Sustainability Report FY2025

The future is agentic AI.

The foundation is Reltio.

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About This Report

Reltio, Inc.'s FY25 Sustainability Report (the "Report") outlines the company's environmental, social, and governance (ESG) priorities across its global operations. The Report is intended to provide transparency into our initiatives as we make progress towards integrating sustainability into our long-term business strategy. References to "Reltio", "we", "us", and "our" all refer to Reltio, Inc. This Report covers Reltio's wholly owned operations. As of the reporting period, Reltio does not have any subsidiaries or affiliate entities.

The Report has been informed by the Sustainability Accounting Standards Board (SASB) Software and IT Services standard, and the Global Reporting Initiative (GRI) 2: General Disclosures standard. The topics addressed reflect the ESG themes most relevant to our industry and business model.

Unless otherwise noted, the information presented in this Report covers Reltio's fiscal year 2025 (February 1, 2024—January 31, 2025). Reltio intends to publish an updated report biennially.

The information contained in this report has been prepared with input from relevant internal stakeholders and reviewed by senior management, including the Chief Executive Officer (CEO), to support accuracy and completeness. The information within this report has not been subject to external assurance or audit.

Cautionary Note Regarding Forward-Looking Statements

The Report may include "forward-looking statements" within the meaning of the United States (US) federal securities laws, including statements regarding the future management, goals, and outcomes of the activities described in this report. Words such as 'will', 'aim', 'expectations', 'progress', 'intention', 'goal', 'plan', 'outcomes', 'deliver', 'evolve', 'develop', 'long-term', 'objectives', and variations of such words and other similar expressions are intended to identify such forward-looking statements. Known and unknown risks, uncertainties, and other factors could cause actual results or events to differ materially from those expressed or implied by these forward-looking statements. All statements contained in this report are made only as of the date of publication. Reltio assumes no obligation to update forward-looking statements or other information. The information in this report is subject to change without notice.

The Reltio Way

Together, we're building a world-class growth company defined by speed, trust, and measurable customer impact. The Reltio Way reflects how we operate — collaboratively, responsibly, and with a commitment to innovation. By advancing context intelligence, we help enterprises run smarter, respond faster, and lead with confidence at scale.

About Reltio

Reltio powers the world's enterprises with context intelligence – real-time, unified, trusted data that enables people, systems, and AI agents to make smarter decisions and execute faster at enterprise scale.

Reltio is a privately held, global software-as-a-service (SaaS) provider specializing in data unification and management. Through the Reltio Data Cloud, our cloud-native Context Intelligence Platform, we enable enterprises to consolidate disparate data into a trusted single source of truth. By unifying core data, such as customers, products, suppliers, and assets, in real time, we help organizations enhance operational efficiency, manage regulatory compliance, reduce risk, and accelerate digital transformation.

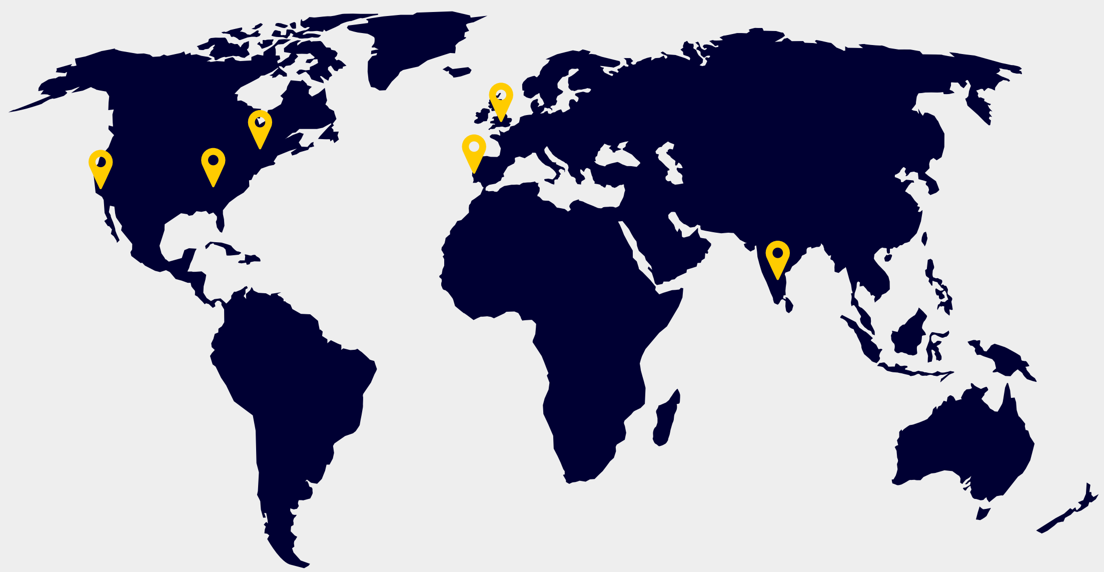
We serve data-intensive industries where precision, trust, and compliance are critical. Enterprise customers across 140 countries rely on Reltio's products and services, supporting life sciences, financial services, insurance, healthcare, travel and hospitality, retail, manufacturing, and technology.

