



2023

# Impact Report

**PROCORE**





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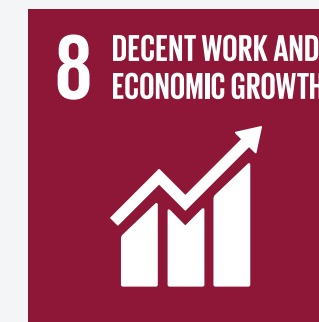


# About This Report

This report covers the progress of our sustainability strategy and management of the environmental, social, and governance (ESG) risks and opportunities most relevant to our business. Unless otherwise noted, all quantitative company data provided in this report covers our fiscal year 2022, reflecting data for the period from January 1, 2022, through December 31, 2022. We have also provided information about certain initiatives and progress that occurred during our fiscal year 2023, which we have noted as such.

To inform our disclosure and maximize its value to our stakeholders, we have aligned our report with the Sustainability Accounting Standards Board (SASB) Standards, now part of the International Financial Reporting Standards (IFRS) Foundation, for the Software and Information Technology Services industry. We also identified seven United Nations Sustainable Development Goals (SDGs) that we believe most relate to our business and that reflect the key priority areas in which we feel we can have the greatest impact.

## Our Key Priority SDG Areas



A summary of our key SASB disclosures and SDG alignment is included in the Appendix of this report. We also guide readers to additional sources of information on our corporate website, our filings with the U.S. Securities and Exchange Commission (SEC), and other website references for convenience. Please see our [Forward-Looking Statements](#) at the end of this report for more details.





## Message from Our CEO

Construction transforms our world in both seen and unseen ways. A skyline can completely shift in a decade. But that skyline is not just made of buildings. Within it, a significant portion of our world's workforce earns their living. Within it are hospitals, schools, homes, and workplaces where we live our lives, and where communities are built.

Procore's vision is to improve the lives of everyone in construction. If we truly succeed, that means improving the lives of everyone who *touches* construction. Because better, faster, safer, more efficient construction means reduced waste and less strain on the environment. It also means less rework that drives up costs and delays completion. It means businesses open sooner, families move into homes faster, hospitals are built better, and our aging infrastructure can be updated to provide people with the services they need.

This year, we've partnered with our customers, employees, the construction industry, and other stakeholders to progress the core pillars of our ESG strategy: building a better world, focusing on our people, and supporting responsible business practices.

We are doing so not just through technology and the associated efficiencies it provides to the construction industry. We are also working to help the construction industry combat the severe, chronic labor shortage by demonstrating it is a career to aspire to. Initiatives committed to supporting the career

development of women in construction, supporting students in launching their careers, and starting open conversations on the state of mental health for the global construction workforce demonstrate our commitment to supporting construction in facing its biggest challenges.

We take a human-centric approach to building our teams and products, and work to continuously create and maintain a culture based on three core values: openness, ownership, and optimism. We believe that we cannot truly build our workplace, workforce, and community rooted in these values without a focus on diversity, equity, and inclusion.

For the past 20 years, we've had the honor of partnering with the industry in its digital and cultural transformation. The rate of change is only accelerating, which opens up incredible opportunities to improve the way we build. Not just in the technology we use, but also in how we work together to positively impact communities across the globe.

Thank you for your partnership in getting us to where we are today. I look forward to what we will continue to accomplish together.



**Tooley Courtemanche, Jr.**  
Founder, President, Chief Executive Officer,  
and Chair of the Board of Directors



# Message from Our CLO

We are excited about the progress we've made on our ESG journey this year and to share more about our impact on the construction industry through our products, employee programs, and community contributions. I am proud to highlight Procore's contributions to construction worker health and safety on and off the jobsite, which range from our Quality and Safety product to our partnership with The B1M to raise awareness of mental health in the construction industry. I am also pleased to present more information about Procore's efforts to support diversity, equity, and inclusion through our leadership courses, employee resource groups, and pay equity practices.

The integration of ESG considerations into our strategy can drive innovation, operational efficiency, and stakeholder engagement, all of which are fundamental to long-term profitability and sustainability. By focusing on environmental impact, we can improve resource efficiency, address climate-related risks, and capitalize on new market opportunities, thereby enhancing our financial

performance and resilience. Our work in enhancing our employee experience, providing solutions for our customers, and supporting our broader community helps us build strong relationships with our employees, customers, and communities, which can bolster talent attraction and retention, customer loyalty, and Procore's overall reputation. Lastly, our commitment to strong governance practices can increase transparency, reduce legal and regulatory risks, and foster ethical business conduct.

Thank you for your continued interest in our ESG efforts.



**Ben Singer**

**Chief Legal Officer, Corporate Secretary, and  
Executive Sponsor of Procore's ESG Committee**



# About Us

## Building a Better World Together

Procore is the leading global provider of cloud-based construction management software. Over 1 million projects and more than \$1 trillion in construction volume have run on the Procore platform in over 150 countries.

At Procore, we build software for the people who build the world. With a focus on providing timely and accurate data for all, Procore transforms the construction industry one project at a time, from hospitals and skyscrapers to airports and stadiums. Beyond our connected, innovative technology and platform, Procore empowers the industry and its communities through [Procore.org](https://www.procore.org), our in-house social impact team.

### Our Vision:

To improve the lives of everyone in construction.

### Our Mission:

To connect everyone in construction on a global platform.

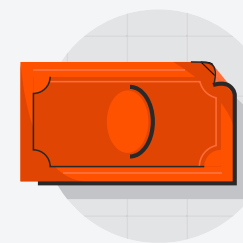
### Procore at a Glance



**Carpinteria, California**  
Headquarters



**2002**  
Founded



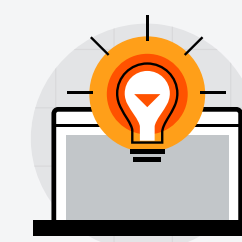
**\$720 million**  
Revenue



**150+**  
Countries where customers are running projects on the Procore platform



**2+ million**  
Users



**3,500+**  
Full-time employees (global)



**14,000+**  
Customers

Over 1 million projects and more than **\$1 trillion in construction volume** have run on the Procore platform in **over 150 countries.**



### Recognition and Accountability

We believe that recognition and accountability go hand in hand. When others recognize us for our progress, it tells us that we are pushing forward in the right areas and in the right ways. We are proud to share some notable acknowledgments received in 2022 and 2023. Learn more [here](#).

#### 2022 and 2023 Awards



**Built In's List of Best Places to Work in 2023\*** for the city of Austin



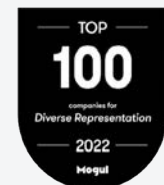
**Early Matters Greater Austin Best Places for Working Parents 2023\*** for leading the way in supporting working parents through family-friendly workplace policies and practices



**G2's Best Software Products for 2023\*** based upon a combination of G2's Satisfaction and Market Presence scores



**Glassdoor's Best Places to Work in 2023\*** based on employee reviews of over 600,000 companies worldwide



**Mogul's Top 100 Workplaces for Diverse Representation in 2022** for making "enormous strides in implementing practices, investing in resources and tools to hire diverse talent"



**Silver Stevie Award Winner 2023** in the 20th annual International Business Awards® for the Most Innovative Tech Company of the Year



**The Software Report's Top 100 Software Companies of 2023\*** ranked #4 (up from #23 in 2022)



**TrustRadius 2023 Tech Cares Award\*** highlighting Procore's volunteerism, including our support for over 800 nonprofit builders and institutions

\* Procore also won this award in 2022.





# Our ESG Approach

Our vision to improve the lives of everyone in construction is central to all that we do, day in and day out. We are steadfast in our commitment to building a better world, making a positive impact for our employees, and responsibly operating our business.

The principles of our ESG strategy are embedded in how we operate, innovate, and support our customers, employees, stockholders, and communities. We believe that executing upon our purpose-driven business strategy and making meaningful progress on our ESG initiatives are interdependent and critical to

our delivering sustainable growth, value creation, and positive impact. We are pleased to share our 2023 Impact Report to showcase the progress we have made to advance the core pillars of our ESG strategy over the past year.

Making meaningful progress on our ESG initiatives is interdependent and critical to our **delivering sustainable growth, value creation, and positive impact.**

## ESG STRATEGY PILLARS

### Building a Better World

We aim to promote a better, more sustainable world by transforming the construction industry through reducing its environmental impact, elevating worker health and safety, and fostering diversity, equity, and inclusion within the communities where we operate and live.

### Our People

We aim to create an open, diverse, and inclusive work culture, which is integral to our ability to attract and retain exceptionally talented and motivated employees.

