarding the organization's preparedness and response capabilities.



Corporate security

The Corporate Security team specializes in the application of physical security technologies and operational best practices to ensure the safety of all Insperity employees, guests and contractors. The epicenter of our security team operates 24/7, and our security professionals monitor access control, video management, visitor management and video intercom systems at all Insperity locations. In addition, our analysts provide real-time monitoring of natural and manmade disasters as well as facility life safety systems to provide situational awareness to business leaders.

The Corporate Security team also supports our internal Corporate Human Resources and Legal teams with employee relations matters or other special circumstances that have the potential to impact the company's people, assets or reputation. Additionally, the Corporate Security team offers security awareness trainings to all corporate employees.



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 clients the ideal blend of service and technology and then follow through with the breadth and depth of our service and a level of care that is unmatched in our industry.



PARTNER

Build a trusted partnership based on our commitment to service and backed by our experience, strength and stability as an industry pioneer and leader.



GROW

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

Insperty offices

Insperty is a national PEO with a local footprint. Coast to coast, our 90+ offices provide personalized service.





Community Heroes

Insperity's Community Heroes program recognizes for-profit and nonprofit clients who make a profound impact by sharing in our mission of helping communities prosper.

These companies rise above the rest in:

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

Each of our Community Hero honorees received \$5,000 to contribute to the charity of their choice for a total philanthropic impact of \$20,000.

This year's honorees are:

ETERNEVA

Mission: Celebrate remarkable people and pets by turning their ashes into diamonds.

"It feels like such a close and awesome partnership because (Insperity) seems to care just as much as we do about our employees."

Jenny George
Head of Finance
Eterneva

NISOLO

Mission: Push the fashion industry in a more sustainable direction – where success is based on more than just offering the cheapest price – a direction that not only values exceptional design, but the producer and the planet just as much as the end consumer.

"It is a pleasure to work alongside an organization that embraces servant leadership while providing the guidance and tools for us to take care of our people and the community."

Patrick Woodyard
CEO
Nisolo

CREATIVETS

Mission: Empower wounded veterans to heal through the arts and music.

“...I couldn’t imagine living without (Insperity). The payroll features (help us) make sure that we are compliant with the ever-changing state laws and help us avoid issues with our remote employees.”

Kyle Yepsen
Deputy Director
CreatiVets

WONDERS & WORRIES

Mission: Provide free professional support for children and teenagers during parent’s serious illness or injury so they can reach their full potential.

“Insperity is already everywhere we want to be. They’re built-in human resources, benefits and programs at scale. It doesn’t matter whether we have 20 or 200 people, they’re going to be there for us.”

Alex Gabbi
Executive Director
Wonders & Worries



Championing client success

Inc. 5000

189 Insperity clients made the 2023 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. Insperity was the presenting sponsor of the annual Inc. 5000 Conference & Gala, where we celebrated our clients' achievements with special invitation-only events and receptions.

Insperity was named an Inc. Power Partner for the second year in a row.

This award honors B2B organizations across the globe with proven track records of supporting entrepreneurs and helping startups grow.

Middle Market Client Milestone Anniversary Program

We recognize mid-size businesses (clients with 150-750 employees) for choosing Insperity by celebrating their major client tenure milestones. This includes a monetary donation, based on client tenure, to the approved charity of the client's choice.

We recognized 53 clients and distributed \$75,000 to charity

Nonprofit clients

We also assist more than 1,216 nonprofit clients with their HR functions. By alleviating their HR burdens, we enable these organizations to devote more of their time and resources to causes that benefit our communities.



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 clients. Reference our website for 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

Insperity 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 Insperity's dedicated Safety Services team provides on-demand safety training resources to serve clients. Without Insperity, many of our small business clients would not have access to the level of safety services that we provide.

.....
18,925

Insperity client employees used our self-paced and instructor-led safety training courses

.....
105

safety training courses and videos were used by managers and supervisors

.....
363

Insperity client employees participated in OSHA safety outreach training

.....
1,185

online safety courses offered

A photograph of two women smiling and hugging each other. They are both wearing bright blue t-shirts. The woman on the left has brown hair and is wearing a watch with a white and red strap. The woman on the right has blonde hair and is wearing a gold ring. They are standing in front of shelves filled with various items, possibly in a store or warehouse. The text "Our communities" is overlaid on the image in a large, white, sans-serif font.