Reltio powers the world with context intelligence—real-time, unified, trusted data that enables people, systems, and AI agents to make smarter decisions and execute faster at enterprise scale.

Global Presence

Headquartered in Redwood Shores, California, Reltio's operations span North America, Europe, and Asia. Our distributed global presence enables us to support enterprise customers worldwide.

Reltio's ecosystem also includes 26 partners, including global consultancies, software vendors, and solution providers that distribute Reltio's offerings within the Reltio Partner Program.



Contact us

Products & Services

Reltio's technology portfolio is built on a 100% cloud-native architecture, eliminating the need for on-premise infrastructure and enabling secure, scalable, and high-availability deployments.

Our key offerings include:

Reltio Data Cloud®

Our foundational platform that harmonizes, unifies, and enriches enterprise data in real-time using a microservices architecture designed for scalability and resilience.

Multidomain Master Data Management (MDM)

An AI-powered engine that resolves data quality challenges across domains, including customer, product, supplier, and location data.

Reltio Context Intelligence Platform™

A set of capabilities that connect trusted data with relationships and transaction histories to deliver meaningful context for analytics and AI agents.

Reltio AgentFlow™

An AI-driven module that automates data stewardship and supports agentic AI workflows.

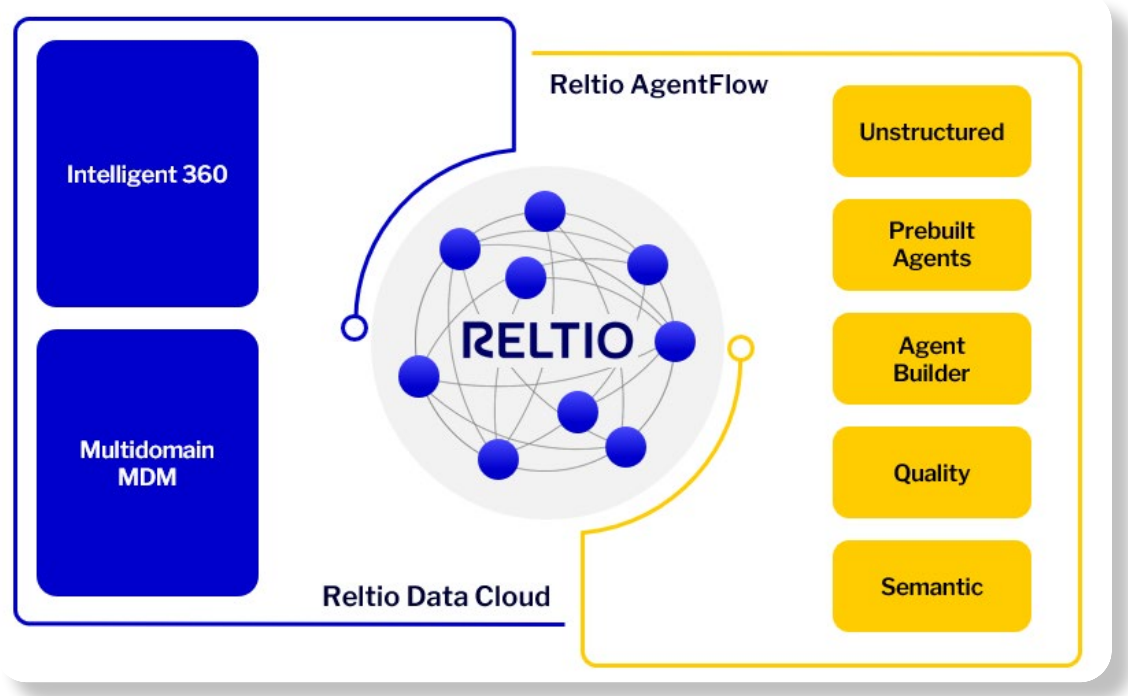
Reltio Intelligent 360™

Unifies disconnected records into a foundation of enterprise data, giving employees and agentic workflows high-quality context to act intelligently.

Industry Velocity Packs

Preconfigured data models and solution frameworks tailored to vertical industries to accelerate implementation.

Reltio Context Intelligence Platform



Our Approach to Sustainability

As expectations evolve across customers, employees, regulators, and partners, Reltio recognizes the importance of integrating sustainability considerations into our business strategy and operations. As a cloud-native SaaS provider, we focus on reducing the environmental impact of legacy infrastructure while enabling organizations to better manage and act on trusted data.