### Responsible Business Practices

We believe that our core values and high ethical standards are foundational to building a healthy company that appropriately manages risks and opportunities.





## ESG Governance

Our Board of Directors and management team believe that environmental stewardship, social responsibility, and robust governance are important to our business strategy and long-term value creation for our stockholders, employees, customers, and communities as well as the construction industry. Our Board has ultimate responsibility for ESG matters that impact our business. Each Board committee works closely with our management team to oversee ESG matters across our business operations in the areas that align with their respective responsibilities.



Our Nominating and Corporate Governance Committee develops and exercises oversight of our ESG policies, practices, and disclosures, and periodically informs our Board of developments in ESG matters in accordance with its charter.

Our Audit Committee oversees risk management (including pertaining to financial, cybersecurity, and employee relations matters), with regular reports from our Enterprise Risk Management (ERM) Committee, and compliance with applicable laws (including United States (U.S.) federal securities laws).

Our Compensation Committee oversees our overall “total rewards” philosophy, policies, and programs, including employee, executive officer, and director compensation; equity incentive plans; and employee benefits.

We also have a management-led ESG Committee composed of cross-functional leaders representing core business areas and functions, including Environmental Health and Safety; Global Talent Organization (including Diversity, Equity, Inclusion, and Belonging (DEIB) and Procore.org); Marketing; Legal, Regulatory, & Compliance; and Investor Relations. These leaders meet as needed to develop and drive our strategic ESG initiatives across our business operations and provide quarterly updates to the Nominating and Corporate Governance Committee.

## ESG Oversight Framework

### Board Oversight

#### Board

Oversight of the primary ESG risks associated with Procore’s business

#### Audit Committee

Risk management and compliance

#### Compensation Committee

Total rewards (including compensation, equity incentive plans, and employee benefits)

#### Nominating and Corporate Governance Committee

ESG policies, practices, and disclosures

### Management Responsibilities

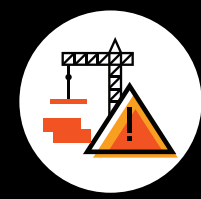
#### ESG Committee

Develop and drive strategic ESG initiatives



# Our Year of Impact

## Building a Better World



Armed the construction industry with technology to help reduce construction waste and improve the health and safety of workers by enabling better collaboration, greater project efficiencies, and improved accuracy and transparency.



Expanded our App Marketplace partnerships to give customers access to more solutions that encourage environmental sustainability practices throughout the construction process, including carbon accounting solutions.



Launched "Get Construction Talking," a global initiative to raise awareness of mental health in the construction industry.



Published a study revealing that Procore customers on average exhibit significantly lower risk profiles than the broader construction industry.



Provided support to universities, schools, training centers, trade associations, disadvantaged business enterprises, and nonprofits to advance the construction industry, support their sustainability goals, and deliver value to the broader community.

## Our People



Refreshed our DEIB strategic pillars and objectives to further strengthen an inclusive work culture that drives engagement and diversity, equity, and inclusion.

80%+

Continued to record 80%+ participation rate in annual Employee Voice Survey, with a year-over-year increase in our engagement score.



Expanded our talent development opportunities with new programs targeted for career and personal growth in leadership and DEIB.

## Responsible Business Practices

44%

Board is 44% female, and women hold committee leadership roles.



Annual security and privacy awareness training for employees.



Incident Response and Management Policy designed to safeguard our information systems.



Releasing inaugural Supplier Code of Conduct in 2024.



Spent over \$2 million across 26 diverse suppliers



# Building a Better World

We aim to promote a better, more sustainable world by transforming the construction industry through reducing its environmental impact; elevating worker health and safety; and fostering diversity, equity, and inclusion within the communities where we operate and live.

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

## In This Section

- + Health, Safety, and Construction Risk Management
- + Environmental Sustainability in Construction
- + Our Community Impact



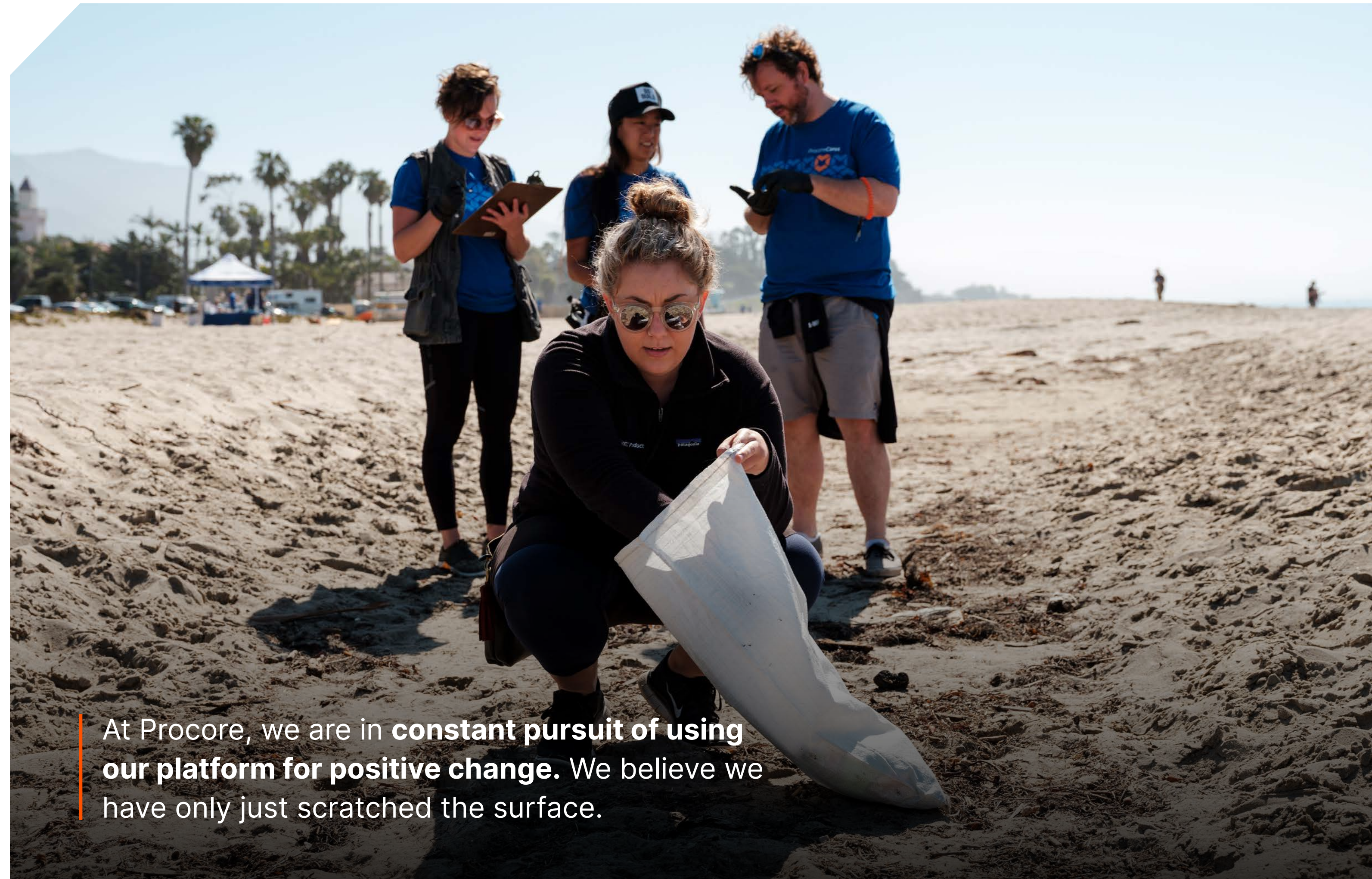


**The construction industry is responsible for incredible feats of engineering, and for building, maintaining, and powering the places where we live, learn, work, and play.**

We believe that we have an opportunity to leave behind a positive and lasting legacy for future generations, and that responsibility drives our sustainability efforts each day – simply put, we aim to build a better world together.

For us, this means partnering with the construction industry to provide software that can reduce construction waste, rework, and environmental impacts; improve the health and safety of workers in construction; and advance eco-friendly standards within construction practices and building projects.

Building a better world also means positively impacting the construction community and the local communities in which we live, work, and play. We are dedicated to empowering diverse voices in the field, having conversations about mental health, donating our products to universities and nonprofits, and providing resources to the public to spread knowledge.



At Procore, we are in **constant pursuit of using our platform for positive change.** We believe we have only just scratched the surface.



