

20  
25

# CSR

Insperity's  
Corporate  
Social  
Responsibility  
Report

 **Insperity**  
HR that makes a difference®



# Table of contents

- 04 Note from our CEO
- 06 Culture
- 20 Wellbeing
- 22 Total Rewards Strategy
- 26 Professional growth & development
- 40 Community
- 54 Clients
- 62 Content index

*Unless stated otherwise, the information contained in this report is for the 2025 calendar year and based on data collected between Jan. 1 and Dec. 31, 2025.*

A portrait of Paul J. Sarvadi, a middle-aged man with a grey beard and balding head, smiling. He is wearing a dark blue suit jacket over a light blue button-down shirt. The background is a blurred indoor setting with greenery and warm lighting. On the left side of the image, there is a dark green rectangular overlay containing white text.

**Our people-  
centric culture,  
philanthropic spirit  
and commitment  
to excellence create  
lasting impact –  
within our company  
and beyond.”**

**Paul J. Sarvadi**  
Chairman and CEO  
Insperty

At Insperity, our values-based, culture-driven, people-centric approach powers everything we do. United by a strong sense of belonging, our people are how we make a meaningful difference. Every day, our employees help clients increase their likelihood, degree and speed of success – ultimately fulfilling our mission of helping businesses succeed so communities prosper. This is our guiding light.

In 2025, we embraced innovation and growth in new ways. Grounded in our strengths, we forged strong partnerships, expanded our portfolio with updated HR solutions designed to support businesses at every stage of growth and explored how AI can support employees and clients.

Still, trust remains a cornerstone of our legacy. For almost 40 years, we've stood shoulder to shoulder with our clients to provide trusted HR expertise and technology in a changing business landscape. This year was no different. The breadth, depth and level of care we provide enables our clients to build stronger, more resilient businesses that radiate lasting, positive impacts in our communities.

This year's Corporate Social Responsibility Report spotlights the tangible results of our values in action. It highlights how our people-centric culture, philanthropic spirit and commitment to excellence create a lasting impact – within our company and beyond.

Thank you for your trust and partnership with Insperity. Together, let's continue to light the way toward a brighter future for our businesses, our communities and one another.



**Paul J. Sarvadi**  
Chairman and CEO  
Insperity

# Culture

People are the heart of everything we do. We value each employee and work together to make a meaningful difference.


Our genuine respect for one another inspires collaboration and drives our people-centric culture. Our investment in the professional and personal lives of our people encourages growth, supports ambition, nurtures connections and helps individuals build fulfilling careers while remaining a part of our shared Insperty journey.

Our core values define and guide us to pursue excellence, and they motivate us to uplift those around us. Together, we achieve meaningful results and create lasting positive change for our people, partners and the places we call home.

## Insperty values

As we nurture a culture of care and spirit of excellence, our values give meaning to our mission and guide our actions. Together, they stand at the center of who we are and how we work.

- **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



**The culture is far and away the best I have ever experienced. Folks both in and outside of my team are willing to lend their knowledge and help solve problems when they arise. It's clear that Insperity values hiring positive human beings."**

Insperity employee

## Our people

### EMPLOYEE HEADCOUNT

4,247

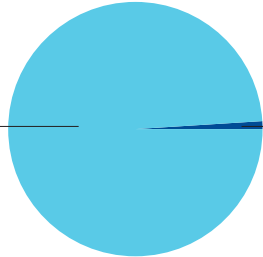
Employees

364

New employees  
in 2025

### EMPLOYMENT TYPE

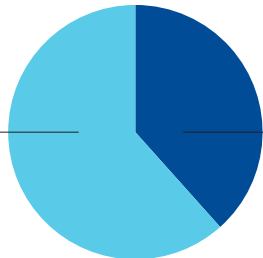
99.5%  
4,241 Full time



0.5%  
6 Part time

### GENDER

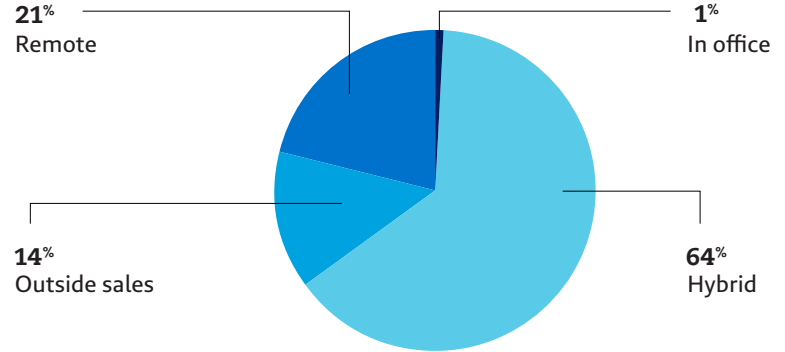
62%  
2,638  
Female employees



38%  
1,609  
Male employees

## Flexible Work Program

Combining the strengths of in-person collaboration with the flexibility of remote options, we meet the changing needs of our people, support their wellbeing and nurture a connected, vibrant culture that keeps our sight set on meaningful results.

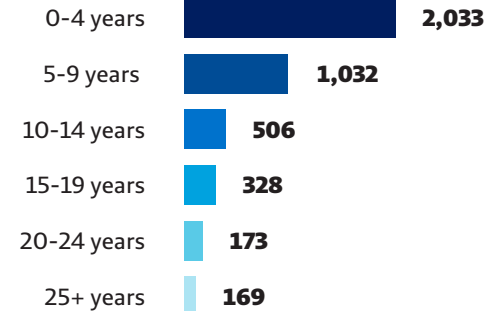


## Tenure

8

years average employee tenure, well above the U.S. Bureau of Labor Statistics average of 3.9 years\*

Full-time employee tenure: 52% of full-time employees have been with Insperty for 5+ years.



