

2022 Social Impact Report Update



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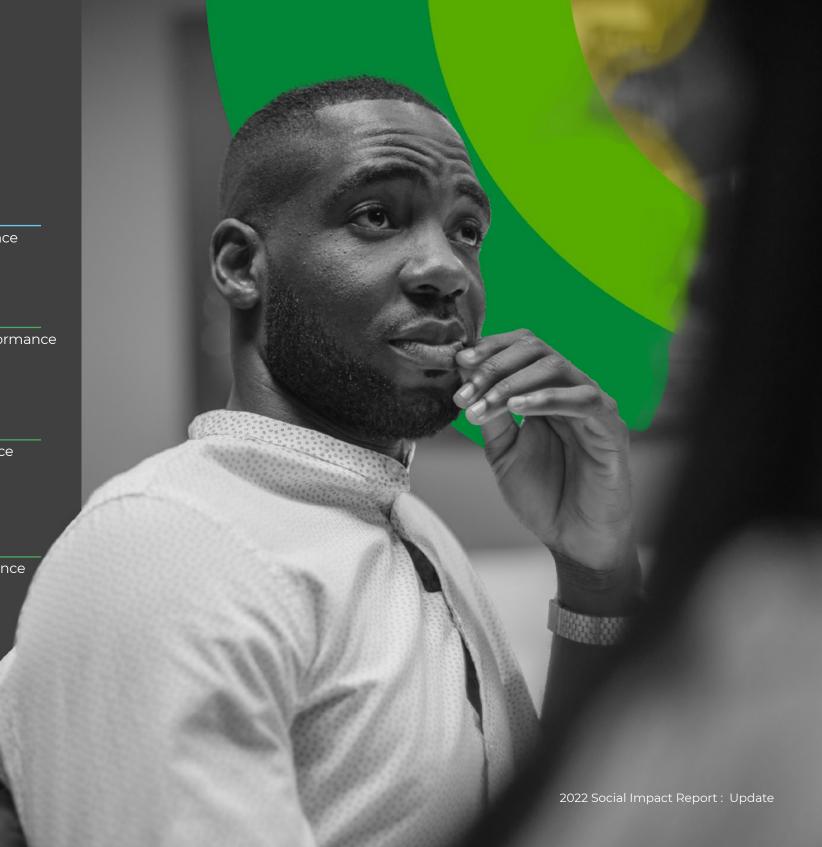
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In times of uncertainty, resilience begets success

The workplace of today is a workplace no one could have predicted five years ago.

Through unpredictable change—from a pandemic, ongoing economic uncertainty, political upheaval, continued social injustices, and so much more—we are constantly asked to navigate uncharted waters with confidence and skill. The organizations that show resilience in the face of uncertainty are those who know the value of gathering and acting upon sentiment from their employees, customers, communities, and the world at large.

At Momentive, we power the brave and ambitious to ride the waves of change and be a force that shapes our future. Our customers include organizations that connect with their employees, brands that thoughtfully listen to customers and act, and people who are at the helm of initiatives that reshape, reimagine, and transform. We believe human insight is a superpower, and putting people at the center of technology is crucial to shaping what's next, now more than ever.

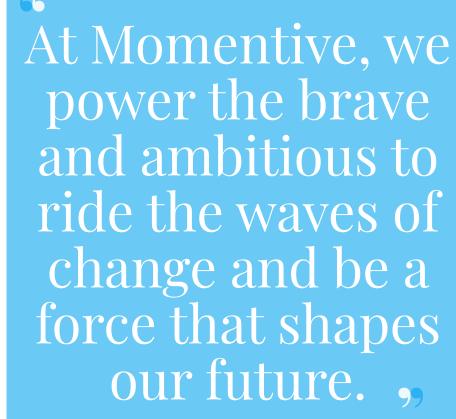
That is why our DEI and social impact work goes hand-in-hand with our business priorities. By recognizing our responsibility to weave inclusivity in our culture, leadership, products, and services, we are better equipped to serve our massive and diverse

customer base. We help millions of questions get answered everyday; these questions are asked and answered by people from every corner of the world. If we are not equipped to keep their perspectives in mind, we are not doing our best work.