# Health, Safety, and Construction Risk Management

Construction is one of the most complex and high-risk industries in the world, with substantial impacts on the environment. Procore helps our customers improve worker health and safety and reduce risk on the jobsite. Leveraging our construction management software can help construction teams plan and execute work more efficiently to be better positioned to safely keep up with the pace and complexity of today's construction environment.

## Health and Safety Management

According to the U.S. Bureau of Labor Statistics, nearly one in five fatalities among U.S. workers occurs in the construction industry.<sup>1</sup> In 2021, construction had the sixth highest number of all recordable cases of nonfatal occupational injuries and illnesses in the workplace.<sup>2</sup>

Procore's [Quality and Safety](#) product enables teams, from the field to the office, to take a proactive approach to building higher-quality projects in a safer environment. Our Quality and Safety solution is purpose-built for the field, making it easier for teams to comply with construction safety regulations and quality specifications; create accountability; and have greater insight into the root causes of quality and safety issues, risky behaviors, and incidents.

## Safer Jobsites with Better Quality Control

↑ **79%**

of customer respondents that use our Quality and Safety product agree Procore has **improved their company's safety program.\***

↑ **83%**

of customer respondents agree that Procore has helped their company **improve its overall quality control** in order to deliver **higher-quality projects.\***

\*Source: [Procore 2022 ROI Report](#)



“For the third consecutive year, Procore was chosen by survey respondents as **number one for mobile safety apps**. With 38.2% of the responses selecting Procore as their safety app of choice, this is by far their biggest lead over prior years.”<sup>3</sup>

– JBKnowledge 2021 Annual Construction Technology Report

<sup>1</sup> U.S. Bureau of Labor Statistics, [Census of Fatal Occupational Injuries News Release](#), December 16, 2022.

<sup>2</sup> U.S. Department of Labor, Bureau of Labor Statistics, [Employer-Reported Workplace Injuries and Illnesses – 2021](#), November 9, 2022.

<sup>3</sup> JBKnowledge Consulting, [The Annual Construction Technology Report](#), 2021.





## SAFETY AND TRAINING PROCEDURES

Procore believes that building and sustaining a culture of safety begins with education designed to empower everyone on the jobsite.

We support field teams with continuing education to facilitate recording, monitoring, evaluating, and improving compliance and safety procedures and specifications. Additionally, the training Procore provides may help users identify, understand, and proactively resolve the causes of issues and risky behaviors before they result in an injury or an accident.

As part of our social impact commitment, the [Procore Safety Qualified](#) program is a free educational experience for construction professionals with comprehensive courses that offer practical recommendations ranging from physical safety to mental health wellness. Our Continuing Education team develops impactful learning content that goes beyond standard safety training in a socially conscious way. In addition to educational content coverage on conventional safety rules and regulations, Procore Safety Qualified offers courses on exploratory topics such as proper personal protective equipment for a diverse workforce, implementing well-being strategies through holistic approaches, mindset techniques in stress management, and how safety culture plays a crucial role in risk mitigation and accident prevention.

<sup>4</sup> A study by Procore Risk Advisors in partnership with Frost & Sullivan, [Risk Data Uncovered: How Technology is Transforming Risk Management in Construction](#), August 24, 2023.

## Transforming Construction Risk Management

At Procore, we believe technology can do more than just improve project efficiency – it can make construction sites safer.

In 2023, Procore [published](#) a report, “[Risk Data Uncovered: How Technology is Transforming Risk Management in Construction](#),” in partnership with Frost & Sullivan, which leverages both comprehensive Occupational Safety and Health Administration (OSHA) data and Procore user metrics, measured over a seven-year time period from 2016 to 2022. The report reveals insights that underscore the value of tech-enabled practices in reducing risk and protecting construction’s most critical asset – its people.

“Our analysis further highlights how Procore’s offerings can not only **streamline operations** for construction companies but also **fundamentally improve their risk profiles**, leading to significant potential savings on insurance costs and contributing to safer, more efficient workplaces.”<sup>4</sup>



The report found that on average, Procore customers significantly outperform the broader construction industry on key risk indicators, including total recordable incident rates (TRIR) and days away/restricted/transferred rates (DART). Specifically, Procore customers had an incident rate 26% lower than the construction industry average and a lost days rate 22% lower than the construction industry average.

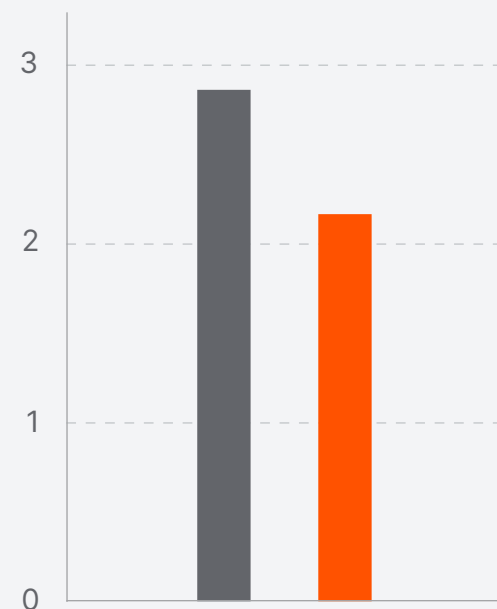
This performance differential was even more significant among customers with higher platform adoption. The report found that Procore customers with the highest adoption rates of our platform had an incident rate 40% lower than the construction industry average and a lost days rate 39% lower than the construction industry average.

The results of this study reveal that Procore customers, particularly those with higher adoption rates of Procore’s platform, on average exhibit significantly lower risk profiles compared with the broader construction industry. These findings underscore the transformative potential of technology and data analysis in revolutionizing risk management in the construction industry. Procore is at the forefront of this transformation, spearheading the shift toward a more technologically advanced, data-informed construction industry.

**Procore vs. Industry<sup>5</sup>**

■ INDUSTRY ■ PROCORE

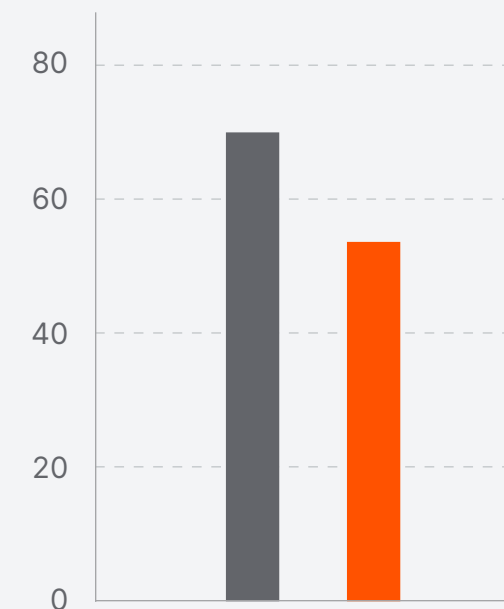
INCIDENT RATE AVERAGE (OVER 7 YEARS)



**TRIR\***

On average, **Procore customers had a 26% lower incident rate** than the construction industry average.

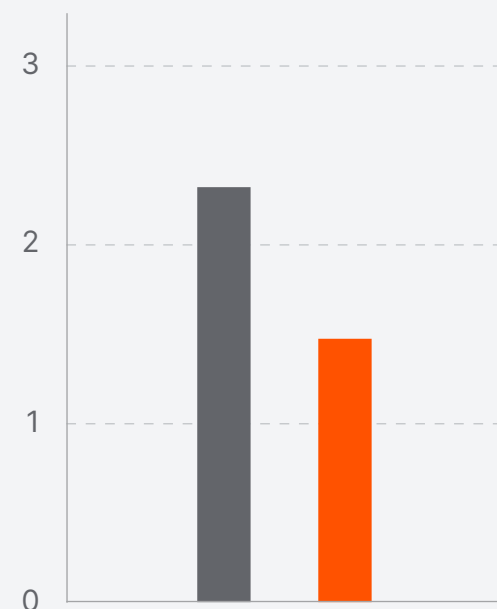
LOST DAYS RATE AVERAGE (OVER 7 YEARS)



**DART\*\* RATES**

On average, **Procore customers had a 22% lower lost days rate** than the construction industry average.

