

SASB Index

Professional & Commercial Services

SASB Topic	Code	Accounting Metric	Information / Location in Report and Website
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Our Privacy Policy
	SV-PS-230a.2	Description of policies and practices relating to collection, usage and retention of customer information	Our Privacy Policy
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers’ confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	We had zero data breaches in 2024.
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Our People , p. 15
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Employee turnover rate (between January 1 - December 31, 2024): <ul style="list-style-type: none"> Voluntary terminations: 10% Involuntary terminations: 5%
	SV-PS-330a.3	Employee engagement as a percentage	85% of our team participated in at least one employee survey in 2024.

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Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	Our Board , p. 23 Code of Ethics
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	We do not publicly disclose this information.
Activity Metrics	SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Employees by contract type: <ul style="list-style-type: none">• Full-time: 2,151• Part-time: 50• Permanent: 2,167• Temporary: 34
	SV-PS-000.B	Employee hours worked, percentage billable	We do not track employee hours in this manner on a consolidated basis.