\* The U.S. Bureau of Labor Statistics publishes this figure biennially; the most recent available data remain unchanged for the 2025 reporting cycle.

# Employee engagement

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

Understanding that experience empowers us to listen, learn and respond in ways that strengthen our culture and support our people. By gathering feedback through ongoing employee listening programs, including corporate culture surveys, we capture and analyze both qualitative and quantitative feedback to take meaningful action and drive positive change across Insperty.

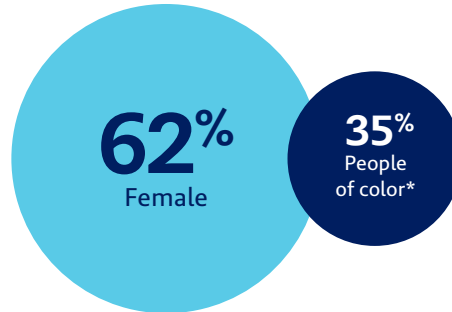
**Our Voice of the Employee (VOE)** survey allows us to evaluate and improve our employee experience, strengthen our culture, gain valuable insights on areas of focus and take actions to continually improve. This survey was last conducted in 2024, and all employees were invited to share their feedback.

In 2025, we focused on developing action plans for each division to address these results and ensure employee feedback was heard and acted on. We also conducted a pulse survey to understand how employees feel about the progress made since the 2024 VOE survey, and 74% of employees feel confident in Insperty leadership taking action on their feedback.

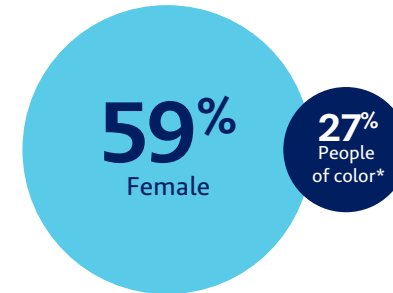
# United at Insperty

At Insperty, our values-based, culture-driven, people-centric approach is longstanding and deeply embedded in our everyday operations. It's foundational to who we are. Over nearly four decades, we've created a workplace where employees are at the heart of everything we do. Our core value to respect the worth of every individual is unwavering. We are committed to creating a workplace where all employees feel a sense of belonging, and we are confident that our approach contributes to positive business outcomes.

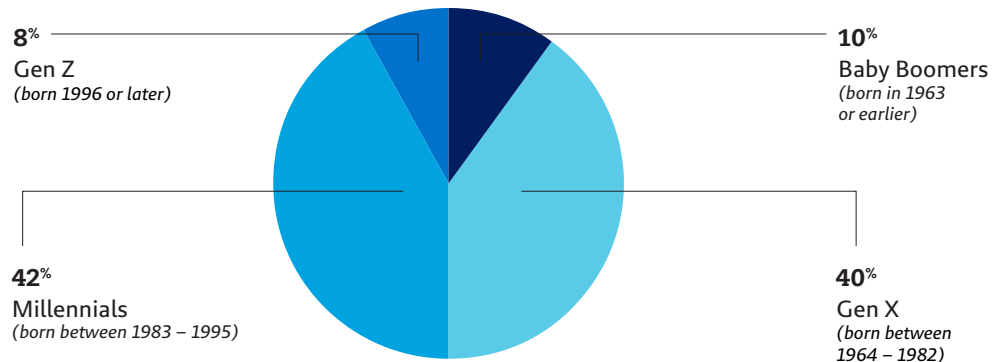
## EMPLOYEES



## LEADERS\*\*



## GENERATIONS OF EXPERIENCE



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

\*\* Leaders are supervisors and above.

# Commonality, Equality and Cohesion

We believe that leaders create high performing teams with a stronger sense of belonging when Commonality, Equality and Cohesion are part of the equation. Our values-based, culture-driven, people-centric approach is deeply embedded in Insperty'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.



# Caring for co-workers

In addition to the support they receive from Insperity, employees have a strong network of peers they can depend on when they experience difficult times.

## **PTO hardship bank**

Corporate employees can donate paid time off hours to benefit others. Fifty-seven employees who needed to take a leave of absence due to unexpected life events benefited from this hardship bank.

## **The Insperity Fund**

Employees can apply for assistance from this employee-funded benevolence program when they experience challenging circumstances such as storm damage repairs, monumental medical bills or life-changing obstacles – and need financial help.

The Insperity Fund  
by the numbers

**\$250,615**

donated by employees

**60** corporate employees  
received assistance

**The Insperity Fund provided much-needed relief during an incredibly challenging time. More than just financial assistance, it served as a powerful reminder of the generosity and compassion within our company culture.”**

Insperity employee and  
Insperity Fund employee recipient



# Awards & recognition

Insperity continues to receive prestigious workplace achievement and business awards. This year's national recognition included:

## **FORBES**

America's Best Midsize Employers

America's Best Employers for Women

America's Best Employers by State

America's Best Employers for Company Culture

## **FORTUNE**

Fortune 1000 list

Best Workplaces in Consulting & Professional Services

Best Workplaces in Texas

Best Workplaces for Women

Best Workplaces for Parents

## **GREAT PLACE TO WORK**

Great Place to Work Certification

## **HR.COM**

Best Technology Innovation Implementation

Future Workforce Innovation

## **INC.**

Inc. Power Partner

Inc. Best in Business

## **NEWSWEEK**

America's Greatest Workplaces

America's Greatest Workplaces for Inclusion & Diversity

America's Greatest Workplaces for Parents & Families

## **PEOPLE**

Companies that Care

## **RIPPLEMATCH**

Campus Forward Awards: Best in Class; Excellence in Recruitment Strategies, Tech Innovation, Candidate Experience, DE&I and Internship Programming