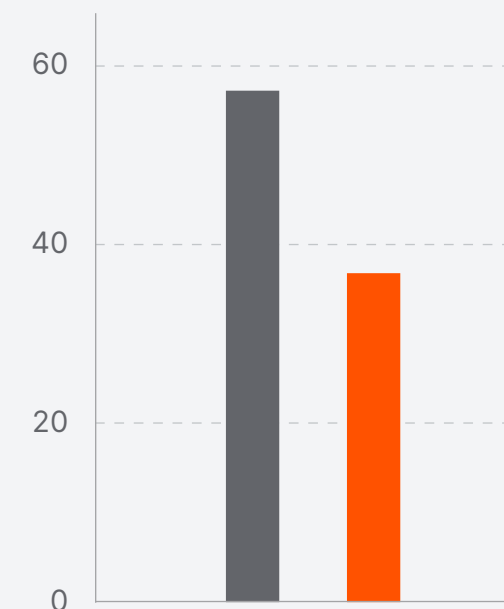
INCIDENT RATE AVERAGE (HIGHEST USAGE SCORE)



**TRIR\* BY USAGE SCORE**

On average, **Procore customers with the highest usage score had a 40% lower incident rate** than the construction industry average.

LOST DAYS RATE AVERAGE (HIGHEST USAGE SCORE)



**DART\*\* RATES BY USAGE SCORE**

On average, **Procore customers with the highest usage score had a 39% lower lost days rate** due to an incident than the construction industry average.

<sup>5</sup> A study by Procore Risk Advisors in partnership with Frost & Sullivan, [Risk Data Uncovered: How Technology is Transforming Risk Management in Construction](#), August 24, 2023.

\* TRIR (Total Recordable Incident Rate) is an OSHA calculation to gauge a company’s safety record compared to its peers. It looks at the number of recordable incidents per 100 full-time workers annually.  
 \*\* DART (Days Away, Restricted, or Transferred) rate is designed to track an OSHA recordable workplace injury or illness that results in time away from work annually.



# Environmental Sustainability in Construction

Through enhanced efficiencies, collaboration, accuracy, and transparency, the use of Procore's products can result in less construction waste and rework, improved health and safety outcomes, and fewer incidents on the job. Our solutions and App Marketplace integrations also support customers in tracking, measuring, and managing environmental- and social-related activities throughout the construction process.



## Minimizing Construction Waste

Finding a way to minimize the amount of rework in construction is essential. According to the 2018 Industry Report by FMI, the construction industry spent over \$500 billion globally on rework, over half of which was caused by poor project data and communication.<sup>6</sup> Rework can push projects over schedule and over budget, thereby impacting construction's overall performance. In a 2023 benchmark report by Procore and Censuswide, we reported that approximately 28% of a project's total time was spent on rework or rectifying issues.<sup>7</sup> The high levels of waste resulting from rework are currently a major impediment to improving sustainability globally.

Procore provides construction teams with technology that has the potential to offer a transformative solution to these challenges. Our products and platform can help reduce construction waste and mitigate the risk of rework by aligning various project stakeholders, ensuring the appropriate work is performed by the right people using the correct materials at the appropriate time. As such, Procore has an opportunity to play a vital role in lessening the construction industry's environmental impact by reducing inefficiencies.

Procore connects stakeholders, systems, and data on a single construction management platform to improve accuracy and transparency. Our platform reduces costly rework and construction waste by reducing miscommunication and errors.

<sup>6</sup> FMI, [2018 Industry Report: Construction Disconnected](#), 2018.

<sup>7</sup> Procore and Censuswide, [How We Build Now](#), 2023.

BUILDING RIGHT THE FIRST TIME WITH A

## 16% reduction in rework

### 75%

of customer respondents agree **Procore has helped reduce the amount of rework** taking place on their projects.

### ↓ 16%

Customer respondents who agreed stated an average of **16% reduction in rework**.



### Improved Efficiency

Customer respondents reported **saving an average of 15 days** on the overall schedule on a typical project.

Source: [Procore 2022 ROI Report](#)



## Reducing Environmental Impact

Tackling climate change is becoming increasingly important for the construction industry. With 40% of annual global CO<sub>2</sub> emissions<sup>8</sup> generated by the built environment,<sup>9</sup> the construction industry has a unique opportunity to make a significant impact through reduction efforts. With Procore, construction teams have a more holistic view of data and projects, which enables better decision-making for building more sustainable and resilient buildings.

In addition to our platform and products, Procore partners with third-party integrations and custom applications that provide our customers access to sustainability tools that help to integrate environmental sustainability practices throughout the construction process. The integrations are made available through our App Marketplace and can help our customers track the carbon footprint of construction projects, develop and certify LEED projects, capture sustainable performance data, track and benchmark ESG construction data, and manage energy consumption.

<sup>8</sup> Architecture 2030, [Why the Built Environment?](#).

<sup>9</sup> The “built environment” consists of building operations, the building construction industry, and other construction industries.

<sup>10</sup> Procore and Censuswide, [How We Build Now](#), 2023.



According to Procore’s 2023 How We Build Now survey of 1,000+ construction industry stakeholders in the U.S. across owners, general contractors, and specialty contractors, **41% of respondents are either tracking or plan to start tracking carbon emissions** on their projects within the next 12 months.<sup>10</sup>



**For example, we offer integrations with the following sustainability-focused applications:**



**Building Transparency's [Embodied Carbon in Construction Calculator \(EC3\)](#)** is a free tool and database that calculates the embodied carbon emissions associated with design and material procurement. By partnering with Building Transparency, Procore can help specialty contractors, general contractors, and owners measure and understand the carbon footprint of their projects and reach their sustainability goals.



**Gravity** makes it easy and cost-effective for businesses to measure their emissions, decarbonize their operations, and promote their sustainability efforts in a climate-conscious economy. Through [this integration](#), Procore users can access their carbon emissions and sustainability data at any time from the Procore platform, making it easier to promote sustainability initiatives and report on carbon emissions data.



**SustainIQ** is an ESG and sustainability [reporting software](#) used by companies across the construction sector to support their ESG and sustainability reporting commitments. Through this partnership, Procore empowers users to capture and access their ESG and sustainability performance data for each project while helping to increase speed and efficiency for project teams.



**Carbon Title** is an end-to-end [decarbonization software](#) platform designed for the real estate industry. The integration allows users to quickly calculate baseline embodied and operational carbon, plan and document mitigation actions to reduce carbon impact, and invest in carbon offsets to close the gap and deliver a carbon-neutral building. By partnering with Carbon Title, Procore can help users understand, manage, and share the ongoing carbon impact of the buildings in their portfolio so they can make informed decisions and ultimately, plan their net zero goals.



**Green Badger's [LEED Construction Automation](#)** is a cloud-based LEED certification software solution that allows customers to streamline workflows for LEED projects by incorporating a company's automation and compliance solutions directly into Procore's platform. The complexity of LEED documentation and certification is a barrier for many contractors. Through this partnership, Procore can empower the industry to explore the possibilities of sustainable construction with less risk and an intuitive interface.

**Green Badger's [Construction ESG Automation](#)** allows users to track and benchmark ESG metrics throughout the construction process, including jobsite energy, carbon, waste, water, minority- and women-owned business enterprises, philanthropy, and wellness. In today's world of increasingly complex and constantly changing ESG requirements, this partnership can help the industry streamline its ESG reporting processes and more accurately track progress toward its sustainability targets.



# Our Community Impact

We believe we have a responsibility to make a positive impact on the global construction community, universities, industry groups, and the local communities in which we live and work. At Procore, we are committed to providing resources to, holding space for, and expanding the diverse voices in the industry. We believe in the power of giving back to bring the construction industry forward.

## Groundbreak: Recognizing Positive Impacts in Construction

Each year, Procore celebrates the companies, projects, and people that are behind the construction industry's boldest achievements in driving a positive impact in the areas of environmental sustainability, innovation, safety, community, and workforce development. We announce the award winners at our annual construction industry conference, Groundbreak, where we bring together a community of global construction professionals to discover, learn, and innovate. Learn more [here](#).





## Diverse Voices in Construction

To expand the sense of belonging across the industry, we are building a connected ecosystem of construction industry leaders to inspire meaningful dialogue and drive sustainable change. Through Procore's long-standing Women in Construction (WIC) initiative, we advocate for improved gender equality. We aim to support diversity, equity, and inclusion and to expand the labor pool across the construction industry. We are proud of the more than 8,500 people who benefited from the WIC initiative in 2022.

In 2019, we created the WIC Community group for advocates to connect and interact in one virtual space. Group members network, share insights and questions, and stay updated on new resources from our WIC initiative. Learn more [here](#).

In 2022, we partnered with Lean In, a global community dedicated to helping foster leadership, advancement, and inclusion for women in the workplace, to launch their women peer support circles for members of the National Association of Women in Construction (NAWIC).