I'm proud of our continued efforts made throughout the last year to work toward our goal of shaping a better world.

We have an award winning supplier diversity program and we continue to bolster our strong employee culture with inclusive experiences from our Momentive Together and new Employee Experience team, all while staying focused on delivering for our customers.

If the last year has proven anything, it is that the organizations that thrive and show resilience through adversity are those that value, and act on, human sentiment. As daunting as an unpredictable future may seem, that's our reality...so let's shape the outcomes. Ask, Listen, Act.





Zander Lurie
Chief Executive Officer



Now more than ever, businesses must double down on building a better world

There have never been more issues to care about, and businesses are feeling the pressure.

Twenty years ago, ESG (Environmental, Social, Governance) was not widely known. Flash forward to the current day, there has been a sharp uptick in the usage of the term, and stakeholders—customers, employees, leadership, and the market—now expect businesses to integrate ESG within their business strategy.

That is why at Momentive, we take a "both/and" not "either/or" approach to social impact and business success. We know that we do not need to sacrifice one to achieve the other, and in fact, success in one area will help lay the groundwork for success in the other. Our customers are the brave and ambitious who make change happen now—those who understand the benefits of human sentiment and want to advance equity in both business and society. Our employees value our commitment to shaping a better future, and social impact helps us create a strong and resilient company culture led by our number one asset, engaged employees.

But knowing that your stakeholders care about social impact is only the start. Every company has a unique makeup of individuals who have their own values and concerns. To know what you should focus on—and what your stakeholders expect to see from

you—you have to ask your audience.

Curiosity is the key to success in any unknown situation. Once you have insight into what your stakeholders value, you can hone in on the tactics that will enable you to make the greatest impact in the areas that matter most.

At Momentive, we believe feedback is a gift. We regularly ask our stakeholders what they value and how we can support those values. I'm proud that in the last year, Momentive has exceeded our diverse supplier spend goal, established our baseline greenhouse gas emissions, tripled our employee volunteerism year over year, and doubled our efforts to diversify our leadership pipeline through leadership development.

But this is only the beginning. In the last two years, Momentive Together has sharpened our focus on social impact by identifying and elevating issues that matter to our stakeholders the best way we know how: by asking.

Our customers are the brave and ambitious who make change happen now



Antoine Andrews

Chief Diversity and Social Impact Officer



GRI 102: General Disclosures 2016*							
Disclosure	Description	Cross-Reference, Omissions, and Explanations					
Organizational Profile							
102-1	Name of the organization	Momentive Global Inc. (formerly SVMK, Inc.)					
102-2	Activities, brands, products, and services	2022 Momentive Global 10-K, pp. 5					
102-3	Location of headquarters	San Mateo, California, USA					
102-4	Location of operations	2022 Momentive Global 10-K, pp. 5					
		Momentive has offices in 6 countries.					
102-5	Ownership and legal form	Publicly traded C-Corporation 2022 Momentive Global 10-K, pp. 14					
102-6	Markets served	2022 Momentive Global 10-K, pp. 11, 13					
102-7	Scale of the organization	2022 Momentive Global 10-K, pp. 5-11					
		Economic performance, p. 13					
102-8	Information on employees and other workers	Workforce performance, p. 18					
102-9	Supply chain	2021 Annual Report, pp 11-12					
102-10	Significant changes to the organization and its supply chain	We closed our Portland, Oregon office space with the intent of finding another location right sized for the hybrid workforce. In 2022, we formally launched our supplier diversity program which included a new policy, and intranet page including resources and program goals. We met or exceeded all of the supplier diversity goals we set out, which includes a diverse spend goal of \$10M. We were listed as a top company for supply chain inclusion and equity by the San Francisco Business Times.					
102-11	Precautionary Principle or approach	2022 Momentive Global 10-K, pp. 95-96 Momentive has applied a precautionary approach after the termination of the Zendesk aquisition in March 2022. Since that time the company has worked to reduce costs and improve operating margins through a series of approaches that include site consolidation, workforce reduction, refined product strategy and efficiencies in the go-to-market strategy.					
102-12	External initiatives	Pledge 1% Builders Network					
102-13	Membership of associations	American Chamber of Commerce Ireland Western Regional Minority Supplier Development Council					
Strategy							
102-14	Statement from senior decision-maker	CEO letter, p. 3					
Ethics and Integrity							
102-16	Values, principles, standards, and norms of behavior	About Momentive, p. 5 (2021 Social Impact Report)					