Our communities

Helping communities prosper is
at our core.

Prosperity.
The Difference That Makes a Difference™

Our philanthropy philosophy

Since 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 impact the lives of those around us.

Our giving strategy is threefold:

Employee support

If it matters to our employees, it matters to us. We give our employees volunteer paid time off, company matching for eligible donations, nonprofit board service support and more so they can be philanthropic solutions in their communities.

Client support

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

Future workforce support

We seek out partnerships to advance nonprofit efforts and positively impact our business strategy. This includes providing opportunities for early talent individuals who are entering the workforce, those in underserved communities desiring secure employment and those transitioning back into the workforce after disruptions.

Community involvement

Through volunteer efforts and community leadership, Insperity encourages employees to get involved and make a difference.

Volunteer Council

To support local philanthropy across the nation,

104

employees work to coordinate community volunteerism efforts as part of their job responsibilities

Volunteer PTO



We offer employees

12

hours of quarterly volunteer paid time off (in addition to regular paid time off)

To learn more about our Corporate Citizenship efforts and programs, please visit insperity.com/about-us/corporate-citizenship/

Volunteerism



3,713

corporate employees participated in

1,360

volunteer events hosted by the Volunteer Council

42,094

volunteer hours recorded by corporate employees at Insperity's 90+ locations

Between personal volunteering and company-planned events, we have a

77%

participation rate

Total philanthropic investment



Insperity's philanthropic activity totaled over \$5.6 million. This includes:

\$3,636,200

in charitable monetary contributions (various grants and matching gifts)

\$13,785

in in-kind donations (such as equipment)

\$1,984,077

in philanthropic action based on the value of volunteerism

This is calculated by multiplying volunteer hours by the average hourly wage.

National Volunteer Month



Insperty's celebration of National Volunteer Month took our philanthropic impact to the next level by facilitating more than 200 planned employee volunteer activities during the month.

Our impact:

100%

of Insperty locations participated

1,626

employees participated

8,373

volunteer hours recorded

266

nonprofits benefitted

Pro bono consulting

Insperty employees volunteered to consult with nonprofit representatives. Each nonprofit walked away with recommendations to build organizational resiliency in areas such as business strategy, human resources and program management.

38

employees volunteered 152 total hours, adding up to \$37,050 in pro bono value

8

nonprofits were supported

"Being matched with experienced HR professionals was the most beneficial part of the program. They were able to lend insight and ideas to areas that, as a new organization, we aren't familiar with."

Nonprofit participant



Board Service Grant Program

Employees are provided with board service training and encouraged to seek nonprofit board service that aligns with their values and Insperty's values. This program provides a \$1,000 grant to the charitable organizations where corporate employees demonstrate servant leadership as a board member, therefore making a greater financial contribution to our communities.

75

employees utilized the program





President's Volunteer Service Award

Insperity 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 and positively affect their local communities.

Gold

500+

volunteer hours

2 employees

Silver

250-499

volunteer hours

10 employees

Bronze

100-249

volunteer hours

71 employees

In total, 83 Insperity employees were awarded for almost **14,149 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.

Insperity Invitational

This year marked the 20th anniversary that Insperity was the title sponsor of this PGA TOUR Champions event in The Woodlands, Texas, that gathers together dozens of the best golf professionals ages 50 and older.

Charitable donations from this event are in excess of

\$21 million

since the event's inception in 2004, and nearly

1,000

volunteers make this event a success

"Building strong communities is at the heart of our organization, which is why we are so proud to sponsor the Insperity Invitational. This world-class PGA TOUR Champions event has had a positive charitable and economic impact on our hometown community for decades, and we look forward to being a part of it for years to come."

Paul Sarvadi
Chairman and CEO
Insperity

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. Insperity 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 Insperity 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.

ENVIRONMENTAL INITIATIVES

Volunteer projects - Every year, our employees engage in multiple clean-up and restoration projects to enhance the neighborhoods we call home. Insperity employees worked with 26 different charitable organizations in communities across the country to participate in 38 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, we encourage our corporate and worksite employees to opt out of receiving paper paychecks.