## Spotlight on National Association of Women in Construction (NAWIC) Initiative

In 2022, Procore announced the launch of a new initiative, Lean In Circles for NAWIC - Powered by Procore. The nine-month program was designed to help NAWIC members gain practical skills to navigate bias and advocate for themselves and other women in construction. In collaboration with Lean In, the program

featured a peer-to-peer mentorship structure to support all women – regardless of their job or function – to find career success in the construction industry. Over 100 members signed up to participate in 16 circles, kicking off the first iteration of the program, which concluded in May 2023.

A survey among the 100+ participants in the Procore pilot program indicated that the majority reported that they were more likely to support other women in construction (89.5%) and take on new challenges or opportunities (63.2%). Learn more [here](#).



Procore also brings together thought leaders and thousands of construction professionals to facilitate WIC conversations that lead to more engaged, productive teams as part of our Foundations for Progress webinar series.

### Facilitating Belonging Through Inclusive Conversations

Procore understands that as construction companies face a competitive hiring market, creating an inclusive culture that is rooted in belonging is a top driver for engagement and retention. Through our Foundations for Progress initiative, we gather construction stakeholders to discuss what concepts are at the heart of an inclusive culture. Topics include:

- + Achieving a stronger understanding of a team's needs to empower its best work.
- + Taking the actions needed for effective and inclusive conversations.
- + Increasing cultural awareness, interaction, and discussion to improve employee retention.

Learn more [here](#).

### Promoting Mental Health in Construction

At Procore, we recognize the importance of prioritizing mental health alongside physical health in construction, an industry that is prone to many risk factors, including a stoic culture, physically demanding work, and long hours. In the U.S., a male construction worker is five times more likely to die by suicide than from all other causes combined.<sup>11</sup> Among men in the U.S.,<sup>12</sup> United Kingdom (U.K.),<sup>13</sup> and Australia,<sup>14</sup> construction has one of the highest suicide rates of any sector.

In 2023, Procore [announced](#) a partnership with The B1M, a leading construction video channel, to raise awareness of mental health in the construction industry through a global campaign, "Get Construction Talking." This campaign aims to address the complex issue of mental health in the construction industry by promoting open discussions, providing resources, and supporting construction mental health nonprofits. The funds raised through [Get Construction Talking](#) will go toward construction mental health charities across the U.S., U.K., Australia, and New Zealand, including the Construction Industry Alliance for Suicide Prevention, Lighthouse Charity, MATES in Construction, Mates in Mind, and Construction Sport.



### HBCU Scholarship Fund with the Association of General Contractors of America

In 2021, we partnered with the Association of General Contractors of America to assist Black and other disadvantaged minority students studying construction at historically Black colleges and universities (HBCUs). Our \$250,000 donation was matched by industry participants in 2022 to raise a total of \$500,000 for the HBCU Scholarship Fund. Initial scholarship distribution began in the first quarter of 2023, with five scholarships awarded as of October 2023.

In 2023, in partnership with The B1M, Procore officially launched "Get Construction Talking," a global campaign to raise awareness of mental health in construction, with the **goal of raising \$1 million for charities working to improve mental health in construction.** Procore donated \$50,000 to this initiative in September 2023.

<sup>11</sup> Centers for Disease Control and Prevention, [Partnering to Prevent Suicide in the Construction Industry – Building Hope and a Road to Recovery](#), September 9, 2020.

<sup>12</sup> Centers for Disease Control and Prevention, [Suicide Rates by Industry and Occupation – National Violent Death Reporting System, 32 States, 2016](#), January 24, 2020.

<sup>13</sup> Public Health England, [New data reveals suicide prevalence in England by occupation](#), March 17, 2017.

<sup>14</sup> Mates in Construction, [Why Mates Exist: The Problem](#).



## Our Community Contributions and Partnerships

We proactively partner with many industry and community constituents to drive engagement with our platform and deliver value to a broad audience. Through Procore.org, our in-house social impact team, we offer an array of resources to support the advancement of construction, including certified continuing education courses, training programs, online content libraries, and in-kind donations of software and training to universities, K-12 school programs, training centers, trade associations, disadvantaged business enterprises, and nonprofit organizations. Learn more [here](#).



### Who we are

Procore was built by listening to the expert knowledge of the construction community, and we believe it's our responsibility to give back to the industry that has been instrumental to our success.



### What we do

We create continuing education courses for the trades and skilled labor, and we offer access to our products for nonprofit organizations and educational institutions.



### How we help

We believe that our efforts to provide education, training, and access to technology will positively impact our industry and serve the larger construction community.

## Our 2022 Community Contributions

**\$11,250**

scholarships provided (from \$250,000 scholarships donated since 2021)

**\$470,000**

in corporate giving to nonprofit organizations (including employee giving)

**\$2,484,000**

in product donations



**\$2,965,250**

in total contributions



### PARTNERSHIP WITH TRADES

As more projects require construction professionals to engage with the latest tools and technology, it is essential to encourage tech literacy. Procore offers training to equip the industry’s workforce for the jobsites of tomorrow. By providing access to Procore software, certifications, and classroom training, Procore.org helps bridge the gap between workers’ current skills and potential employers’ expectations. Learn more [here](#).

#### In 2022:



Procore launched over **70 new accounts** across more than 150 training centers to provide access to our software



Procore supported over **52,000 apprentices**



Procore partnered with trade associations across **three countries**

### UNIVERSITY AND SCHOOL PARTNERSHIPS

Procore provides access to Procore software, training, tools, and certifications at no cost to participating educational institutions to prepare students to enter an increasingly technology-driven construction workforce. As of the second quarter of 2023, 98.6% of American undergraduate construction management programs accredited by the American Council for Construction Education use Procore. Educating these future construction professionals is the best way to inspire our next-generation workforce. Learn more [here](#).

#### In 2022:



**247 universities** used Procore in their curriculum



Procore was taught in colleges and universities in **14 countries**



Over **30,000 university students** learned how to use Procore as part of their coursework

### EDUCATIONAL RESOURCES FOR THE PUBLIC

Procore provides the general public access to a robust offering of continuing education courses at no cost. Participants can access industry knowledge and professional skills development to help increase their income potential, as well as earn continuing education credit to maintain professional licenses. Learn more [here](#).

#### In 2022:



Procore offered over **100 free continuing education courses**



Procore received over **17,000 registrations**



Participants completed over **13,000 courses** (~75% course completion rate)



### Brick by Brick

[Brick by Brick](#) is an educational game we developed to combine Procore software, toy building material, and construction management fundamentals to teach students about the teamwork and technology that help drive a career

in construction today. We first made Brick by Brick available for educational purposes in 2017. In 2022, it was played by over 1,000 students from 22 states.



## PRODUCT DONATIONS AND EMPLOYEE VOLUNTEERING

We support our communities and the public by making product donations and promoting volunteer events.

In 2022, we partnered with over 180 new organizations to donate Procore products, bringing the total number of organizations to which we have donated products to over 800 as of December 31, 2022.

Procore provides nonprofit builders with technology that would otherwise be cost-prohibitive. We give nonprofit builders in the U.S. and Canada free access to Procore’s platform and support services as well as the training and certification necessary to optimize their projects. Learn more [here](#).

Giving back to our community through service is a part of Procore’s culture. Every employee receives 16 hours of Volunteer Time Off annually. In 2022, we hosted over 35 volunteer events in 16 locations.\* We also launched a corporate social responsibility platform that gives most of our full-time employees access to over two million volunteer opportunities in 200 countries, including virtual and skills-based options. Employees receive personalized opportunities based on skills, interests, employee resource groups (ERGs), location, and department.

\* Remote volunteer events were counted as one location.