GRI 102: General Disclosures 2016*						
Disclosure	Description	Cross-Reference, Omissions, and Explanations				
Governance						
102-18	Governance structure	Governance				
Stakeholder Engagement						
102-40	List of stakeholder groups	Board of Directors Customers Employees Investors Nonprofits				
102-41	Collective bargaining agreements	None of our U.S. employees is represented by a labor union or is the subject of a collective bargaining agreement.				
102-42	Identifying and selecting stakeholders	Board of Directors: The Nominating and Corporate Governance Committee of our Board is responsible for board composition, evaluation, and nominations of new members. Customers: Users of Momentive products, including both sales-assisted and self-service users. Employees: All Mometive employees globally. Investors: Momentive shareholders and potential investors. Nonprofits: Nonprofit partners identified through an application review and identification review process.				
102-43	Approach to stakeholder engagement	All stakeholders groups were engaged as part of our 2023 Materiality Analysis. Regular channels and frequency for engagement with each stakeholder group include, but are not limited to: Board of Directors: Quarterly Board meetings and conference calls. Customers: Monthly CX Roundtable, NPS scoring survey, real time feedback on customer experience. Employees: Quarterly engagement surveys; annual Engage survey; quarterly growth, impact, and goal (GIGs) conversations with managers; Curiosity Chats with executive leadership team. Investors: Quarterly earnings materials and conference calls, investor conferences and presentations, investor meetings, annual meeting of shareholders, SEC filings, investor outreach. Nonprofits: Ad hoc engagement with current partners, inclusion in materiality process for all current partners.				
102-44	Key topics and concerns raised	Board of Directors: General oversight of the business, including: strategy, operations, crisis and risk management; social impact and ESG efforts and performance; governance policies. Customers: Feedback on products, support and help content, and likeliness to recommend Momentive products and services. Employees: Employee experience, development opportunities, racial equity. Investors: Company performance. Nonprofits: Community support through nonprofit partnerships, opportunities with SurveyMonkey Contribute, leveraging other Momentive resources to support communities, and impact of contributions.				
Reporting Practice						
102-45	Entities included in the consolidated financial statements	2022 Momentive Global 10-K, pp. 65				
102-46	Defining report content and topic Boundaries	Contents, p. 02				
102-47	List of material topics	Identifying our strategic focus, p. 5 (SurveyMonkey 2020 Social Impact Report) As of publish date, we are undergoing a materiality analysis and updated issues can be found at www.momentive.ai.				
102-48	Restatements of information	None.				



GRI 102: General Disclosures 2016*						
Disclosure	Description	Cross-Reference, Omissions, and Explanations				
Reporting Practice						
102-49	Changes in reporting	None.				
102-50	Reporting period	This report provides information for the period beginning January 1, 2022 through December 31, 2022, unless otherwise noted.				
102-51	Date of most recent report	April 2022				
102-52	Reporting cycle	Biennial				
102-53	Contact point for questions regarding the report	Momentive Social Impact Team Email: momentivetogether@momentive.ai Mailing: One Curiosity Way, San Mateo, CA 94403				
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.				
102-55	GRI content index	GRI Index, p. 05				
102-56	External assurance	We have not received external assurance for this report.				

^{*}With the exception of GRI 403 that applies the 2018 version of the GRI Standards, Momentive's 2021 Social Impact Report applies the 2016 version of the GRI Standards issue date, not the date of information presented in this report.



