



Sustainability Policy

(as amended through April 1, 2024)

We believe that we have an obligation – to our employees, our communities, our investors, our customers and the environment – to operate our business sustainably. Our management is responsible for enabling employees to contribute to sustainability and to implement this policy.

Action Statement

Operating our business sustainably is embedded in our core values of ownership and caring and further evidenced in our [Code of Business Conduct and Ethics](#) and the following guiding principles:

- Creating healthy, collaborative and innovative work environments
- Reducing operational costs and increasing productivity through thoughtful resource conservation and waste reduction
- Driving profit responsibly
- Fostering a culture of involvement in sustainability through employee education, and
- Enabling our customers to become more sustainable through the use of our cloud products.

Specifically, PROS will:

- Continue to develop software products and features designed to enhance the sustainability initiatives of both our employees and customers.
- Partner with our suppliers to operate sustainably, reduce waste, and commit to delivering our software with a focus on leveraging renewable energy.
- Consider environmental management in the selection of third-party strategic data centers.
- Identify opportunities to operate our business using less energy and emissions.
- Continue to provide healthy workspaces for our employees through sustainable operations whenever possible.
- Continue to encourage our employees to use public transportation.
- Maintain solid waste diversion for our operations through a combination of waste reduction and responsible recycling, for all offices as feasible.

Regulatory Compliance

We are committed to complying with all applicable environmental laws and regulations.

Reporting

PROS employees, vendors and visitors have a legal duty to ensure that all country-appropriate environmental laws and regulations are met. For any potential environmental violations, report them to your manager or, for suppliers and visitors, to your PROS contact.

Key Initiatives

The following initiatives will be carried out to the extent feasible while still meeting our strategic objectives:

Facilities. We will include environmental impact among the criteria we consider in selecting new office facilities, and will assign appropriate weight to achievement of green building standards, as well as proximity to public transportation. We will communicate our sustainability objectives to our landlords, and will encourage them to adopt and improve environmental sustainability practices.

Procurement. We will include environmental impact among the criteria we consider in selecting cloud hosting providers, and other product and service providers, and will assign appropriate weight to environmental performance. We will outline our commitment to sustainability in our [Supplier Code of Conduct](#) and affirm our expectation that our suppliers comply with all applicable environmental regulations.

Waste Reduction. We will discourage use of single use plastic water bottles in our offices, and will encourage practices that reduce packaging and paper use. We will give preference to biodegradable products and products containing a higher percentage of post-consumer waste. We will reduce waste by donating used hardware to nonprofit and educational organizations in need when possible, upon approval by our Information Security team. We will strive to limit scrapping hardware, and when we do scrap hardware, we will do so in compliance with all applicable e-waste disposal laws and regulations.

Emissions Reduction. We will limit nonessential business travel through the use of technologies such as video conferencing. We will encourage use of public transportation and carpooling, and will encourage office parking facilities to offer EV charging stations.

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