Nearly **100%**
of all employees chose
to receive electronic
pay stubs



We seek to minimize our paper waste as part of a widespread paper recycling program. We **recycled 376,200 pounds of paper** through our conservation efforts.

Our recycling efforts are the equivalent of saving:

- 3,215 trees
- 71,478 gallons of oil
- 1.32 million gallons of water
- 564 cubic yards of landfill space

Water conservation - The majority of Insperity locations have converted to an energy efficient water and ice dispenser system, reducing plastic waste, environmental pollution, carbon emissions and water costs by an average of about 50%.

Technology recycling - Our electronic waste management program prioritizes reusing and recycling equipment such as laptops and monitors once they reach the end of the internal lifecycle. We partnered with GreenTek Solutions, LLC to assist Insperity and Insperity employees in responsibly disposing of outdated or unused electronic equipment, therefore reducing waste and affirming our commitment to responsible technology waste management. Through this partnership, Insperity recycled 31,545 pounds of technology and Insperity employees recycled 2,827 pounds of their personal technology.

All buildings at Insperity's corporate headquarters have battery recycling bins in an effort to reduce hazardous waste. The waste batteries placed in the recycling bins are sent to the waste recycling center for centralized treatment.

Resource usage - At our corporate headquarters we used:



**9.68
million**

kilowatt-hours of
total energy
(electricity only)



**19.4
million**

gallons of total water

Green buildings - We 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, Insperity 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 - We strive to manage and reduce our energy consumption at a facilities level and identify and purchase energy efficient technology.

Reporting - Through our reporting initiatives, we seek to increase transparency about our environmental footprint to improve our environmental performance and further meet stakeholders' expectations for disclosure.

ENVIRONMENTAL RISKS AND PRIORITIES

Insperity 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.

ENVIRONMENTAL IMPACT

Energy consumption and carbon emissions -

As of December 31, 2023, we operated out of 93 facilities across the country comprised of commercial office space and data centers. These facilities 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 Insperity. It is important that our executives, Business Performance Advisors and operational representatives travel to market, sell and also deliver our services.

Use of materials - Based on the nature of our work, our business operations do not require the use of, and Insperity 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 RESPONSIBILITY

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.



Insperity CSR Report content index

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

Statement of use	Insperity has reported the information cited in this GRI content index for the period from Jan. 1, 2023 to Dec. 31, 2023 with reference to the GRI Standards.
GRI1 used	GRI 1: Foundation 2021

GENERAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
Name of the organization	2-1-a	Insperity, 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
Location of operations	2-1-d	As of Dec. 31, 2023, we operated out of approximately 93 facilities across the United States comprised of commercial office space and data centers.
Reporting period	2-3-a	Jan. 1, 2023 – Dec. 31, 2023
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	April 24, 2024
Contact point for questions regarding the report	2-3-d	Executive director of Corporate Citizenship, Corinn Price Corporate.citizenship@insperity.com
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 Insperity Premier™ platform. Additional information can be found in the Annual Report.
Total number of employees	2-7-a	As of Dec. 31, 2023, we had approximately 4,300 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. 7
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. 5
Business Conduct	2-23-a	Code of Conduct
Human Rights	2-23-b	CSR report p. 30
Membership associations	2-28	NAPEO

GOVERNANCE DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
Governance Structure and composition	2-9	Annual Report
Nomination and selection of the highest governance body	2-10	Annual Report
Chair of the highest governance body	2-11	Annual Report
Highest governance body's role in overseeing the management of impact	2-12	Annual Report
Delegation of responsibility for managing impacts	2-13	Annual Report
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
Communication of critical concerns	2-16	Proxy Statement
Remuneration policies	2-19	Proxy Statement
Process for determining remuneration	2-20	Proxy Statement

ENVIRONMENTAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
Recycled input materials used	301-2	CSR Report: p. 47-49
Energy consumption within the organization	302-1	CSR Report: p. 47-49
Water consumption	303-5	CSR Report: p. 47-49

SOCIAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERITY 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. 41
Training and education	404	CSR Report: p. 24-25; p. 41
Operations with local community engagement, impact assessments and development programs	413-1	CSR Report: p. 10-11; p. 43-46
Political contributions	415	Code of Conduct - Public Service
Substantiated complaints regarding breaches of customer privacy and losses of customer data	418	Privacy Policy

