

The following tables detail key performance indicators (KPIs) related to PagerDuty's Fiscal Year 2023 disclosures on its environmental, social, and governance (ESG) progress.

## Engagement, learning, and people development Response and References

	FY23
Actively engaged employees <sup>1</sup>	77%
Percentage of employees who provided feedback in the Pulse employee engagement survey <sup>2</sup>	90%
Percentage of employees who volunteered <sup>3</sup>	85%
Total employee volunteer hours <sup>3</sup>	9,000
Percentage of employees who donated to a cause <sup>3</sup>	86%
Percentage of employees who volunteered or donated to a cause <sup>3</sup>	95%
Percentage who would recommend PagerDuty as a great place to work <sup>3</sup>	89%
Percentage who shared they are proud to work for PagerDuty <sup>4</sup>	90%
Percentage of global PagerDuty employees that say the company's social impact work makes them proud to work at PagerDuty <sup>5</sup>	90%

<sup>1</sup> "Actively engaged employees" is defined by using our Overall Engagement Score, which is an average of the scores for five engagement questions in the Q3FY23 Pulse survey.

<sup>2</sup> Q3FY23 Pulse survey.

<sup>3</sup> Data around employee volunteering and giving were pulled from PagerDuty's internal database in Benevity.

<sup>4</sup> Q3FY23 Pulse survey.

<sup>5</sup> Q2FY23 Pulse survey average of the scores for three social impact questions.

## Product donations and philanthropic investments

	FY23
Number of nonprofit and B Corp customers on PagerDuty Impact Pricing offering	306
Funding deployed	\$1.25M
Product discounts and donations to impact organizations <sup>6</sup>	\$1.2M
Dollars in pro bono expertise donated <sup>7</sup>	\$10,725
Percentage of FY23 partner organizations led by women and/or non-majority leaders	90%

<sup>6</sup> Impact customers: Product donations and discounts were calculated by adding the ARR (annual recurring revenue) dollar value of product discounts provided to all organizations participating in Impact Pricing.

<sup>7</sup> Value of pro bono expertise: Based on Benevity hours logged by PagerDuty tech leads and teams, and \$195 standard rate confirmed by Taproot.

## Inclusion, diversity, and equity<sup>8</sup>

<b>Pay equity</b>	<b>FY22</b>	<b>FY23</b>
Global gender pay equity <sup>9</sup>	\$0.99	\$1.00
U.S. underrepresented minority pay equity <sup>9</sup>	\$0.98	\$0.99

<b>Board diversity</b>	<b>FY22</b>	<b>FY23</b>
Percentage identifying as women: Board of Directors	50%	44%
Percentage identifying as racially diverse: Board of Directors	75%	67%

<b>Global workforce diversity</b>	<b>FY22</b>	<b>FY23</b>
Percentage identifying as women: entire company	40.1%	40%
Percentage identifying as women: people managers	43.5%	42%
Percentage identifying as women: senior leaders (VP+)	40%	45%
Percentage identifying as LGBTQ+ <sup>10</sup>	7%	9%
Percentage identifying as transgender <sup>10</sup>	<1%	<1%
Percentage identifying as people with disabilities <sup>10</sup>	8%	6%
Percentage identifying as veterans (U.S. only) <sup>10</sup>	<1%	2%
Percentage identifying as caregivers to children <sup>10</sup>	23%	40%
Percentage identifying as caregivers to adults <sup>10</sup>	3%	3%

## U.S. workforce diversity

<b>U.S. gender</b>	<b>FY22</b>	<b>FY23</b>
Percentage identifying as women: entire company	n/a	44%
Percentage identifying as women: people managers	n/a	45%
Percentage identifying as women: senior leaders (VP+)	n/a	44%

<b>U.S. race/ethnicity: entire company</b>	<b>FY22</b>	<b>FY23</b>
Percentage identifying as Asian	19.3%	19%
Percentage identifying as Black	8.3%	8%
Percentage identifying as Hispanic	5.8%	7%
Percentage identifying as Pacific Islander	0.2%	n/a
Percentage identifying as American Indian	0.2%	1%
Percentage identifying as two or more races	6.4%	4%
Percentage identifying as White	59.9%	62%

<b>U.S. race/ethnicity: people managers</b>	<b>FY22</b>	<b>FY23</b>
Percentage identifying as Asian	17.2%	19%
Percentage identifying as Black	6.5%	8%
Percentage identifying as Hispanic	4.1%	4%
Percentage identifying as two or more races	5.3%	1%
Percentage identifying as White	66.9%	68%

<b>U.S. race/ethnicity: senior leadership (VP+)</b>	<b>FY22</b>	<b>FY23</b>
Percentage identifying as Asian	14.3%	23%
Percentage identifying as Black	5.7%	5%
Percentage identifying as Hispanic	2.9%	5%
Percentage identifying as two or more races	8.6%	5%
Percentage identifying as White	68.6%	62%

<sup>8</sup>Inclusion, diversity, and equity data is collected and published in our annual ID&E report and therefore boundaries differ slightly. Boundaries for data collection include: FY22 (October 2020 – September 2021) and FY23 (October 2021 – September 2022). In FY23, ID&E data was reported in whole percentages.