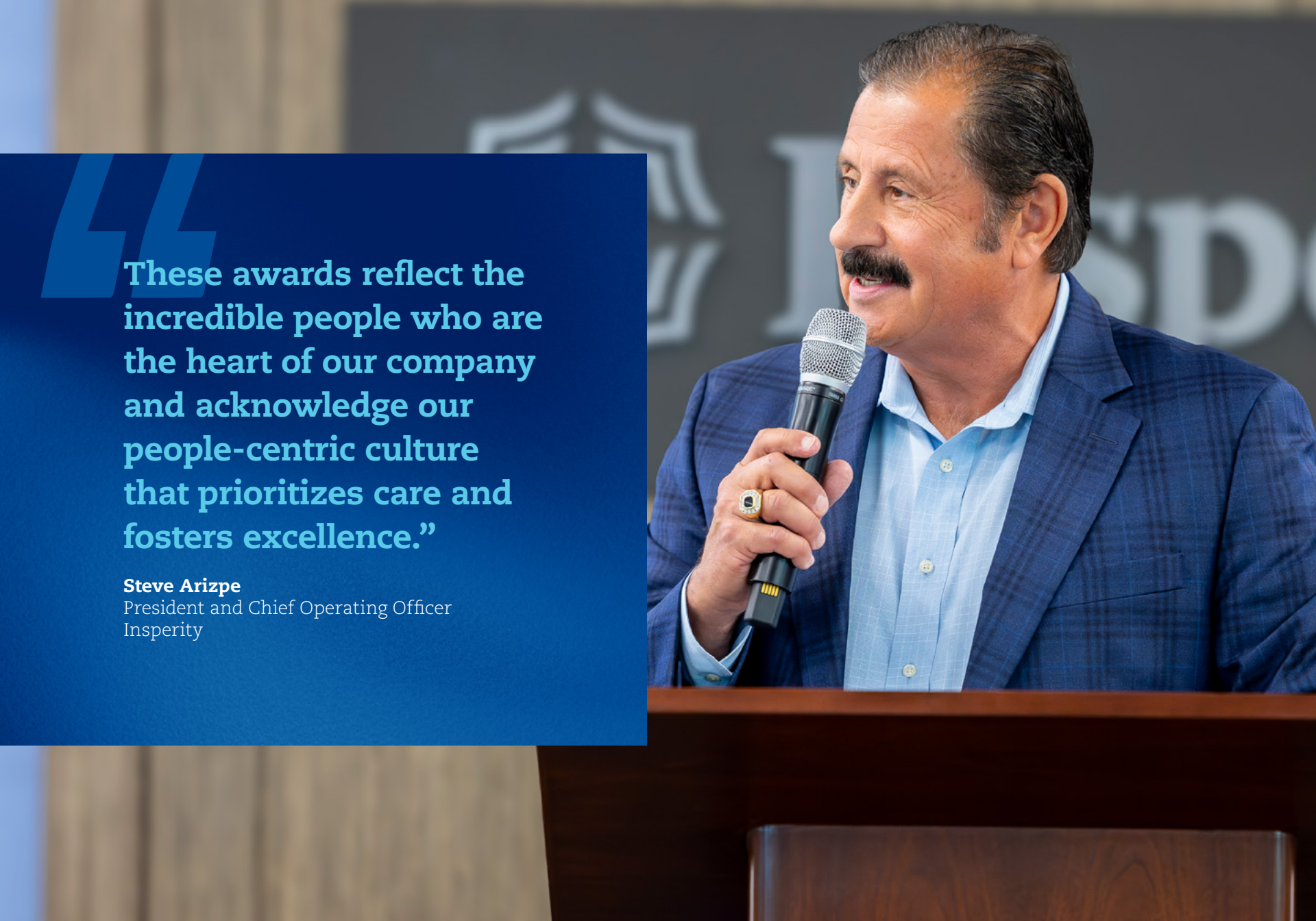
## **TIME**

America's Best Midsize Companies

## **U.S. NEWS & WORLD REPORT**

Best Companies to Work For (Overall):

- Region list: South
- Industry list: Health Care and Research
- Supporting Family Caregiving list



“These awards reflect the incredible people who are the heart of our company and acknowledge our people-centric culture that prioritizes care and fosters excellence.”

**Steve Arizpe**

President and Chief Operating Officer  
Insperty

# Protecting our people

## AI Statement

At Insperty, we believe in the power of our people and that technology can elevate them to reach their full potential. AI lets us do that at a new level, allowing us to work more efficiently, innovate faster and grow stronger.

Our AI Acceptable Use Policy empowers our employees to harness AI responsibly and securely in support of our business objectives.

Approved AI tools enhance productivity, creativity and efficiency – all while maintaining strict safeguards for data privacy, confidentiality and ethical standards.

Every Insperty employee completes role-based privacy and security training before accessing AI applications.

Use of AI is governed by clear guidelines:

- All AI-generated content must be reviewed for accuracy and compliance.
- Confidential or sensitive information may not be entered into AI tools unless specifically approved.
- Only authorized platforms may be used for company business.
- The AI Review Board and senior leadership regularly evaluate new use cases and technologies to ensure alignment with our values and evolving best practices.

Insperty remains committed to innovation, integrity and the ongoing education of our workforce as AI continues to shape a future where heightened innovation and productivity drive growth and meaningful impact.

## Data privacy & security

At Insperty, 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 Insperty directly. Employees also learn incident response procedures and have access to periodic security bulletins that reinforce their training. Insperty has also implemented other preparedness tools, including phishing tests, which help increase employee awareness of, and readiness for, security-related issues.

## Workplace safety

Insperty 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 require our employees to complete annual training to reinforce our policies on workplace safety. Insperty's dedicated Safety Services team also provides on-demand safety training resources for employees and safety training courses for managers.

### **Emergency management**

We are committed to effectively preparing for, responding to and recovering from emergencies and disasters in a responsible and ethical manner. Insperity's emergency management program encompasses a range of activities aimed at protecting the safety and wellbeing of our corporate 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 update 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**

Insperty's Corporate Security team specializes in the application of physical security technologies and operational best practices to help ensure the safety of our corporate 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 Insperty 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), Insperty recognizes the important responsibility we have to respect human rights. 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 have a way to report their concerns.