We view sustainability through two complementary lenses:

Our Operational Impact

We are committed to responsibly managing the environmental and social impacts of our operations, including energy use, resource efficiency, workforce engagement, and governance practices. As a cloud-based organization, our primary environmental impacts are associated with our offices, employee activities, and third-party cloud infrastructure. We work to minimize these impacts through efficient resource use, responsible workplace practices, and supply chain engagement.

Our Product Impact

Through the Reltio Data Cloud, we enable global enterprises to unify and standardize high-quality data, creating a trusted foundation for operational, analytical, and AI-driven decision-making. By improving data accuracy, transparency, and accessibility, we support customers in strengthening compliance, managing risk, and enhancing ESG-related reporting. Additionally, by reducing data silos and enabling real-time insights, Reltio helps customers improve operational efficiency and optimize resource use, supporting broader sustainability objectives.

Sustainability Framework

In 2025, Reltio engaged a third-party consultant to support us in developing a sustainability framework to identify sustainability targets and reinforce accountability for our key initiatives and goals. We intend to continue advancing this framework and operationalizing the initiatives to progress our sustainability goals.

The topics addressed in this report reflect the ESG issues most relevant to our industry and business, informed by leading reporting standards and peer practices. We will periodically evaluate these topics to confirm alignment with evolving stakeholder expectations and business priorities.

The material topics highlighted in this report include:

- Energy and emissions
- Resource management
- Employee development and engagement
- Inclusion and well-being
- Risk management
- Responsible business conduct
- Compliance, privacy, and security

Sustainability Governance & Oversight

Sustainability oversight at Reltio is led by our Senior Legal Counsel, with executive-level visibility through the Executive Leadership Team (ELT).

ESG-related initiatives, risks, and developments are communicated to the ELT and elevated to the Board of Directors (the Board) as appropriate.

As our organization evolves and our sustainability initiatives mature, we will re-evaluate our governance structure to confirm that it supports long-term sustainability integration and accountability.

Within the Reltio Code of Conduct, our ESG Policy outlines our approach to identifying and managing ESG risks and opportunities. The policy affirms our commitment to:

- Respect human rights and labor and employment laws
- Preserve the climate and environment
- Combat corruption and uphold good governance standards

These commitments guide our products and services, consulting, sales, and investment decisions, and extend to our partners, suppliers, and contractors.

Environmental Stewardship

Environmental stewardship at Reltio begins with accountability.

To support this principle, we are taking steps to measure our impact, understand our risks, and embed sustainability considerations into our decision-making.

As a SaaS organization, our direct environmental footprint is relatively limited; however, digital infrastructure relies on energy-intensive systems and global supply chains. As demand for data and AI capabilities grows, so does our responsibility to operate transparently and manage our direct and indirect environmental impacts conscientiously.

Energy & Emissions

Emissions Management

Consistent with cloud-native SaaS organizations, the majority of Reltio's emissions occur within our value chain (Scope 3), particularly from:

- Purchased goods and services
- Cloud infrastructure and data center usage
- Use of sold products

To help manage and reduce these emissions, Reltio leverages hyperscale cloud infrastructure providers to deliver our services. This model enables more efficient use of computing resources compared to traditional on-site systems, and benefits from providers' ongoing investments in energy efficiency, renewable energy procurement, and carbon reduction initiatives.

In addition, Reltio supports hybrid and remote work arrangements, which contribute to lower employee commuting emissions and reduce the need for office-based energy consumption.

Establishing Our Emissions Baseline

To advance environmental transparency, we developed our first greenhouse gas (GHG) emissions inventory for FY25 in collaboration with an independent third-party consultant.[1] The results indicate that energy consumption associated with cloud-based infrastructure within our value chain represents Reltio's most significant emissions impact.

Reltio's FY25 inventory included Scope 1, 2, and material Scope 3 emissions categories, and was developed using an operational control approach across our global operations.

Direct emissions from Reltio's operations are limited to fuel and energy use within our leased office spaces.

Completing this inventory establishes a baseline for future benchmarking, supports consistent annual GHG accounting, and improves visibility into key emission drivers across our value chain.

FY25 Emissions Summary (tCO_2e)

Scope 1 *Direct Emissions*	0
Scope 2 (location-based) *Indirect Emissions*	11 (<1%)
Scope 2 (market-based) *Indirect Emissions*	12 (<1%)
Scope 3 *Value Chain Emissions*	5,129
Total emissions	5,140

[1] Reltio's FY25 GHG inventory has not been externally verified.