GRI 200-400: Topic-Specific Disclosures 2016*						
Material Topic	Management Approach Cross-Reference	Relevant External Entities				
Environmental						
GRI 302: Energy 2016	Shaping a more sustainable business, p. 37 (2021 Social Impact Report)	Customers Investors				
GRI 305: Emissions 2016	Shaping a more sustainable business, p. 37 (2021 Social Impact Report)	Customers Investors				
Social						
GRI 403: Occupational Health and Safety 2018	Shaping the best work of our lives, p. 32 (2021 Social Impact Report)	Board of Directors Customers Investors				
GRI 405: Diversity and Equal Opportunity 2016	Shaping an equal and inclusive world, p. 17 (2021 Social Impact Report)	Board of Directors Customers Investors Nonprofits				
GRI 413: Local Communities 2016	Shaping an equal and inclusive world, p. 17 (2021 Social Impact Report)	Board of Directors Customers Nonprofits				
GRI 418: Customer Privacy 2016	Shaping a culture of integrity, p. 13 (2021 Social Impact Report)	Board of Directors Customers Investors				

^{*}With the exception of GRI 403 that applies the 2018 version of the GRI Standards, Momentive's 2022 Social Impact Report Update applies the 2016 version of the GRI Standards issue date, not the date of information presented in this report.



GRI 200-400: Topic-Specific Disclosure	es 2016*		
Торіс	Disclosure	Description	Cross-Reference, Omissions, Explanations
Economic			
GRI 201: Economic Performance 2016**	201-1	Direct economic value generated and distributed	Economic performance, p. 13
Environmental			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Enviromental performance, p. 14
	302-4	Reduction of energy consumption	Enviromental performance, p. 14
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Enviromental performance, p. 14
	305-2	Energy indirect (Scope 2) GHG emissions	Enviromental performance, p. 14
	305-3	Other indirect (Scope 3) GHG emissions	Enviromental performance, p. 14
	305-5	Reduction of GHG emissions	Enviromental performance, p. 14
GRI 306: Effluents and Waste 2016**	306-1	Waste by type and disposal method	Enviromental performance, p. 14
Social			
GRI 401: Employment 2016**	401-1	New employee hires and employee turnover	Workforce performance, p. 18
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 Momentive Global 10-K, pp. 13
	401-3	Parental leave	Trust the team, p. 6 (SurveyMonkey 2020 Social Impact Report)
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	2022 Momentive Global 10-K, pp. 13
GRI 404: Training and Education 2016**	404-2	Programs for upgrading employee skills and transition assistance programs	Trust the team, p. 6 (SurveyMonkey 2020 Social Impact Report)
	404-3	Percentage of employees receiving regular performance and career development reviews	Shaping the best work of our lives, p. 32 (2021 Social Impact Report)
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity performance, p. 16
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Shaping an equal and inclusive world, p. 17 (2021 Social Impact Report)
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Momentive (formerly SurveyMonkey) had no material breaches of customer privacy (unauthorized access, disclosure, or use of customer data) and there were no losses of customer data in 2022.

^{*}With the exception of GRI 403 that applies the 2018 version of the GRI Standards, Momentive's 2022 Social Impact Report Update applies the 2016 version of the GRI Standards issue date, not the date of information presented in this report.



^{**}We have reported additional disclosures not related to material topics.

SASB Code	Accounting Metric	Answer, Cross-Reference, Omissions, and Explanations
Environmental Footprint	of Hardware Infrastructure	
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Environmental performance, p. 14
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Environmental performance, p. 14
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	In June 2019, we executed a 5-year, \$25M agreement with AWS to migrate Momentive's data processing and storage to AWS's cloud infrastructure, which took effect in 2020. AWS has a long-term commitment to use 100% renewable energy. By moving away from on premise infrastructure to the AWS Cloud, Momentive can reduce emissions by up to 88% due to environmental economies of scale.
Data Privacy & Freedom o	f Expression	
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Momentive, our service providers and/or other third parties that we work with place cookies when users visit our website and open emails that we send. This is designed to provide our customers with more tailored marketing content about our services and/or other services, and to evaluate whether the content is useful or effective. We also use data from these cookies and equivilent technologies to find other interested parties who may be interested in our products and services and tailor ads to those individuals.
		For instance, we evaluate which ads are clicked on most often, and whether those clicks lead users to make better use of our tools, features, and services. We have implemented cookie management tooling our websites which, depending on the user's location, either allow the user to reject cookies prior to them being set (or to consent /reject use of some or all categories of cookies) or to opt out of further use of cookies on site landing. This cookie preference tool is intended to give our users choice as regards which cookies they receive and the type of experience the want. Rejecting cookies or opting out does not necessarily mean users will not receive any ads on the internet; it just means that they will not receive tailored ads based
		on their activities and inferred preferences on our site.
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Privacy Notice - Personalize marketing
		We only use information from users for the purposes of delivering the services, improving our services and marketing, and selling our services. We do not view any uses as secondary to these primary purposes as stated in our Privacy Notice :
		Privacy Notice - How we use the information we collect
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	There were no legal proceedings associated with customer privacy in 2022.