Insperty'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
- Respect the rights of all individuals, including minorities and women
- 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

# Wellbeing

Insperty's culture of care prioritizes access to resources that support total wellbeing for our employees and their families and addresses the five pillars of health:

**Financial, Physical, Emotional, Social and Professional.**

## **Paid Parental Leave**

We support families when welcoming a new child by means of childbirth, surrogacy, adoption or foster care placement. Corporate employees are eligible for two types of Paid Parental Leave: six to eight weeks of childbirth recovery leave and six weeks of bonding leave.

**226**

employees used  
this benefit

## **Wellness Expo**

This annual event at Insperty's corporate headquarters provided employees with free dental cleanings, biometric screenings, flu shots and more. Employees could also chat with wellness vendors and benefits representatives.

**500 313**

employees  
attended

**44**

exhibitors

preventive  
care services  
provided

## **Educational Assistance Program**

Employees are reimbursed up to \$1,500 total per calendar year for approved:

- Undergraduate or graduate college courses when taken as part of a degree program at an accredited institution
- Continuing education expenses, including courses taken through a professional association or at an accredited trade, vocational or business school.

**\$185,759**

distributed on behalf of 213  
employees who used the program

### **Stress relief app**

This app provides tools, exercises and quick courses to help employees relieve stress and anxiety, sleep better and live more mindfully.

### **Adoption Assistance Program**

Employees are reimbursed up to \$5,000 for qualified expenses associated with the adoption of an eligible child through a private adoption or a licensed adoption agency.

### **Financial Coaching**

Employees can access confidential money coaching, educational resources and a secure digital platform with self-help tools to reach short-term and long-term financial goals.

### **Caregiver Support Program**

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

# 13,578

**hours saved by  
Insperity employees by  
using this service**

### **Resource visits**

Insperity offers a wide range of resources to support the physical, emotional, financial, professional, and social health of our corporate employees and client company employees.

# 41,725

**Employee Assistance  
Program (EAP) website visits**

# 16,164

**free counseling  
sessions provided**

# 384,713

**Wellbeing On Demand site visits**

### **Grief support app**

This app-based platform provides grief support resources and assistance to simplify the complex legal and administrative tasks that take place after the loss of a loved one.

### **Wellness Rewards**

Eligible employees can earn up to \$300 each year by completing health and fitness activities through this program. Employees can redeem their rewards for various options, including gift cards and fitness trackers – all while supporting healthy habits and overall wellbeing.



# Total Rewards Strategy

We invest in our employees by supporting them and their families for years to come. One way we do this is by rewarding performance and offering competitive compensation alongside an extensive suite of benefits\*. In turn, we take pride in seeing our employees achieve their work and life goals.

*\*Some components based on roles and tenure.*

### **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
- Fertility benefits
- 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
  - + Paid parental
  - + Bereavement
  - + Jury duty and Witness
- Paid time off
  - + Eligibility begins on the first day of employment for full-time Insperity corporate employees
  - + 12 hours of volunteer paid time off per quarter
  - + 9 paid company holidays

### **Professional growth & development**

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

# NSP Division



## Employee recognition

When employees achieve great things in alignment with our mission, vision and values, we honor them through companywide, departmental and peer recognition.

**MVP – Mission. Values. Performance.**

124 employees, nominated by peers, were recognized through the MVP program to commend exceptional performance and philanthropic work.

**Department-level recognition**

Leaders across the company regularly acknowledge employees who take initiative and embody Insperity's values. By recognizing employees through gift cards, team-building events, special luncheons and more, we remain committed to the collective pursuit of excellence.

**Sales awards**

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



Sales awards  
at a glance

**36**

award categories

**366**

awards distributed

**34%**

of our sales force  
received an award

# Professional growth & development

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

## Values-Based Learning

This enterprise-wide development series promotes a shared commitment to Inspire values and drives a common language across our organization.

Developed in response to feedback from our employee listening strategy, Values-Based Learning helps employees and leaders translate our values into consistent, everyday actions that shape our culture. The sessions provide practical tools to encourage trust, facilitate coaching, foster accountability and help define clear expectations while preparing participants to thrive in an ever-evolving business climate. Ultimately, the series contributes to our company culture – supporting innovation and high performance.



Impact

**661**

leader participants

**58**

live interactive  
virtual meetings

**10**

facilitators representing  
6 areas of the business



### **Employee onboarding**

We believe in creating an extraordinary onboarding experience that sets the tone for a successful journey at Insperty. Our blended virtual and self-paced learning approach ensures new employees receive the right information and resources at the right time. Supervisors also have access to customizable templates and guidance to personalize the experience for their new hires.

We welcome our employees with Introduction to Insperty (i2i), an online, self-paced training format, that allows employees to learn about our business and culture at their own pace. As part of our efforts to help employees feel connected to Insperty, we provide every new full-time employee with a curated Welcome Box of branded items and resources.

**My i2i experience was absolutely amazing! It was fun, engaging and very informative. I had the opportunity to meet so many new people and truly feel more connected now. The sessions were insightful, and I learned a lot that will help me grow in my career. Overall, it was a fantastic experience, and I'm grateful to have been a part of it!"**

Insperty employee and i2i participant



# Leadership development

At Insperity, we strive to help leaders reach their fullest potential. Our competency-based approach to training and development programs is designed to support employees at every stage of their leadership journey and equip both aspiring leaders and seasoned managers with the skills and tools they need to thrive.

### Meaningful Conversations

We train people leaders to engage in intentional, authentic dialogue with their employees to promote employee growth and accountability. This helps team members understand expectations and next steps. Meaningful Conversations foster trust, transparency and performance among coworkers.