Energy & Emissions

Our Commitment to Reducing Emissions

In June 2025, Reltio committed to the SME Climate Hub Net Zero 2050 initiative. Through this commitment, we pledge to:

- Reduce Scope 1 and 2 emissions by 50% by 2030[2]
- Achieve net-zero emissions across Scopes 1, 2, and 3 by 2050
- Measure and publicly disclose GHG emissions annually

This commitment aligns our climate strategy with the goals of the Paris Agreement and reflects our intention to integrate climate accountability into long-term business planning.

As a data-driven organization, we recognize that high-quality data is foundational to effective emissions management and reduction planning. Our initial efforts will focus on improving the quality of our emissions data to reduce reliance on estimates.

Following this, we will prioritize actions across the following areas:

Scope 2 Emissions

Electricity-related emissions from our leased office space comprise the largest proportion of emissions within our immediate control.

Action: Procure renewable energy certifications (RECs) to reduce electricity-related emissions

Scope 3 Emissions

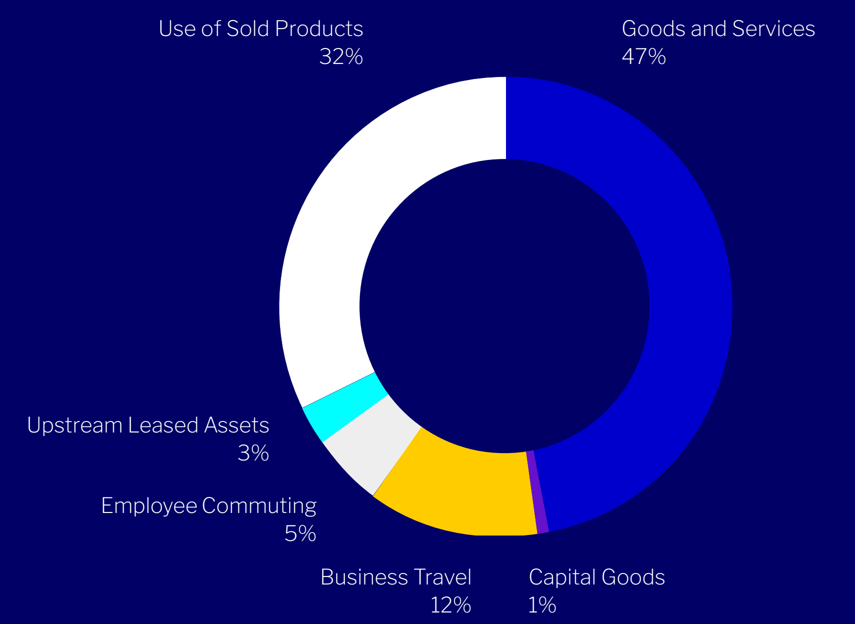
Collaboration within our supply chain will be essential for reducing emissions, as 97% of our estimated emissions exist within our value chain.

Actions:

- Work with cloud and software providers to obtain emissions data specific to Reltio's cloud usage
- Enhance our data collection processes
- Prioritize reduction within categories holding the highest proportion of emissions

Though we are early in our journey, these initial efforts establish a foundation for measurable progress over time.

Scope 3 Emissions Summary



[2] The reduction of Scope 1 and 2 emissions is a requirement within the SME Climate Hub, however, Reltio will only reduce Scope 2 emissions as we do not have Scope 1 emissions.