In 2022, Procore launched accounts for **33 new Habitat for Humanity affiliates**



From the start of our partnership in February 2018 through August 2023, **Team Rubicon has built 707 homes in disaster zones** using Procore



From the start of our partnership in March 2019 through August 2023, **Purple Heart Homes has remotely managed 1,725 builds for veterans**

### Employee Volunteer Hours

**700+**  
in 2022

### Organizations Supported<sup>15</sup>

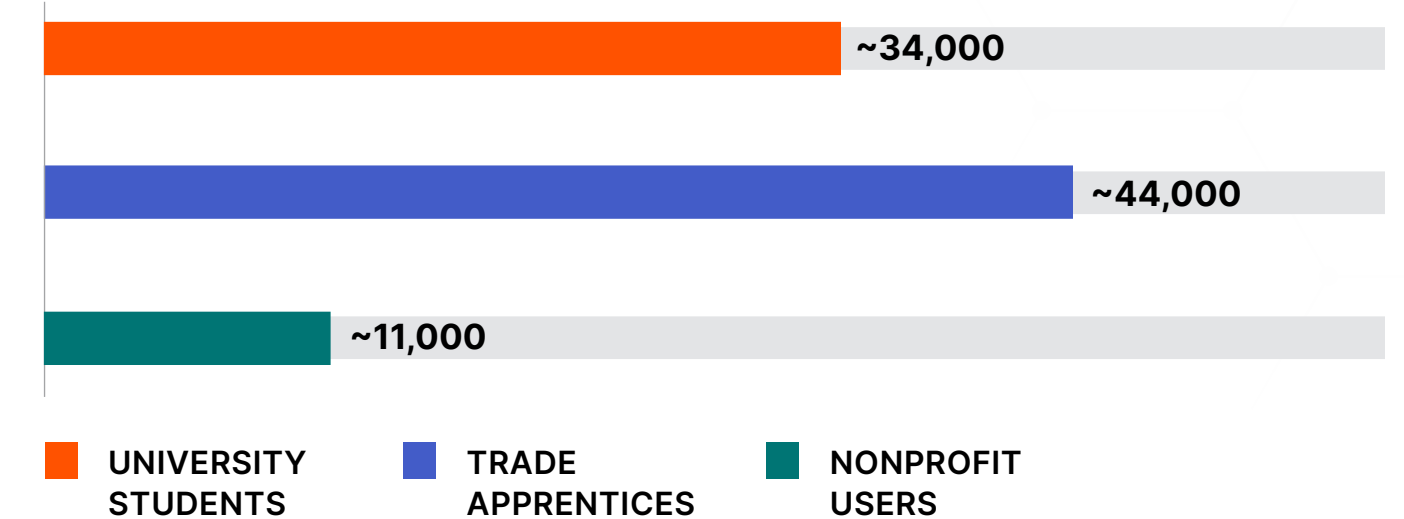
**180+**  
in 2022

<sup>15</sup> Includes causes employees donated to or volunteered with.

<sup>16</sup> Some students used shared log-ins. This figure reflects the number of Procore log-ins that were used.



### Donated Product Users in 2022



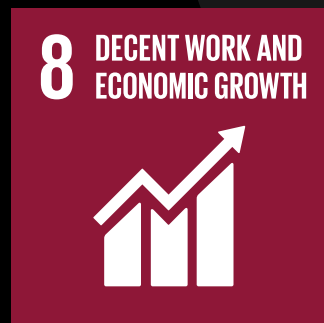
**450**

K-12 students accounted for 450 donated product users in 2022<sup>16</sup>



# Our People

We aim to create an **open, diverse, and inclusive work culture**, which is integral to our ability to attract and retain exceptionally talented and motivated employees.



## In This Section

- + Supporting Our People
- + Diversity, Equity, Inclusion, and Belonging
- + Employee Engagement and Professional Development
- + Environmental Health and Safety





**From day one, Procore's north star has been to put people first in everything we do.**

This informs how we treat our customers, employees, and partners as well as how we build our products. It drives us to build customer-first products and culture-first teams.

At Procore, we embrace a culture of ownership and excellence that gives our team the tools to grow and thrive while making a positive impact for our customers and communities. A global team with diverse backgrounds, we come together to be our best, shape our careers, and help build the Procore of tomorrow.





# Supporting Our People

## Our Values and Culture

Our people are our most vital asset in building and growing our business. We have worked hard to create and maintain a culture based on three core values:



### OPENNESS

We define openness as “a willingness to engage and express, as well as to consider, new information and ideas.” We ask our employees to be honest without ego, meaning that employees can share critical opinions without fear of retribution and admit when they don’t know something. We include different voices and points of view. We believe that diversity of thought makes us stronger and more innovative.

### OWNERSHIP

We define ownership as “a sense of having a personal stake in a project’s or team’s success and the feeling of empowerment and responsibility that goes with it.” We ask our employees to take initiative and move forward, and in so doing, to vigorously advocate for our vision, volunteer for work that challenges and inspires them, and solicit feedback from leaders and colleagues. We also believe in providing equity incentives to our employees to foster an ownership mentality and align their interests with those of our stockholders.

### OPTIMISM

We define optimism as “the ability to envision and pursue favorable outcomes, even in the face of challenges, and to believe in the capabilities and goodwill of oneself and others.” We ask our employees to build toward the possible, which means that they assume positive intent in others, let themselves have a bad day, and pursue the rewards of hard work. We believe in embracing a growth mindset for continuous learning.

## Employee Composition



**3,568**

Full-Time Employees (Global)



**3,080**

Full-Time Employees (U.S.)



**488**

Full-Time Employees (Outside of U.S.)

We believe that **diversity of thought** makes us **stronger and more innovative.**



## Benefits and Well-Being

Investing in our employees' physical, mental, and financial well-being is important to us. We provide our employees with comprehensive benefits centered on wellness, appreciation, connection, and community, including:



### Values-Driven Paid Time Off

Based on openness, ownership, and optimism; allows eligible employees to take time off when they need it.



### Paid Parental Leave Program

Provides up to 16 weeks of paid time off at 100% of base pay, plus 100% of any target incentive compensation, for birthing parents, and up to eight weeks of paid time off at 100% of base pay, plus 100% of any target incentive compensation, for nonbirthing parents. Procore supported 268 parental leaves in 2022.



### Gradual Return to Work Program

Supports new parents returning from parental leave during their transition back to work. Eligible employees returning from parental leave may work four days per week and receive 100% pay in their first four weeks back.



### Additional Time-Away Benefits

Includes salary continuance, paid family care leave, and bereavement leave.



### Retirement Plan

Builds wealth and supports future financial security with company contributions.



### Family-Building Benefits

Creates a level playing field for eligible employees by offering multiple options in building a family, including adoption, surrogacy, fertility, and pregnancy.



### Employee Stock Purchase Plan

Gives eligible employees the opportunity to purchase shares of Procore common stock at a discount.



### Inclusive Mental Health Resources

In addition to our Employee Assistance Programs, Procore partners with a global mental well-being organization to offer a library of self-guided resources, as well as six free coaching sessions and six free therapy sessions.



### Hybrid Work Environment

Empowers employees in eligible roles to do their best work by allowing them to choose to work remotely and/or in the office.

Active full-time and part-time employees are also eligible for our Procore Perks program, which provides a quarterly stipend that can be spent on an array of eligible perks in the areas of physical wellness, financial wellness, work/life well-being, and workplace experience. Procore also offers one-time capped reimbursements for a desk and chair for employees working from home. Learn more [here](#).



# Diversity, Equity, Inclusion, and Belonging

Procore believes that our Diversity, Equity, Inclusion, and Belonging (DEIB) strategy is important to building a globally inclusive workplace to fuel growth, innovation, and impactful collaboration with our entire workforce and the construction industry. An open and inclusive work culture is also integral to our ability to attract and retain exceptionally talented and motivated employees.

## DEIB Strategy and Oversight

We continue to evolve our DEIB initiatives to drive engagement with our employees, customers, and other industry stakeholders. Our DEIB program, including the development and execution of key investments and strategic priorities, is overseen by our head of DEIB, who engages with our executive leadership team regularly.

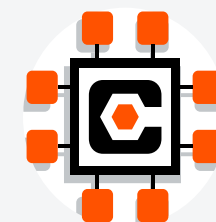
In 2023, we refreshed our DEIB strategic pillars and objectives to further strengthen our DEIB strategy and build a more inclusive work culture that drives engagement and diversity, equity, and inclusion and integrates our Procore.org strategy.

Grounded in our values of  
**Openness, Optimism, and Ownership.**

## DEIB Purpose Statement

Build a globally inclusive workplace to fuel growth and innovation with our entire workforce while advancing the construction industry through advocacy, education, and technology.