### Leader2Leader

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

**434**  
leaders participated

### LEAD

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

**197** employees participated  
**95%** participant satisfaction rate

### iLEADr

New Insperty 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 Insperty's values and strategic direction.

**53** new leaders attended  
**100%** agreed that the program was valuable for their growth as a leader

**“I absolutely loved this course and its format. They delivered a top-tier experience from start to finish—everything from the logistics to the presentation was thoughtful, seamless, and exceptionally well executed.”**

Insperty employee and iLEADr participant



### 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.

**115** potential leaders have been trained since the program's inception

**70%** of graduates since this program's beginning have been promoted to leadership roles or positions of influence.

### Talking Talent

This confidential, coach-led initiative helps leaders identify the skills and competencies of their individual team members and how each impacts the strategy and performance of the team and contributes to business success.



**Through the Leadership Academy, I have experienced significant personal and professional growth. The ability to communicate clearly and effectively has become a cornerstone of my success.”**

Insperity employee and Leadership Academy graduate

# Professional development

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

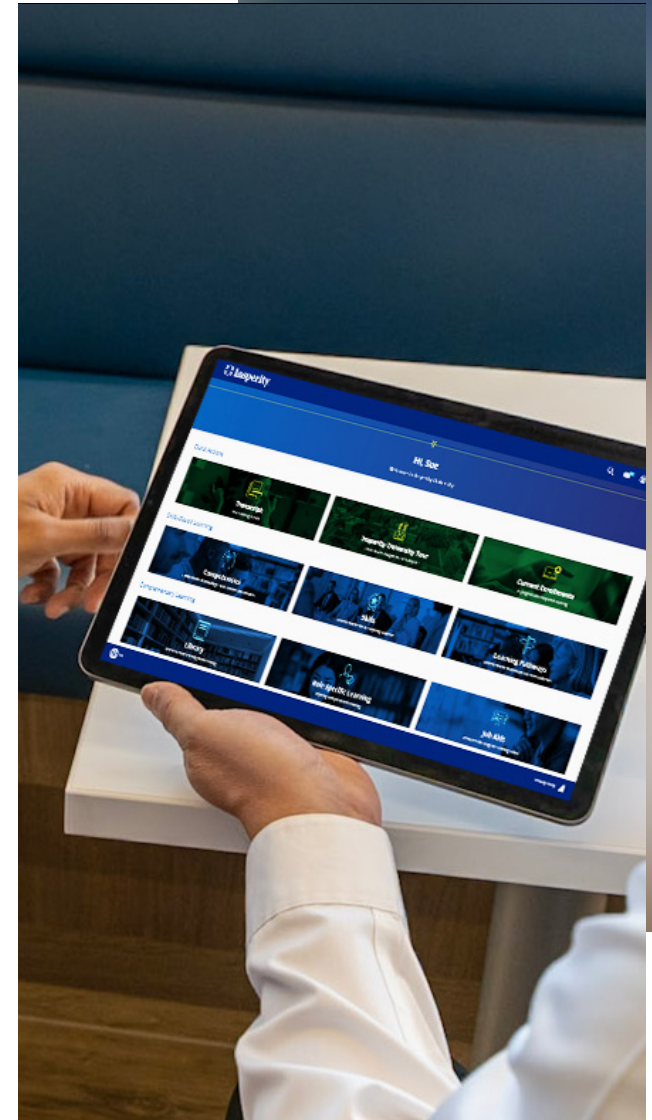
## Insperty University

Our redesigned skills-based learning platform is built for ease and engagement. It empowers employees to explore competencies, develop new skills, access annual employee training, and grow professionally at their own pace. Early feedback highlights the platform's practical approach and variety of learning formats. As we expand Insperty University, we remain committed to supporting continual development and preparing our workforce for the future.

**100%**  
of employees  
used the portal

**4,634**  
content titles accessed

**65,573**  
course completions





### Artificial Intelligence (AI)

AI is changing the world, impacting how we live and work. At Insperty, we use technology to elevate people to reach their full potential. AI allows our employees to work smarter and faster, moving our business forward, improving response times and delivering the high-touch service we're known for. We deliver a role-based AI training program that aligns learning paths to each employee's role and access level, building foundational skills and encouraging experimentation.

Highlights from our 2025 AI enablement and training efforts:

**100%**  
employees  
with access to  
Microsoft Copilot

Nearly  
**900**  
employees  
enabled  
on internal  
proprietary AI tool

**98%**  
employees  
completed AI  
training

Average training  
ratings exceeding  
**4/5**



### **Mentoring – Match Mentorship Program**

This program is designed to cultivate connection, career development and personal growth through a supportive and mutually beneficial environment for participants. It fosters productive relationships while promoting skill development and knowledge sharing.

### **Skills-based strategy**

Insperty's skills-based strategy is designed to build a more agile, connected and future-ready organization. By focusing on employee capabilities and potential, rather than just job titles, we empower our people to grow, adapt and contribute with excellence as our business evolves.

## Key elements of our approach include:

### **Development Items**

Employees track skill development through Insperty's human resource information system – encouraging ongoing conversations about current strengths and future growth. This process supports professional advancement and aligns individual aspirations with organizational needs.

### **Skills-based learning in Insperty University**

Our learning platform organizes courses and resources around the specific skills employees need to succeed. This practical, adaptable approach ensures every learning experience is relevant and supports both personal and business priorities.

### **Career profiles and action plans**

Employees build career profiles in our human resource information system, making their skills visible across the organization. Leaders use these profiles, along with insights from Talking Talent, to create targeted action plans that support career mobility and ongoing development.



## Sales training

Our sales team is the engine that drives Insperty's growth, and we want to 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.