Resource Use

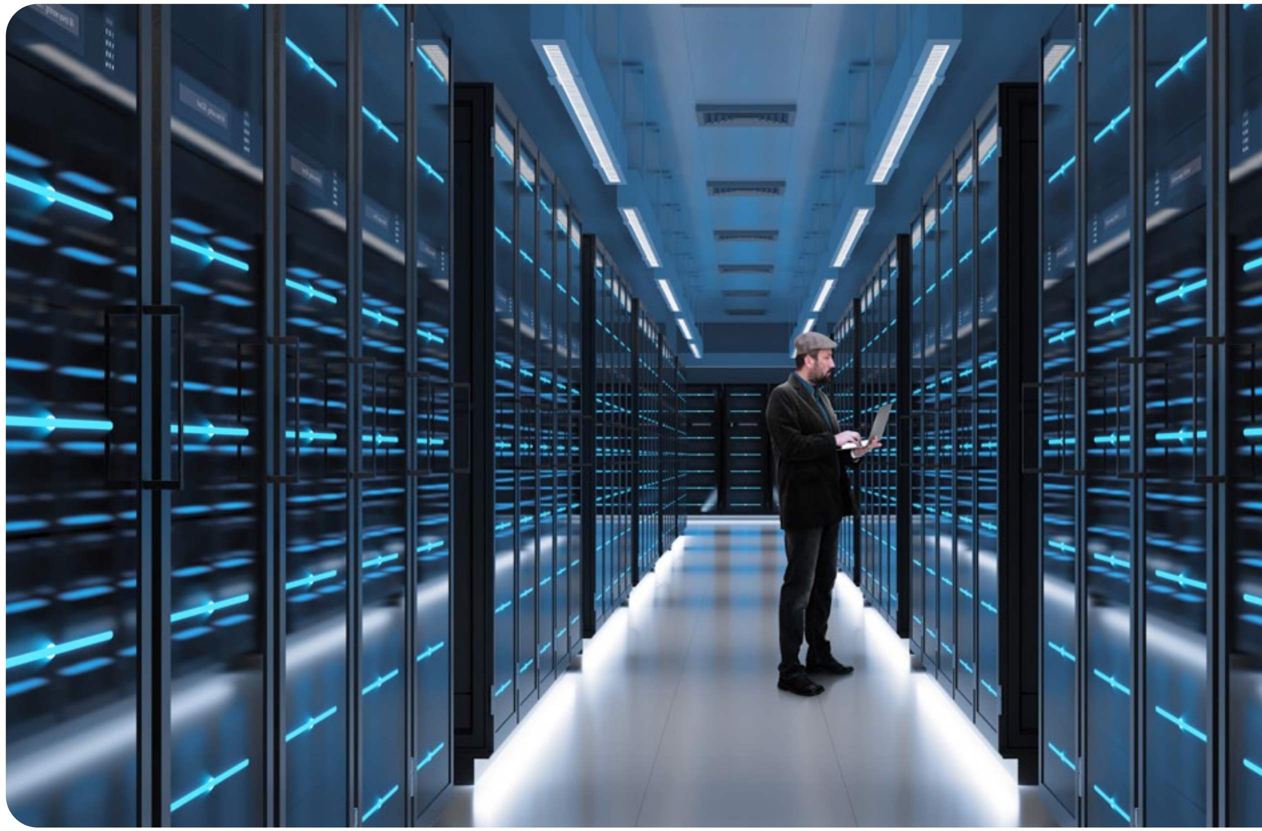
Reltio's Approach to Resource Management

As a cloud-hosted SaaS provider with a primarily hybrid and remote workforce, Reltio's direct resource consumption and physical footprint are limited. Our operations do not involve significant land use or direct impacts on biodiversity; however, we recognize that resource use and environmental impacts are embedded within our value chain, particularly through the infrastructure that supports our platform and services.

Reltio adheres to applicable regional waste and electronic disposal regulations, including the California Electronic Waste Recycling Act and India's E-Waste Management Rules.

Across our global offices, we have introduced actions to reduce electronic waste and promote efficient resource use, including these initiatives:

- India: Implementation of an IT hardware lease and repurpose model to extend equipment lifecycles and reduce waste.
- United States and United Kingdom: Maintain a program to dispose of end-of-life electronics through certified local e-waste facilities.



Social Responsibility

Reltio's success is powered by our people.

As a global SaaS organization serving data-intensive industries, we rely on a skilled, engaged, and purpose-driven workforce to deliver trusted outcomes for our customers. We are committed to fostering a workplace culture built on integrity, inclusion, professional growth, and accountability, reflecting "The Reltio Way," which emphasizes collaboration, trust, and measurable impact.

Reltio is an equal opportunity and affirmative action employer committed to providing a workplace free from discrimination and harassment. Across our global operations, Reltio complies with applicable labor and workplace regulations and maintains policies designed to promote fair treatment, safety, and ethical conduct.

Employee Engagement & Development

We view employee engagement, continuous learning, and talent development as essential to sustaining innovation and delivering measurable impact.

Reltio's employee engagement and development strategy includes the following initiatives:

Onboarding and Workforce Integration

New employees participate in a phased orientation process designed to accelerate integration and support the transition into their role, including colleague mentoring and shadowing to build early peer connections and cross-functional understanding.

Skill Development

Training is delivered through role-based enablement, providing tailored learning paths to support specific job functions. Ongoing learning is supported through assigned and voluntary training programs, including access to online learning platforms such as Coursera and O'Reilly.

Internship Program

Reltio offers a student internship program to provide practical exposure in a professional technology environment, bridging academic learning and real-world application. Internship opportunities are offered globally and vary based on functional team needs.

Governance and Ethics Training

All employees and contractors complete mandatory annual online training covering governance, ethics, and compliance topics. This training reinforces Reltio's expectations around responsible business conduct and risk awareness.

Employee Pulse Surveys

Annual surveys are conducted to gather employee feedback, with results informing decision-making and improvements to the employee experience. Survey participation rates are tracked as a key indicator of workforce engagement, with 86% participation in FY25.

Community Engagement

Reltio supports employee volunteering globally and offers employee donation matching programs in the US.

Inclusion & Well-being

At Reltio, we aim to cultivate a workplace culture where employees feel valued, respected, and empowered to contribute fully.