SASB Code	Accounting Metric	Answer, Cross-Reference, Omissions, and Explanations
Data Privacy & Freedom o	f Expression	
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	This information is confidential and Momentive does not disclose it.
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Momentive does not have material presence in any country where our core products or services are subject to these requirements. Momentive uses industry standard automated abuse monitoring technologies for specific abusive practices on our platform but Momentive does not actively block, filter, or censor information on our platform, unless it becomes explicitly aware of an infraction under our Acceptable Use or Anti-Spam Policies: Acceptable Uses Policy Anti-Spam Policy
Data Security		
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Momentive does not publicly disclose this information.
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	2022 Momentive Global 10-K, pp. 15-17
Recruiting & Managing a	Global, Diverse & Skilled Workforce	
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Momentive does not collect nationality information from our employees so this information is unavailable.
TC-SI-330a.2	Employee engagement as a percentage	Overall engagement score: 76 Overall belonging score: 76 This score is composed of a subset of 19 questions from our 45 question survey. We ran engagement surveys in April and November 2022 to measure employee sentiment around various factors including Job Satisfaction, Visible Future, Team Dynamics, and Belonging and Inclusion. In April, we also surveyed the general public in order to benchmark our scores across various cohorts including Technology Workers, Location, Race/Ethnicity and Gender.
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Diversity performance, p. 16



Software & IT Services Sustainability Accounting Standard 2018*							
SASB Code	Accounting Metric	Answer, Cross-Reference, Omissions, and Explanations					
Intellectual Property Protec	ction & Competitive Behavior						
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	There were no legal actions for anti-competitive behavior, anti-trust, or monopoly practices in 2022.					
Managing Systemic Risks fr	rom Technology Disruptions						
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	(1) performance issues: None (2) service disruptions: Momentive systems and services were available 99.9% of the time month-over-month as published to our customers. Disruptions were related to a network outage impacting a small subset of contractor access to their virtual desktop and a regional outage in India impacting our TTP's. (3) total customer downtime: None					
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	2022 Momentive Global 10-K, pp. 15-17 In 2022, Momentive successfully completed the annual PCI 3.2.1 and ISO/IEC 27001:2013 certification reviews, and achieved SOC 2 Type 2 certification. In addition, Momentive conformed to the requirements of the HIPAA Security rule and HITECH Breach notification requirements as described in HIPAA PART 164 of CFR 45. Furthermore, one of the requirements for compliance is the disaster recovery standard and testing, which is described in our Security Statement.					
SASB Code	Activity Metric	Answer, Cross-Reference, Omissions, and Explanations					
TC-SI-000.A	(1) Number of licenses or subscriptions, and (2) percentage cloud based	(1) Licenses or subscriptions: 12 product lines (2) percentage cloud based : 100%					
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	(1) Data processing capacity: ~300 terabytes (2) Percentage outsourced: 100%					
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	(1) Amount of data storage: 100+ terabytes (2) Percentage outsourced: 100%					



^{*}Momentive's 2022 Social Impact Report Update applies the 2018 version of the Software & IT Services Sustainability Accounting Standards; "2018" refers to the Standards issue date, not the date of information presented in this report.