## Procore's DEIB Strategic Pillars and Objectives



### Workplace

Build an **inclusive culture** that promotes ideas from all employees

- + Intentional approach to equity and inclusion in talent practices
- + Leveraging ERGs across Procore
- + Deep dives on the experience of underrepresented minorities



### Workforce

Cultivate a **global workforce** at all levels that reflects our world

- + DEIB competency building
- + DEIB leader accountability
- + Diverse hiring toolkits



### Community

Engage and co-create an **inclusive path forward** for our industry

- + Customer DEIB engagement
- + DEIB industry partnerships
- + Supplier Diversity Program



## Workforce Diversity

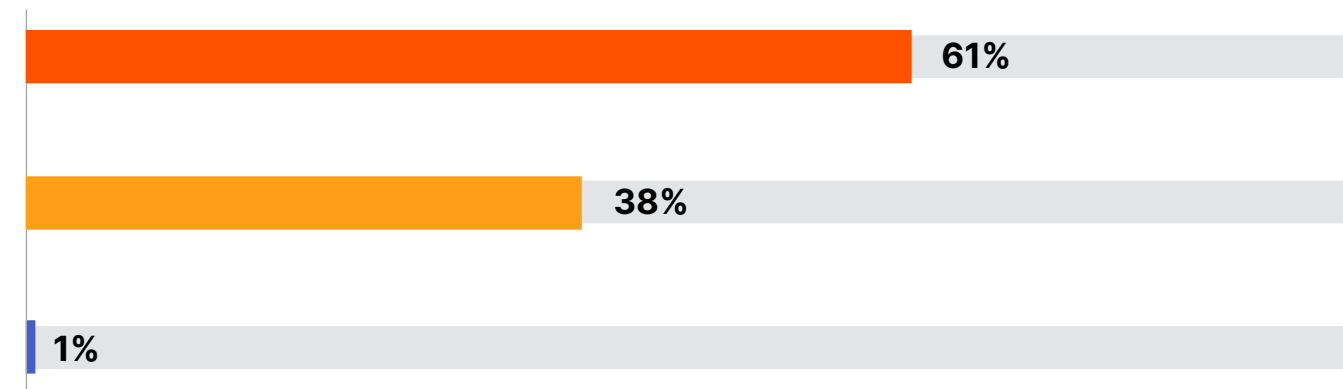
We believe that the diversity of perspectives, experiences, and backgrounds among our teams is a critical element of our long-term success in transforming and digitizing the construction industry.



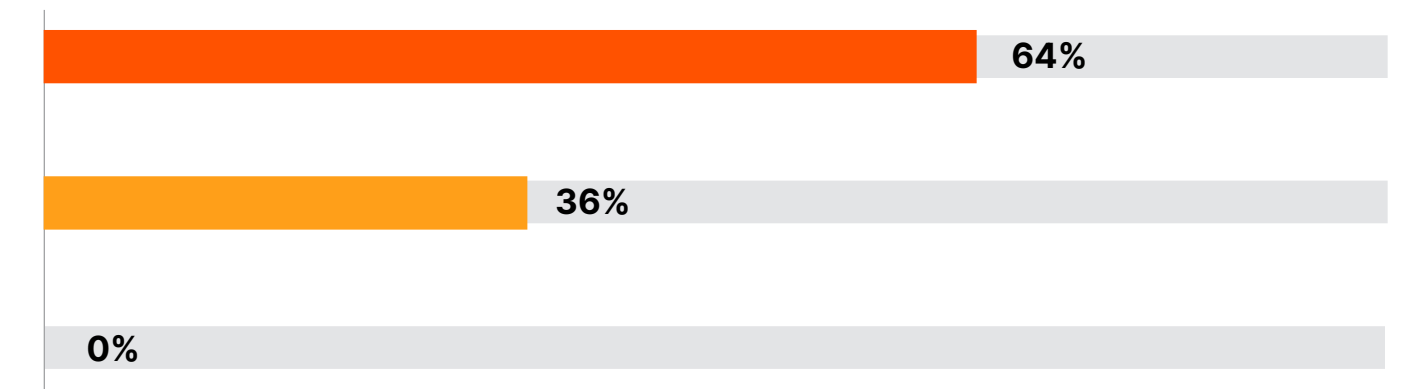
## Procore Workforce Composition Metrics<sup>17</sup>

MALE FEMALE NOT DECLARED

### Global Gender Identity (Total Workforce)



### Global Gender Identity (VP+)



## Regional Demographics

WHITE ASIAN HISPANIC OR LATINO BLACK OR AFRICAN AMERICAN TWO OR MORE RACES AMERICAN INDIAN OR ALASKA NATIVE NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER UNKNOWN/ I DO NOT WISH TO ANSWER

### U.S. Ethnicity (Total U.S. Workforce)



### U.S. Ethnicity (VP+)



<sup>17</sup> Based on Procore internal data as of December 31, 2022, as self-reported by employees.



## Talent Acquisition

We continue to seek out enhanced tools and refine methods in our talent acquisition practices to hire more inclusively. We aim to scale how we identify, attract, and nurture talent from underrepresented groups.

Procore's recruiting toolkit provides bias-free job descriptions, accessible hiring processes, tailored sourcing, fair internal hiring, no-bias screening, and structured interview processes. All of our Talent Acquisition employees complete a Diversifying the Pipeline training provided by a third-party partner to stay up to date on best practices.

### Partnering to Build a Better Workplace for Women

In our efforts to continue to diversify our pipeline of talent, we launched a partnership with InHerSight to engage with female talent within a safe and trusted environment. Through InHerSight's anonymous platform, we updated our company profile used for recruiting to reflect research-backed best practices and showcase aspects of our culture that are critical to helping us attract more female candidates. In addition to helping us diversify our talent pool, this partnership gives us access to proprietary data and research to support our internal DEIB initiatives, helping to drive better outcomes for our business and our most valuable asset: our people.

## DEIB Learning and Development

Procore regularly delivers DEIB training throughout the company and has trained thousands of employees on inclusivity, unconscious bias, and allyship. We build upon that work by developing on-demand guides embedded into our talent management tools to help managers mitigate bias in the flow of work.

### DEIB LEADERSHIP DEVELOPMENT PROGRAMS

Our DEIB Leadership Development programs provide career growth opportunities for underrepresented groups within Procore's leadership. We continue to expand our partnership with Signature Leaders, an external coaching and development organization offering programs for women who are directors, vice presidents, and/or senior managers. We expect to more than double our participants in the Signature summits from 2022 to over 20 Procore women leaders by the end of 2023. We also piloted a new partnership with the Stanford Black Leaders Program in 2023. All participants rated the program as a 5 out of 5 and recommended it for other Black leaders at Procore.

#### Stanford Executive Education Black Leaders Program

Driven by the commitment to make positive change in diversity, equity, and inclusion, the Stanford Graduate School of Business created this online offering for Black leaders and allies focused on strengthening personal and organizational leadership and building community.

#### Signature Leaders

These leadership programs are designed to provide women with perspective-gaining content and strategic networking opportunities to serve as the foundation for creating ongoing value as better leaders and building better business solutions.



We aim to scale how we **identify, attract, and nurture talent** from underrepresented groups.



## DEIB COMPETENCY TRAINING

We provide a variety of employee training designed to build inclusive competencies companywide and build DEIB into our talent systems. We continue to evolve and improve our training to ensure that it is current and relevant to Procore's business and DEIB strategic initiatives. In 2023, we evolved our Unconscious Bias program as part of our stewardship in maintaining our training curriculum. All employees participate in a diversity awareness session during onboarding. New employees are also invited to attend an optional training program focused on understanding biases. Although this is not mandatory, many new employees attend, and we have received positive feedback on the session.

Of the employees who participated in our October 2022 Employee Pulse Survey, **81%** believed that Procore values diversity, **84%** felt like they belong at Procore, and **87%** felt that they could be “my authentic self at work.”