Our Employee Handbook and Code of Conduct outline our expectations regarding non-discrimination, anti-harassment, and respectful workplace behavior. These standards apply across all global operations and are reinforced through regular training and leadership engagement.

The following efforts highlight our practices in this area:

Health Benefits

Globally competitive health benefits are provided, including Employee Assistance and well-being programs, as well as flexible or fully remote workplace arrangements.

Fair Pay Practices

Reltio is committed to value-aligned and equitable compensation practices across our organization. Compensation structures are informed by industry benchmarking and reviewed annually in collaboration with the ELT, including the CEO.

Diversity, Equity, and Inclusion

Diversity, equity, and inclusion are promoted through Reltio's policies, workplace practices, and internal monitoring of key workforce metrics.

Health and Safety

Employees are encouraged to report any conditions that may pose a health or safety risk, supporting shared accountability and risk management.

Governance & Trust

Trust is foundational to Reltio's business.

Our customers rely on us to unify and protect critical enterprise data, making strong governance, security practices, and clear accountability essential to our organization.

Governance structures are embedded within our strategy, product design, and day-to-day operations, supporting organizational agility and resilience. Through continuous monitoring and rigorous adherence to external standards, we are committed to proactively managing risk and safeguarding the data that flows through our systems.

To enhance transparency, we provide access to key compliance and security information through the Reltio Trust Center, offering visibility into certifications, audit reports, and security practices. Visit the Reltio Trust Center for detailed information on our privacy, security, and compliance measures.

Privacy, Security & Compliance

Our Approach

Protecting customer data is a core priority within Reltio's governance and risk management framework. Reltio maintains Information Security, Privacy, and Legal functions responsible for defining and enforcing our policies and controlling access to sensitive production resources. We apply a risk-based approach to information security and privacy, supported by internationally recognized certifications and independent third-party validation. Reltio's Privacy and Security Program undergoes external third-party audits to renew certifications, identify and assess vulnerabilities, and validate the effectiveness of our controls. Audit findings are prioritized and remediated through a risk-based process.

Data Privacy and Security

Reltio complies with applicable privacy regulations across jurisdictions, including the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA). To maintain transparency, we display our Privacy Policy on our website, which is reviewed annually and is validated through the TRUSTe Data Privacy Framework Verified Program. Privacy-by-design principles are embedded into our platform architecture to support responsible data handling.

Reltio's security program incorporates industry-recognized practices and is validated through independent audits and certifications, such as HITRUST, ISO, and SOC. Secure development practices are supported through developer training informed by industry guidance such as the Open Worldwide Application Security Project (OWASP) Top Ten, along with defined quality assurance processes and separation of duties. In addition to Reltio's internal data security standards, we leverage security regimes from leading public cloud providers, including Amazon Web Services (AWS), Microsoft Azure, and Google Cloud Platform (GCP).

Reltio maintains an Incident Response Plan, owned by Information Security and aligned with International Organization for Standardization (ISO) 27001 and Health Information Trust Alliance Common Security Framework (HITRUST CSF) and overseen by Reltio's Chief Information Security Officer (CISO), to support the timely identification, response, and remediation of security events.

Reltio's key privacy and protection practices include:

- Data encryption in transit and at rest; optional customer-managed encryption keys. Encrypted backups of customer data are performed daily.
- Single-sign on, multifactor authentication, and role-based access control.
- Tenant isolation through logical separation of customer data environments.
- Comprehensive activity logging with Security Information and Event Management (SIEM) export capabilities and minimum one-year log retention.

Privacy, Security & Compliance

Compliance Measures

Reltio manages compliance through alignment with recognized frameworks, certifications, and regulatory requirements.

These measures reinforce our commitment to maintaining secure, reliable, and compliant data management practices.

- Certified for HITRUST CSF, which harmonizes requirements from over 60 standards, frameworks, and regulations, including NIST, Health Insurance Portability and Accountability Act (HIPAA) / Health Information Technology for Economic and Clinical Health Act (HITECH) and ISO 27001.
- Certified for Service Organizational Control (SOC) 1 Type II and SOC 2 Type II compliance for Reltio Data Cloud and AgentFlow.
- Reltio Data Cloud and AgentFlow are designed to support customer GDPR, CCPA and HIPAA compliance, with HIPAA-compliant hosting services, Business Associate Agreements with vendors, encryption of data at rest and in transit, and activity logging for platform access and activity.
- ISO/IEC 27001 Certification, achieved in FY26, is the internationally recognized standard for Information Security Management Systems (ISMS), and is supported by ISO 27005 for security risk management.
- Participation in the EU-US, the Swiss-US, and the UK Data Privacy Frameworks (DPF).
- Participation in Cloud Security Alliance - Security, Trust, Assurance, and Risk (CSA STAR) Level 1 through a public self-assessment listing.
- New vendors undergo Reltio's Third Party Security and Privacy Assessment, and security and privacy requirements are incorporated into vendor contracts to align with Reltio's internal and customer standards.
- Conduct annual independent third-party penetration testing to identify and assess vulnerabilities. Testing includes network and application vulnerability scans, as well as human penetration testing.