Economic performance							
	2022	2021	2020	2019			
Financial performancel (In thousands, USD)							
Revenue							
Total revenue	\$480,917	\$443,786	\$375,610	\$307,421			
Revenue by region (%)							
United States	65%	64%	65%	65%			
Rest of world	35%	36%	35%	35%			
Cost of revenue							
Total cost of revenue(2)(3)	\$86,251	\$86,421	\$83,917	\$76,524			
Operating expenses							
Total operating expenses	\$476,003	\$469,937	\$373,274	\$297,340			
Research and development (2)	\$138,091	\$139,262	\$112,989	\$90,545			
Sales and marketing(2)(3)	\$223,827	\$224,008	\$172,376	\$123,573			
General administrative (2)	\$107,522	\$106,667	\$87,909	\$83,288			
Restructuring	\$6,563	-	-	\$(66)			
Income tax							
Provision for (benefit from) income taxes	\$1,591	\$482	\$1,179	\$(2,779)			
Effective income tax rate	(2)%	-	(1)%	4%			
Net income							
Net income (loss)	\$(89,891)	\$(123,249)	\$(91,581)	\$(73,858)			

¹ In all periods presented



² Includes stock-based compensation.

³ Includes amortization of acquisition intangible assets.

Environmental performance*1								
	2022	2021	2020	2019**				
Energy consumption (gigajoules)								
Total energy consumption1	14,405.6	13,338.1	9,043.7	18,716.0				
Non-renewable energy consumption2	14,405.6	13,160.8	8,803.3	18,355.8				
Electricity	12,07.9	10,527.3	7,734.1	16,608				
Fuel	2,325.7	2,633.5	1,469.2	1,748.1				
Renewable energy consumption3	N/A	177.3	240.4	360.2				
Hydroelectric/REC	N/A	177.3	-	360.2				
Waste disposal4 (metric tons)								
Total waste disposal	797	65.3	242.8	287				
Landfill	291	25.7	95.8	106				
Recycling/Composting	506	39.6	145.8	181				
Water								
Total water consumption (thousand m3 per year)	358.14	53.1	6.9	10.9				
Total water withdrawal (thousand m3 per year)	-	-	-	7.2				
Water intensity (thousand m3 per million dollars of revenue)	-	-	54.4	28.3				



Environmental performance								
	2022	2021	2020	2019**				
Greenhouse Gas Emissions 2								
Total Scope 1, 2 & 3 emissions (metric tons of CO2e)	23169.66	20,126.0	426.0	18434.1				
Scope 1 (natural gas, diesel, propane, refrigerants, gasoline)2	117	130.3	34.2	86				
Scope 2 market-based (purchased electricity and heating)2	671	526.7	137.8	909				
Scope 3 - Category 1 Purchased goods and services	19966.61	16838.7	-	13772.0				
Scope 3 - Category 2 Capital Goods	71.92	67.4	-	377.0				
Scope 3 - Category 3 Fuel and energy-related activities (FERA/market-based)	212	316.3	-	414.5				
Scope 3 - Category 5 (Waste in Operations)	37.65	12.07	-	64.78				
Scope 3 - Category 6 (air travel and rental cars)4	291.88	19.11	254	174.39				
Scope 3 - Category 7 (employee commute)5	1801.6	2,215.48	-	2,635.94				
Scope 3 Total Emissions	22,381.66	19,469.09	254	17,438.60				



^{*}Dashes indicate where data was not available.

^{** 2019} calculations are restated after collecting missing data from our offices and including several new scope 3 categories, e.g. employee commute, purchased goods and services, capital goods and others.

^{1 2019 &}amp; 2021 figures include data from our Amsterdam, Dublin, Ottawa, Portland and San Mateo offices.

^{2 2019 &}amp; 2021 include figures from our Amsterdam, Dublin, Ottawa, Portland and San Mateo offices (excep for natural gas - this only includes Dublin, Ottawa, Portland, San Mateo offices). 2019 figures include data from our Portland office only.

³ Figures include data from our Amsterdam office only.

⁴ The 2020 figure is much less than previous years due to a moratorium on travel due to the COVID-19 pandemic.

⁵ Work from home calculations are market-based; employee commute based on 10 offices.

⁶ For 2022 waste analysis, assumed that bins are full, and assumed weightage from volume

⁷ For 2022 Scope 1 and 2, Portland data was extrapolated from last year data until September 16 2022.

⁸ For 2022 Scope 1 and 2, Ottawa data was extrapolated from 2021 data, as none were available at the time of inventory analysis.