**454** sales employees  
attended training

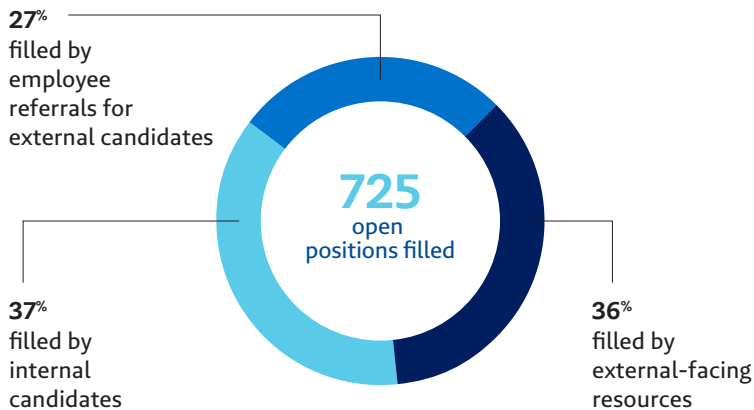


**The real-world scenarios  
and role-playing brought the  
concepts to life and will help  
shape my future conversations.”**

Insperty employee and  
sales training participant

# Career mobility

Career advancement at Insperty is important to our company and our employees. We support employee growth potential by filling about one-third of open positions with internal candidates and prioritize promoting employees from within the company.



**89%** of leadership positions filled through internal promotions



# 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. We embrace the leaders of tomorrow by providing opportunities for growth through internship programs.



### High school internships

We offer internships for high school students through our 12-year partnership with Genesys Works, a nonprofit providing career pathways for youth in under-resourced communities. This represents an investment in youth workforce development that is estimated to return over \$2.5 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.

Over the 12 years of this partnership,

**123** total students have benefited from this partnership

The 2024-25 academic year program included:

**27**  
high school student interns

**23**  
Insperity supervisors

**6**  
office locations

**10**  
business units

### College internships

We offered rotational or role-specific internships for 41 total college students representing 22 universities. 121 Insperity employees, representing 13 different departments, volunteered to be mentors or program facilitators.

The internship program is part of Insperity's overall recruiting and talent development strategy. We focus on hiring and retaining early talent employees.

**94%**  
of eligible interns became employees, compared to the national average of 52%\*

**92%**  
of interns who accepted full-time positions with Insperity remained employees at their one-year anniversary.

\*Source: National Association of Colleges and Employers

“This (internship program) has been one of the most rewarding and transformative periods of my personal and professional journey. From day one, I felt welcomed, challenged and inspired. The opportunities I had to learn, contribute and connect with such a talented team have left a lasting impact on me.”

Insperty employee and former intern

## Our rotational interns complete several projects during their time with us.

### Capstone Project

Interns tackled real-world business challenges directly tied to Insperty’s goals. They applied their academic knowledge in practical settings, encouraging innovation and teamwork across departments. At the end of the program, they presented their solutions to senior leaders and key stakeholders. This impactful journey allowed them to finish their internships making meaningful contributions to our company.

### Charity Miles benefiting Autism Speaks

To stay active while supporting charitable causes, the intern cohort set a team goal to walk over 4,500 collective miles. Each mile tracked on the Charity Miles app earned a donation to Autism Speaks, their charity of choice, and fostered a sense of community and social responsibility.

### Volunteer events

From supporting relief efforts for Texas Hill Country flood victims to assembling care packages for military troops, our interns embraced Insperty’s spirit of giving by participating in several meaningful volunteer activities that make a difference in people’s lives. Through these efforts, our interns truly lived out Insperty’s commitment to improving lives and caring for communities.



# 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 of \$1,000 each for up to four years, bringing our current annual investment to \$16,000 supporting 16 total scholarships (new and existing). The Insperity Scholarship Program was established in 2002.

To date, we've recognized and honored 87 students with four-year renewable awards for full-time undergraduate study.



# Community

We are dedicated to seeing our communities thrive.

# Our philanthropy philosophy

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

# FORWARD Project

Insperty's commitment to community investment extends to preparing the next generation for workforce success.

Through our strategic initiative, the FORWARD Project, Insperty partners with 12 Houston-area nonprofit organizations to equip individuals who are entering or re-entering the workforce with essential skills and resources.

FORWARD focuses on seven key populations: high school students, college students, veterans, neurodiverse individuals, formerly incarcerated persons, non-housed individuals and caregivers. These groups are supported through dedicated nonprofits with strong ties to Insperty – whose efforts are aimed at removing barriers to employment and helping people achieve long-term self-sufficiency. Activities focus on quarterly collaboration, resource sharing and joint volunteer efforts.

Success is tracked by measurable efficiency and overall impact.

Throughout the year, partners connected in a number of ways, including through networking, shared resources, in-kind donations, referrals, knowledge sharing and training.

**61%**  
ROI

**\$434,000**  
total value of these connections

**\$270,000**  
Insperty's investment into the program



Investing in future workforce development allows Insperity to not only empower individuals but also strengthen the talent pipeline for our clients and communities. FORWARD ties our philanthropy directly to business and community impact, ensuring that our mission – helping businesses succeed so communities prosper – is realized through trained, skilled workers ready to contribute to society.

# Community involvement

We encourage our employees to make an impact by pursuing their charitable passions as volunteers and leaders in their communities.



## Total philanthropic investment

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

- **\$3,169,400 – charitable monetary contributions**, such as grants and matching gifts
- **\$2,429,167 – philanthropic action** based on the value of volunteerism, calculated by multiplying volunteer hours by the average hourly wage

## Matching Gift Program

Employees can double their charitable donations, with Insperty matching eligible gifts, dollar for dollar, up to \$5,000 per employee each year.

# Volunteerism

77% of our employees reported volunteering in their local communities. The numbers tell the story.

**3,737**  
corporate employees participated in

**1,152**  
volunteer events

Corporate employees across Insperty's locations recorded a total of

**42,415**  
volunteer hours.



## Volunteer PTO

In addition to regular paid time off, we offer employees 12 hours of quarterly paid volunteer time off to use at the charitable organizations of their choice.