Responsible AI

As a provider of AI-enabled solutions, Reltio acknowledges the importance of robust governance controls for the development and responsible use of AI technologies. Reltio governs the internal use of AI through our Artificial Intelligence Policy and maintains centralized oversight by the AI Council and Reltio's CISO. AI tools must undergo a review and approval process before use to ensure alignment with Reltio's security, privacy, and ethical standards.

Reltio expressly prohibits personnel from using or introducing external AI tools and services on any Reltio system, interface, or Reltio-approved device without prior approval. Customer data may not be submitted to any AI tool unless formally approved by the AI Council and designated as an approved sub-processor under contractual obligations.

Oversight & Accountability

Reltio's Governance Approach

Reltio maintains a governance framework designed to support ethical conduct, regulatory compliance, and effective oversight of key risk areas, including cybersecurity and data privacy, in support of long-term value creation. Corporate objectives are established through a goal-setting framework that aligns team and individual performance with overall business strategy. Progress is reviewed quarterly by the ELT and reported to the Board, reinforcing accountability and alignment with the current business landscape.

Reltio's governance oversight is organized across three levels:

The Board:

Provides independent oversight of strategy, financial performance, and major risk areas, including cybersecurity, data privacy, and regulatory compliance.

CEO and ELT:

Responsible for developing annual and long-term strategic plans, setting organizational priorities, and overseeing performance against business objectives. Strategic plans are reviewed and approved by the Board.

Functional Leaders:

Responsible for executing corporate strategy, managing operational risks, and maintaining accountability for performance and risk management within their respective domains.

Ethical Business Conduct

Ethical conduct is reinforced through Reltio's Code of Conduct and supporting policies.

Core governance elements include:

- Employee acknowledgement of the Code of Conduct, including integrity, anti-corruption, ethical behavior, and fair labor practices, upon onboarding.
- Mandatory annual employee training covering workplace harassment prevention, information security awareness, and ethics.
- An anonymous whistleblower hotline to support reporting of concerns without fear of retaliation.
- Manager accountability to promptly address ethical concerns.

Risk Management

Reltio's Risk Management Approach

Reltio applies a distributed approach to risk management, where management is responsible for identifying and evaluating risks and implementing appropriate measures within their functional areas. Risk oversight includes regulatory, economic, operational, technological, and physical environment factors, as well as changes in business activities, such as new product offerings, growth, or organizational changes. Risk mitigation strategies are implemented through the design and application of controls, including policies, procedures, and technical safeguards. These controls are supported by ongoing monitoring, third-party assessments, and continuous improvement practices informed by audit findings.

Reltio's enterprise risk management approach is complemented by specialized risk programs, including information security risk management, which applies formal methodologies aligned with industry standards.

Data Security Risk Management

Reltio manages data security risks through an Information Security-led model aligned with ISO 27005 and supporting ISO 27001 requirements and HITRUST CSF. The program is coordinated by the Governance, Risk, and Compliance (GRC) team, with oversight from the CISO and participation from stakeholders and subject matter experts.

Risks are identified and evaluated based on assets, threats, vulnerabilities, likelihood, and potential impact, with results documented in a centralized Risk Register and supported by defined treatment actions, including mitigation, acceptance, or remediation.

Risk assessments are conducted at least annually and are supplemented by assessments triggered by material changes. Risk reviews are performed semi-annually to reassess exposure, validate control effectiveness, and update the register as needed.

Formal governance and approval processes guide risk-related decisions through periodic reviews and management and legal oversight. Progress is reported to senior management through ISO 27001-aligned review processes, supporting ongoing oversight and alignment with Reltio's risk appetite and strategic objectives.

Risk Management Process

Risk Evaluation *Identification & Monitoring*	Risk Mitigation
Ongoing assessment of potential operational, regulatory, and cybersecurity risks by management	Development of key controls and oversight mechanisms
Periodic investigations during routine third-party audits	Implementation or updates to policies, procedures, and technical safeguards
Continuous improvement informed by audit findings and third-party assessments	Quality assurance protocols, including peer reviews for code development and separation of duties to prevent errors

Risk Management

Business Continuity & Resilience

Reltio structures our Business Continuity and Disaster Recovery programs in alignment with ISO 22301. The Information Security, DevOps, and Engineering teams maintain these programs, testing the effectiveness of our plans annually. Reltio's Incident Response Plan is aligned with ISO 27001 and HITRUST CSF and overseen by Reltio's CISO.