⁹ For 2022 business travel, actual travel data are used to calcuate spend. 2022 business travel emissions applied with averaged emission factors for passenger classes and short, medium and long-haul flights.

¹⁰ No renewable energy consumptions documented in 2022 inventory year.

Diversity performance Racial/ethnic composition of U.S. workforce and Board of Directors1 American Indian/Alaska Black/African American Hispanic/Latino Native Hawaiian/ White Asian Two or More Races Not declared **Native Other Pacific Islander** 2022 2020 2022 2021 2020 2022 2021 2020 2022 2021 2020 2022 2020 2022 2020 2022 2020 2021 2022 2021 2020 2021 2021 2021 U.S. Workforce (%) 24.2% 1.9% Total U.S. 0.8% 0.5% 0.2% 25.1% 27% 5.9% 6.3% 4.4% 8.7% 8.7% 7.7% 0.7% 0.8% 0.6% 4.5% 4.9% 4.7% 52.0% 52.0% 53.6% 2.7% 2.6% Workforce2 Regular 0.8% 0.5% 0.2% 25.1% 24.1% 27% 5.9% 6.3% 4.4% 8.7% 8.6% 7.7% 0.7% 0.8% 0.6% 4.5% 4.9% 4.7% 52.0% 52.0% 53.6% 2.7% 2.6% 1.9% Fixed-term 0% 0% 0.0% 0.1% 0% 0% 0% 0% 0.0% 0.1% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% U.S. Workforce: Female (%) Total U.S. Workforce 0.7% 0.7% 0.2% 26.6% 26.5% 28.7% 6.2% 6.1% 3.5% 7.4% 7.2% 7.7% 1.0% 1.1% 0.7% 4.4% 4.8% 4.9% 51.2% 51.5% 52.4% 2.5% 2.2% 1.9% 1.9% Regular 0.7% 0.7% 0.2% 26.6% 26.5% 28.7% 6.2% 6.1% 3.5% 7.4% 7.0% 7.7% 1.0% 1.1% 0.7% 4.4% 4.8% 4.9% 51.2% 51.5% 52.4% 2.5% 2.2% Fixed-term 0% U.S. Workforce: Male (%) 0.2% 0.4% 0.2% 23.7% 22.0% 25.6% 5.5% 5.3% 10.1% 10.0% 7.7% 0.5% 0.6% 0.4% 4.6% 5.0% 4.3% 53.0% 52.5% 54.8% 2.2% 3.0% 1.7% Total U.S. 6.4% Workforce2 0.2% 0.4% 0.2% 23.7% 21.8% 25.6% 5.5% 10.1% 10.0% 7.7% 0.5% 0.6% 4.6% 5.0% 4.3% 53.0% 52.5% 54.8% 3.0% 1.7% Regular 6.4% 5.3% 0.4% 2.2% 0% 0.0% 0% 0% 0% 0% 0% Fixed-term 0% 0% 0.2% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% **Board of Directors (%)** 0% 0% 0% 10% 0% 0% 20% 20% 20% 0% 0% 0% 0% 0% 0% 0% 0% 0% 70% 80% 80% 0% 0% 0% Board of Directors*



¹ For years ended December 31.

² Due to rounding, the 2020 figures do not total to exactly 100%.

Diversity performance												
Age composition	Age composition of workforcel											
	Over 50 years old 30-50 years old Under 30 years old Not declared								ed			
	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Employee category (%	5)											
Regular	6.9%	5.9%	7.1%	71.3%	65.6%	63.1%	21.8%	26.3%	29.8%	0.0%	0.2%	0%
Fixed-term	0%	0%	0%	0%	1%	0%	0.0%	1.0%	0%	0%	0%	0%
Board of Directors (%)												
Board of Directors*	60%	60%	60%	40%	40%	40%	0%	0%	0%	0%	0%	0%

¹ For years ended December 31.