## Volunteering Pays

Eligible employees can earn up to three \$250 grants each year for the eligible charitable organizations where they volunteer. This amplifies the impact of our employees' community service work.

## Volunteer Council

To support philanthropy across the nation, 95 employees work to coordinate local community volunteerism efforts as part of their job responsibilities.

## National Volunteer Month

Insperty's celebration of volunteer contributions took our philanthropic impact to the next level during the month of April, when we facilitated more than 197 planned employee volunteer activities.

**99%**  
of Insperty locations participated

**1,837**  
employees participated

**9,752**  
volunteer hours recorded

**264**  
nonprofits benefited



### 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 charitable organizations where corporate employees demonstrate servant leadership as board members, thereby making a greater financial contribution to our communities.

**71**  
employees  
participated

## President's Volunteer Service Award

Insperty is a certifying organization for this award founded by the President's Council on Service and Civic Participation. We recognize employees who go above and beyond to serve and positively affect their local communities. In total, 71 Insperty volunteers were honored for 15,697 total hours of service. They each received a certificate, a letter signed by the President of the United States, and a pin reflecting their status level.

### Gold

**500+ volunteer hours**

4 employees

### Silver

**250-499 volunteer hours**

15 employees

### Bronze

**100-249 volunteer hours**

52 employees



### **The Insperty Invitational (The Insperty)**

For more than 20 years, Insperty has been the title sponsor of this PGA TOUR Champions event in The Woodlands, Texas, and extended this sponsorship through 2030 this year. As the only true Invitational on the PGA TOUR Champions, this marquee event brings together 78 of the game's greatest for a thrilling competition. Charitable donations from this event are in excess of \$23 million since the event's inception in 2004, and nearly 900 volunteers have helped make this event a success.



To learn more about our Corporate Citizenship efforts and programs, please visit [insperity.com/corporate-citizenship](https://insperity.com/corporate-citizenship)

“Our involvement with this golf tournament aligns with Insperty’s mission to help businesses succeed so that communities prosper. Bringing golf’s best to The Woodlands each year provides a tremendous economic boost for local businesses which in turn supports the charitable impact.”

**Paul Sarvadi**  
Chairman and CEO  
Insperty



# Environment

## **ENVIRONMENTAL POLICY**

Our headquarters are located in an area of greater Houston known as the “Livable Forest.” We recognize the importance of the environment and seek to preserve it. Insperty is committed to conducting business in an environmentally responsible manner, which includes understanding and managing our environmental impacts and risks and improving our enterprise-wide environmental footprint. To date, we have implemented various programs

and initiatives to reduce our environmental impact and plan to continue to implement environmentally responsible business practices across all Insperty operations. As we further assess our enterprise-wide environmental footprint, we are coordinating with multiple leasing partners and vendors to better understand our energy use, waste management and business travel.



### Volunteer projects

Every year, our employees engage in multiple clean-up and restoration projects to enhance the neighborhoods we call home.

Inspirity employees worked with 30 different charitable organizations in communities across the country to participate in 44 planned activities to improve the environment. Our volunteers clean up trash in urban and nature areas, plant trees or donate money to plant trees, collect plastic bags to recycle and more.

Inspirity  
employees  
participated in:

**44**

planned activities to improve  
the environment with

**30**

charitable organizations  
across the country

### **Paper conservation**

We seek to minimize our paper waste as part of a widespread paper recycling program. We recycled 411,225 pounds of paper through our conservation efforts. Our recycling efforts are the equivalent of saving:

**3,495**  
trees

**1.44**  
million gallons of water

**78,133**  
gallons of oil

**617**  
cubic yards of  
landfill space

### **Water conservation**

The majority of Insperty 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 a technology recycling company to assist Insperty and Insperty corporate 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, Insperty recycled 34,740 pounds of technology and Insperty employees recycled 2,504 pounds of their personal technology.

### **Battery recycling**

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

### Resource usage

At our corporate headquarters we used:

# 9.24

**million kilowatt-hours of  
total energy (electricity only)**

### Green buildings

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

Additionally, Insperty seeks to occupy Class A office space. This practice enables us to conduct business from facilities that prioritize energy efficiency, positive environmental impacts and create 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.

### **Use of materials**

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

### **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.

### **Energy consumption and carbon emissions**

We operated out of 95 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.



### **Climate impact**

Headquartered along the Texas 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 continue when some of our colleagues are battling the forces of nature.

### **Environmental risks and priorities**

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

As a professional services company, we continue to identify, understand and manage environmental risks and opportunities that impact our business and inform our corporate social responsibility strategy. Although the environmental footprint of our products and services, facilities and supply chain are 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 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 provides reports to our CFO, and our Finance, Risk Management and Audit Committee of our board of directors oversees risks relating to environmental matters.



# 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 a breadth and depth of 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 businesses.

### Insperty offices

Insperty is a national PEO with a local footprint. Coast to coast, our offices provide personalized service. We work with our clients to meet their needs – wherever they are.





## Community Heroes

Our Community Heroes program recognizes nonprofit clients that make a profound impact by sharing in our mission of helping communities prosper. These companies rise above the rest, demonstrating innovation, missional impact and collaboration.

Insperty's annual philanthropic impact through this program totaled \$40,000 in support of each honoree's nonprofit.

# This year's honorees

## LIFE CRISIS CENTER

**Mission:** Improve the quality of life in our community through crisis intervention and violence prevention.

*"(Survivors') voices matter. Healing begins the moment they feel safe, believed and supported."*

### **Jamie Manning**

Executive Director  
Life Crisis Center

## MUSICIANS ON CALL

**Mission:** Bring live and recorded music to the bedsides of patients, families and caregivers in healthcare environments.