These programs include measures designed to support continuity and availability across customer environments, including:

- Multi-zone deployment across AWS, GCP, and Azure environments
- Data replication and load balancing to support application resilience and availability
- Daily encrypted backups of customer data
- An optional Reltio Business Critical Edition offering enhanced resilience for customers with stringent availability, security, and reliability requirements

Supply Chain Management

Reltio maintains a Vendor Management Framework to assess and monitor third-party risk.

Suppliers undergo a Third Party Assessment process that includes:

- Pre-engagement risk screening
- Security and Privacy assessment questionnaire
- Review of supporting documentation
- Contractual controls aligned with customer and regulatory obligations
- Ongoing monitoring, with critical vendors reviewed annually

EcoVadis Assessment

Reltio participates in the annual EcoVadis assessment to benchmark sustainability performance across environmental, labor and human rights, ethics, and procurement dimensions.

Participation in this annual questionnaire demonstrates transparency to our customers and stakeholders while engaging in routine evaluation and continuous improvement of our sustainability efforts.

SASB Index

Software and IT Services Standard

This Report has been informed by the Sustainability Accounting Standards Board (SASB) Software and IT Services standard and the Global Reporting Initiative (GRI) 2: General Disclosures standard. These frameworks provide a structured approach for communicating sustainability-related information that is relevant to our business, stakeholders, and industry. The following index summarizes Reltio's alignment with applicable disclosure topics and identifies where related information can be found throughout this Report.

SASB Index: Software and IT Services

SASB Code	Metric	Units	FY25
Environmental Footprint of Hardware Infrastructure			
TC-SI-130a.1	Total energy consumed	Gigajoules (GJ)	844
	Grid electricity consumed	Percentage (%)	100
	Renewable energy consumed	Percentage (%)	0
TC-SI-130a.2	Total water withdrawn, consumed, and percentage of water withdrawn and consumed	Thousand cubic metres (m^3) and Percentage (%)	Data unavailable
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Description	Not applicable, as Reltio does not own or lease data centers.
Data Privacy & Freedom of Expression			
TC-SI-220a.1	Policies and practices relating to targeted advertising and user privacy	Description	Compliance, Privacy & Security (pg. 15-16)
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Number	Reltio does not use identifiable personal data for secondary purposes unrelated to those disclosed in Reltio's Privacy Policy or relevant agreements. Where customer data is used for analytics or benchmarking, such data is anonymized or aggregated and is not reasonably capable of identifying an individual user.
TC-SI-220a.3	Monetary losses as a result of legal proceedings associated with user privacy	USD	0
TC-SI-220a.4	Number of law enforcement requests for user information	Number	0
	Number of users whose information was requested	Number	0
	Percentage resulting in disclosure	Percentage (%)	0
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Description	Not applicable

SASB Index: Software & IT Services

SASB Code	Metric	Units	FY25
Data Security			
TC-SI-230a.1	Number of data breaches, percentage that are personal data breaches, number of users affected	Number	0
	Approach to identifying and addressing data security risks, including the use of third-party cybersecurity standards	Description	Compliance, Privacy & Security (pg. 15-16)
Recruiting & Managing a Global, Diverse & Skilled Workforce			
TC-SI-330a.1	Employees that require a work visa	Percentage (%)	Data unavailable
TC-SI-330a.2	Employee engagement as a percentage	Percentage (%)	86
TC-SI-330a.3	Gender and diversity group representation for executive, management, non-executive management, technical employees and all other employees	Percentage (%)	Though diversity metrics are not disclosed at this time, Reltio's policies and programs to promote employee representation are outlined within Inclusion and Well-being (pg. 13).
Intellectual Property Protection & Competitive Behaviour			
TC-SI-520a.1	Monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	USD	0
Managing Systemic Risks from Technology Disruptions			
TC-SI-550a.1	Number of performance issues	Number	19
	Number of service disruptions	n/a	11
	Total customer downtime	Days	1.18
Activity Metrics			
TC-SI-000.A	Licences or subscriptions that are cloud-based	Percentage (%)	100%
TC-SI-000.B	Data processing capacity outsourced	Percentage (%)	100%
TC-SI-000.C	Data storage outsourced	Percentage (%)	100%

SASB Index: Software & IT Services

Performance Data	Units	FY25	
Employee Metrics			
Reltio's total employee headcount, distributed by region	Number	USA	219
		Portugal and UK	70
		India	119
		Other	39
		Total	447
Headcount by employee type	Number	Employee	421
		Contractor	26
		Total	447
Greenhouse Gas Metrics			
Greenhouse gas emissions	tCO_2e	Scope 1	0
		Scope 2 (Location-based)	11
		Scope 2 (Market-based)	12
		Scope 3	5,129

RELTIO

You can do more with your data.