Workforce performance												
Workforce breakdown by gender1												
	Total		Male			Female		Not declared				
	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Employment contract												
Permanent (Employees)	1,368	1,580	1,373	735	880	755	623	692	611	10	8	7
Temporary (Contingent workers)	0	0	0	0	0	0	0	0	0	0	0	0
Employment type												
Full-time	1,368	1,574	1,368	735	876	754	623	690	607	10	8	7
Part-time	0	6	5	0	4	1	0	2	4	0	0	0
Employee category												
Regular	1,368	1,549	1,330	735	862	737	623	679	587	10	8	6
Fixed-term	21	31	43	12	18	18	8	13	24	1	0	1
Employee age group												
Under 30 years old	298	431	440	146	215	218	150	215	221	2	1	1
30-50 years old	975	1,052	857	537	614	499	433	435	352	5	3	6
Over 50 years old	95	94	76	52	51	38	40	42	38	3	1	0
Not declared	0	3	0	0	0	0	0	0	0	0	3	0
Workforce by region												
United States2	827	959	892	417	499	466	406	460	424	4	0	2
Rest of world	541	621	481	318	381	289	217	232	187	6	8	5

¹ For years ended December 31.



² There are no fixed-term workers in the U.S. Workforce, so only regular employees are included.

Workforce performance								
Percentage of female employees1								
	2022	2021	2020	2019	2018			
Companywide	43.0%	43.8%	44.5%	44.3%	43.3%			
United States	49.1%	48.0%	47.5%	47.1%	44.5%			
Rest of world	40.1%	37.4%	38.9%	38.7%	39.6%			

¹ For years ended December 31.



Workforce performance							
Employee turnover and rate1,2							
		Employee Turnover		Employee Turnover Rate			
	2022	2021	2020	2022	2021	2020	
Total (absolute)	598	414	203	38.3%	27.3%	16%	
Voluntary (absolute)	362	383	156	22.7%	24.8%	12.4%	
Involuntary (absolute)	236	31	47	15.6%	2.5%	3.7%	
Turnover by region (%)							
United States	371	299	151	62.0%	72.2%	74.4%	
Rest of world	227	115	52	38.0%	27.8%	25.6%	
Turnover by gender (%)							
Female	241	179	85	40.3%	43.2%	41.9%	
Male	337	235	118	56.4%	56.8%	58.1%	
Not declared	20	0	0	3.3%	0%	0%	
Turnover by age group (%)							
Under 30 years old	195	134	72	32.6%	32.4%	35.5%	
30-50 years old	372	262	118	62.2%	63.3%	58.1%	
Over 50 years old	27	18	12	4.5%	4.3%	5.9%	
Not declared	4	0	1	0.7%	0%	0.5%	

¹ For years ended December 31.



² Data represents Regular employees only.

Workforce performance							
New employee hires1,3							
	2022	2021	2020				
Total (absolute)	470	626	338				
New employee hires by region (%)							
United States	57.4%	55.8%	60.1%				
Rest of world	42.6%	44.2%	39.9%				
New employee hires by gender (%)							
Female	52.8%	41.8%	44.4%				
Male	46.8%	57.7%	54.7%				
Not declared	0.4%	0.5%	0.9%				
New employee hires by age group (%)							
Under 30 years old	52.8%	33.4%	49.7%				
30-50 years old	45.5%	62.3%	45.6%				
Over 50 years old	1.7%	4.0%	4.7%				
Not declared	0.0%	0.3%	0%				

¹ For years ended December 31.



³ Data represents Regular and Fixed-term employees only.

Philanthropic giving							
	2022	2021	2020	2019			
Philanthropic giving1,2 (USD)							
Total giving	\$2,679,312	\$2,676,794	\$2,968,428	\$2,054,728			
Social Impact Fund (Momentive Together)	\$33,645	\$11,500	\$165,260	\$10,364			
SurveyMonkey Contribute	\$410,018	\$637,764	\$785,096	\$884,286			
Matching gifts and Dollars for Doers	\$186,861	\$159,970	\$433,417	\$76,383			
License and software donations and discounts (retail value of license or discount)	\$2,048,788	\$1,867,560	\$1,584,655	\$1,083,695			
Employee contributions							
Employee giving	\$166,422	\$190,081	\$370,982	\$76,383			
Employee volunteer hours	3,613	1,111	624	973			

¹ For years ended December 31.



² Rounded to the nearest dollar.