*"More than 1.2 million people have now been touched by having music in the hospital at their bedside because of Musicians On Call. We're just really wanting to continue that momentum to reach the next million even sooner than the first."*

### **Melinda LaFollette**

Director of PR and Events  
Musicians On Call

## PATHLIGHT HOME

**Mission:** Change the lives of homeless and low-income individuals by providing affordable housing and economic opportunities.

*"Homelessness is a housing problem. We're moving people into housing and then providing services to help them improve their lives after that."*

### **Carl Falconer**

President and CEO  
Pathlight HOME

## BATON ROUGE CHILDREN'S ADVOCACY CENTER

**Mission:** Help children and their families on their path of healing and providing trauma-informed, child-focused services in the aftermath of physical abuse, sexual abuse, human trafficking or if a child is a victim or witness to a violent crime.

*"The people here - they come to work every day because it's heart work. You want to protect the children, and you want to make a difference."*

### **Tanya Haase**

Executive Director  
Baton Rouge Children's Advocacy Center

# Client success support

## **Inc. 5000**

We are proud to be a small part of our clients' success stories. For the fourth year in a row, Insperty was named an Inc. Power Partner – this award honors B2B organizations across the globe with proven track records of supporting entrepreneurs and helping startups grow.

To that end, 129 Insperty clients made this year's Inc. 5000 list of fastest-growing privately held companies in the U.S. As a presenting sponsor of the 2025 annual Inc. 5000 Conference & Gala, Insperty had a front-row seat to celebrate our clients' achievements to give witness to how our services contribute to their growth.

## **Nonprofit clients**

We assist approximately 1,300 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

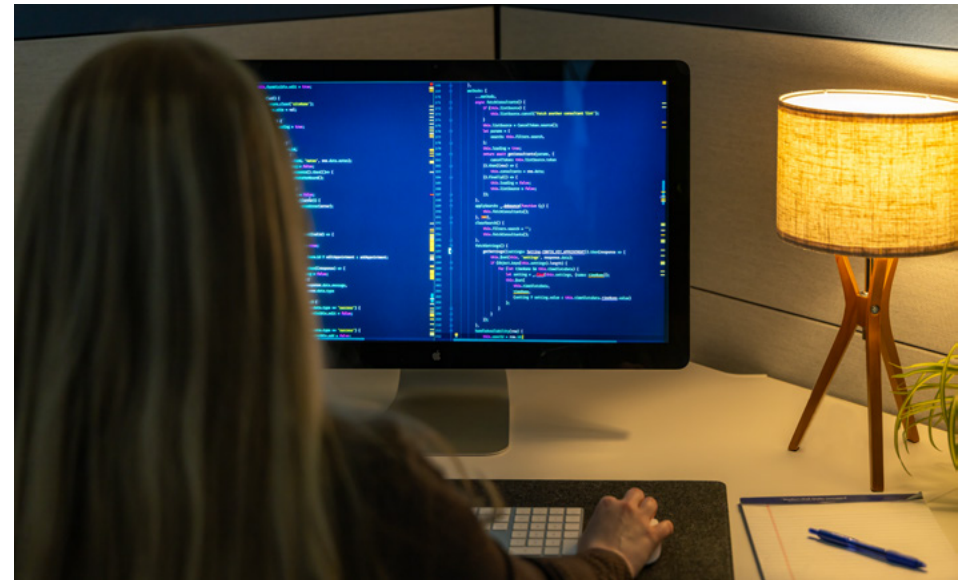
## Data privacy and security

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 [Data Privacy Statement](#), which outlines our approach for implementing the seven principles of Privacy by Design, describing how we steward data entrusted to us.



# Workplace safety

Insperty supports clients in their provision of a safe work environment.

After all, a safe workplace allows for a productive workplace. That's why Insperty's dedicated Safety Services team provides safety training resources to serve clients. Without Insperty, many of our small business clients would not have access to this level of safety services.



**21,817**  
Insperty client employees used our self-paced and instructor-led safety training courses

**80**  
safety training courses and videos were used by managers and supervisors

**145**  
Insperty client employees participated in OSHA safety outreach training

**1,215**  
online safety courses offered

# 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, 2025 to Dec. 31, 2025 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	<a href="#">Annual Report</a>
Location of headquarters	2-1-c	19001 Crescent Springs Dr., Kingwood, Texas 77339-3802
Location of operations	2-1-d	As of Dec. 31, 2025, 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, 2025 – Dec. 31, 2025
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 20, 2026
Contact point for questions regarding the report	2-3-b	Executive director of Corporate Citizenship, Corinn Price Corporate.citizenship@insperity.com

## GENERAL DISCLOSURES (continued)

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
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 Insperty® <b>HR360</b> , Insperty <b>HRCore™</b> and Insperty <b>HRScale™</b> 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. Additional information can be found in the Annual Report.
Total number of employees	2-7-a	As of Dec. 31, 2025, we had approximately 4,200 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. 8
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	<a href="#">Code of Conduct</a>
Human Rights	2-23-b	CSR report p. 18-19
Membership associations	2-28	NAPEO

## GOVERNANCE DISCLOSURES

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

## ENVIRONMENTAL DISCLOSURES

DISCLOSURE	GRI STANDARD	INSPERITY RESPONSE, PAGE OR LINK
Recycled input materials used	301-2	CSR Report: p. 48-53
Energy consumption within the organization	302-1	CSR Report: p. 48-53
Water consumption	303-5	CSR Report: p. 48-53

## 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 Speakfully. Additional information can be found in the <a href="#">Code of Conduct</a> .
Occupational health and safety	403	CSR Report: p. 16; p. 61
Training and education	404	CSR Report: p. 26-38; p. 61
Operations with local community engagement, impact assessments and development programs	413-1	CSR Report: p. 40-47
Political contributions	415	<a href="#">Code of Conduct</a> - Public Service
Substantiated complaints regarding breaches of customer privacy and losses of customer data	418	<a href="#">Privacy Policy</a>