<sup>9</sup>Gender (women to men) and US race/ethnicity (underrepresented population to majority) pay equities are calculated using a well-known pay equity platform, measuring the weighted pay average for “on target earnings” (OTE): base salary + any applicable variable pay targets (bonus/commission).

<sup>10</sup>As voluntarily self-identified by employees.

## Environment

Greenhouse Gas Emissions (mtCO <sub>2</sub> e) <sup>11</sup>	FY20	FY21	FY22	FY23
Scope 1	87	93	39	39
Scope 2: Location-based	64	249	258	329
Scope 2: Market-based	23	243	194	211
Scopes 1+2 (Market-based)	110	336	234	250
Scope 3 <sup>12</sup>	795	480	4,402	8,693
Total (Market-based) <sup>12</sup>	905	816	4,636	8,944

Energy Consumption (Gigajoules, GJ)	FY20	FY21	FY22	FY23
Scope 1	751	785	754	752
Scope 2	2,592	3,176	3,623	5,414
Total	3,343	3,961	4,377	6,166
Percentage grid electricity	100%	100%	100%	100%
Percentage renewable energy	0%	0%	0%	0%

Water Consumption <sup>13</sup>	FY20	FY21	FY22	FY23
Water	4.90	1.53	1.20	0.90

<sup>11</sup> Scope 1 includes natural gas and refrigerant usage in leased spaces. Scope 2 includes electricity consumption in all PagerDuty real estate globally, including short and long term leases. Actual energy consumption is used when available; where unavailable, energy consumption is estimated using the U.S. Energy Information Administration (EIA) Commercial Buildings Energy Consumption Survey (CBECS). For FY20 and FY21, Scope 3 included the following value chain categories: waste generated in operations, business travel, and employee commuting (both physical commute and remote/telework). For FY22 and FY23, Scope 3 included the following value chain categories: purchased goods and services, capital goods, fuel and energy-related activities, waste generated in operations, business travel, and employee commuting (both physical commute and remote/telework). FY20 and FY21 amounts differ from the amounts previously reported due to methodology and data quality improvements.

<sup>12</sup> Scope 3 emissions and Total (Market-based) emissions for FY20 and FY21 are not comparable to those for FY22 and FY23 as additional Scope 3 categories were added to the analysis for FY22 and FY23.

<sup>13</sup> Total water (thousand cubic meters), estimated across our global real estate footprint. FY20 and FY21 amounts differ slightly from the amounts previously reported due to improved data accuracy.



## Governance

### Risk identification and oversight FY23

Executive body responsible for managing business ethics and corruption issues	Board-level committee
Provision of whistleblower protection	Whistleblower Policy

### Board Independence and diversity FY23

Percentage independent board members	78%
Percentage independent committee members	100%
Independent presiding director	Yes
Percentage identifying as women	44%
Percentage identifying as racially diverse	67%
Non-executive chairperson	No
Board diversity policy	Our Corporate Governance Guidelines include diversity as part of the Board nominating criteria.

### Board/Management oversight and accountability FY23

Board performance review (self-review or independent review)	Yes
Board and committee evaluation frequency	Annual
Board continuing education program	Yes
Board members are elected and re-elected on an annual basis	No
Board members are elected individually (as opposed to elected by slate)	Yes
Annual Say-on-Pay vote	Yes
Director Change in Circumstances with Resignation Policy	Yes
Regular meetings of independent directors without management present	Yes
Director service limited to no more than four additional public company boards	Yes

### Board/Management oversight and accountability FY23

Board oversight of risk	Yes
Board oversight of ESG	Yes
Code of Conduct for directors, officers, and employees	Yes
Dominant shareholder percentage <sup>14</sup>	11%
Shares outstanding <sup>15</sup>	91,178,671
Multiple equity classes with different voting rights	No
Poison pill	No
Net Operating Loss (NOL) pill	No
Percentage of Board subject to reelection	100%
Board gender diversity quota	No
Charter vote highest percentage	67%
Material fines or losses as a result of legal proceedings associated with anticompetitive behavior regulations	None

### Data privacy and security

	<b>FY23</b>
Number of material data breaches	0
Percentage of material data breaches involving Personal Identifiable Information (PII)	0
Material fines or losses as a result of legal proceedings associated with user privacy	None

<sup>14</sup> As of December 31, 2022, based on information set forth in a Schedule 13G/A filed with the SEC on February 10, 2023 by ARK Investment Management LLC.

<sup>15</sup> As of January 31, 2023.