### 01 DEIB 101

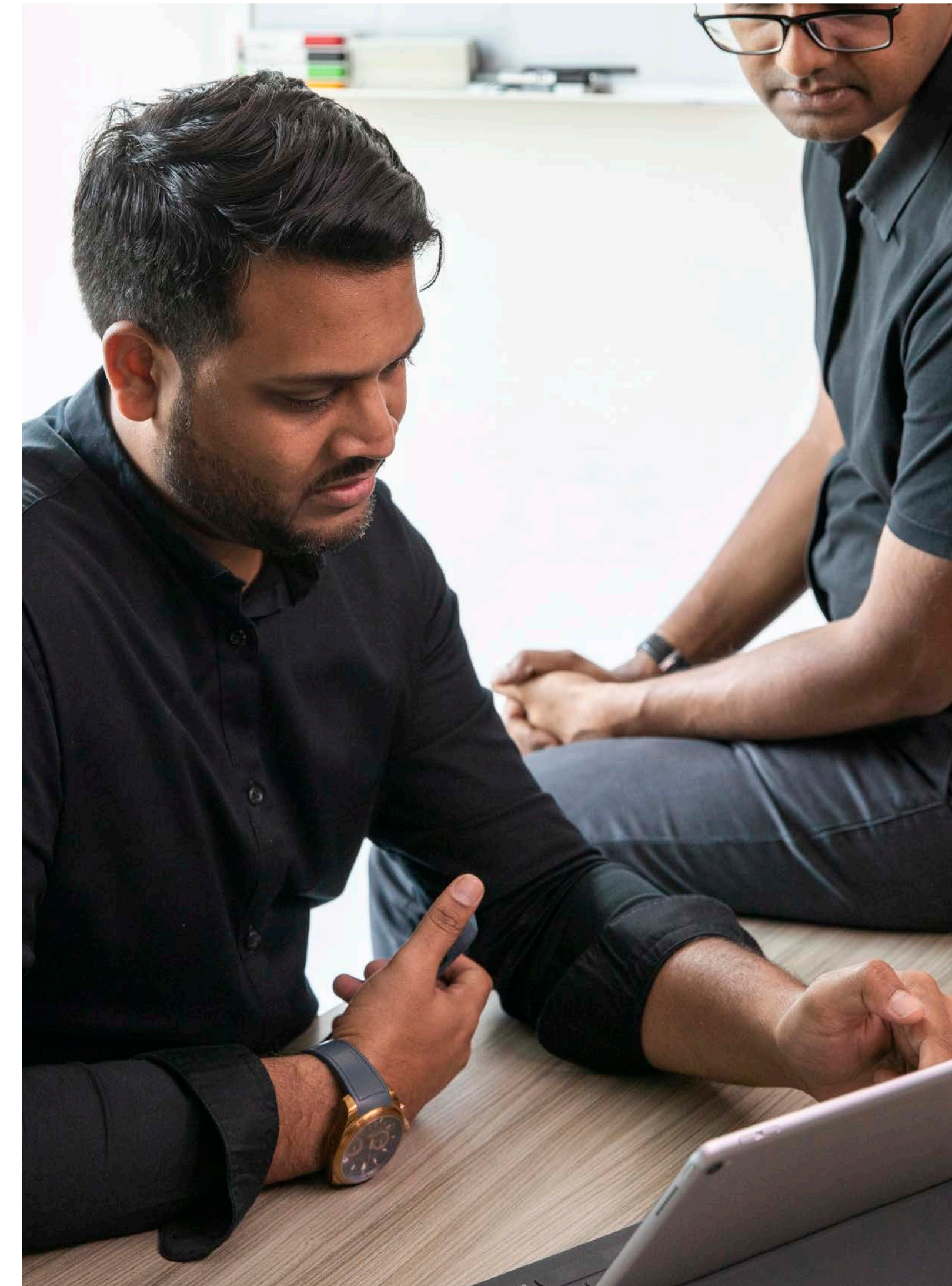
- + Introductory overview of DEIB at Procore
- + Topics include DEIB definitions, understanding the benefits of DEIB in the workplace, and finding a personal role in furthering Procore's DEIB mission and vision

### 02 Unconscious Bias

- + Next step in DEIB learning journey following DEIB 101
- + Topics include definitions, historical context, and impacts of unconscious bias; strategies to identify and mitigate unconscious bias; and strategies to respond to unconscious bias at work

### 03 Allyship

- + Next step in DEIB learning journey following Unconscious Bias program
- + Styled as a hybrid training/group coaching discussion
- + Topics include a framework to understand allyship and exploring each step of the continuum with personal reflection







## Pay Equity Framework

We are committed to delivering competitive and equitable compensation to our employees and have developed an ongoing discipline of reviewing and refreshing our pay practices.

At Procore, we define pay equity as compensation that is based on legitimate business considerations – not on gender, race, ethnicity, or any other protected characteristic. Our pay-for-performance philosophy links compensation to a multitude of bona fide job-related factors, including individual and company performance, contributions, and key talent needs for long-term growth.

Each year, we review our pay practices to assess market competitiveness and pay equity for all employees performing substantially similar work with comparable roles and experience in similar markets. We analyze benchmark data from other leading global companies to inform salary investments, and we use available demographic information to assess pay equity for our global workforce.

We are **committed to delivering competitive and equitable compensation** to our employees.

In 2022 and 2023, we completed pay equity analyses across our global workforce. We used this information to make appropriate adjustments (if any) and formulate equitable pay policies. For example, in addition to maintaining consistent processes for annual merit increases and promotions, our compensation and legal teams analyze all proposals to make sure we do not have biased outcomes. We also invest in live training for managers to strengthen their capability and confidence in making unbiased compensation decisions and engaging in transparent and productive pay conversations with their employees.

By pursuing our goals to deliver competitive and equitable compensation, we aspire to cultivate an environment where everyone feels included, empowered, and rewarded for their contributions to Procore's success.






## Employee Resource Groups

Our ERGs are employee-led, volunteer communities formed around shared identities, allyship, and interests. Our ERGs help employees advance their careers by developing their leadership skills, elevating their visibility within Procore, and increasing their access to senior executives. They allow members to assist in the groundwork of our global DEIB strategy and to contribute to informing policy; building inclusive benefits, community events, and internal and external connections; hosting speaker series and panel discussions; and more.

In 2022, we further invested in program budgets for our ERGs and added a dedicated position to help support our ERGs.

Our ERGs **help employees advance their careers** by developing their leadership skills, elevating their visibility within Procore, and increasing their access to senior executives.

## Procore Employee Resource Groups\*

 <b>ABLE</b> (A Better Life for Everyone)	 <b>API</b> (Asian and Pacific Islander)	 <b>Caregivers</b>
 <b>Jewcorians</b>	 <b>ProBLAC</b>	 <b>ProQueer+</b> (LGBTQ+)
 <b>Unidos</b> (Latinx)	 <b>Veterans</b>	 <b>WIN</b> (Women's Impact Network)

\*As of November 30, 2023

### Spotlight on Women's Impact Network (WIN) ERG

Through WIN's "Lean In Circles" meeting series, members meet monthly to have candid and authentic discussions on topics that can be challenging for women. The group believes that by leveraging the unique perspectives and experiences of women and nonbinary employees in tech and bringing those perspectives to the forefront, members are able to learn from one another and gain best practices to share.

### Spotlight on Veterans ERG

Our Veterans ERG is a proud community of employee veterans who come together and continue to serve, supporting each other through shared experiences, veteran recruitment, career development, and outward engagement.

Here are some highlights of this ERG's work in 2022:

- + Veterans Day Operation Gratitude**  
Made handwritten postcards that were sent with care packages to U.S. military personnel and first responders.
- + Toys for Tots**  
Collected over 100 toys from our U.S. locations.
- + Memorial Day Missing Man Table**  
The memorial was set up in Procore locations across the U.S. to remind us of the brave service members who answered their nation's call to serve and fight for freedom. It represents the emotions and feelings reserved for those who did not come home. It also symbolizes that while they are not with us physically, they live on through our memories and the freedoms we enjoy every day.



# Employee Engagement and Professional Development

## Employee Engagement

There are several ways we seek to ensure employees feel heard, seen, and supported at Procore. We encourage feedback and communication on an individualized basis through quarterly growth conversations between employees and their managers. We also conduct two companywide employee engagement surveys each year. In the spring of each year, we conduct our comprehensive annual Employee Voice Survey, and in the fall, we distribute a shorter Employee Voice Pulse Survey that focuses on companywide actions.



### 80%

From 2019 to 2022, we have consistently hit a participation rate of 80% or higher for our annual Employee Voice Survey and our fall Employee Voice Pulse Survey.

### 78%

In October 2022, we received an engagement score of 78%, a year-over-year increase compared to 73% in November 2021.

### HIGHEST 3 OVERALL SCORES FROM OCTOBER 2022

## Employee Voice Pulse Survey



“My manager gives me enough autonomy to make my own decisions.”



“My manager genuinely cares about my well-being.”



“My manager demonstrates a commitment to our values of Openness, Optimism, and Ownership.”





## Learning and Development

At Procore, onboarding, leadership effectiveness, talent effectiveness, construction education, and career development resources form the foundation of our Learning and Development approach. We provide tools and resources for employees and managers to be successful, including skills training, a learning management system, and support for employees who pursue a technical certification relevant to their role. To promote career mobility, employees may participate in quarterly growth conversations with their managers to understand training needs and the necessary steps to continue to develop and grow. In addition to the quarterly growth conversations, Procore also provides career maps to help employees better understand the competencies expected of them in their existing roles as well as potential career development opportunities.

We provide tools and resources for employees and managers to be successful, including **skills training, a learning management system, and support for employees who pursue a technical certification** relevant to their role.

We engage with new hires before they are onboarded and conduct a weeklong orientation program for every employee, including an introduction to our values and culture, a construction industry bootcamp, and an overview of how we approach DEIB. We offer many different training programs, including Employee Journey Maps, a program that lays out our steps for connecting talent to an opportunity, all the way from recruitment to onboarding to role growth.

We also maintain an online platform to support learning, inclusion, and collaboration that is accessible to all employees and offer access to a range of LinkedIn Learning courses.



## BUILDING LEADERS AND SUCCESSFUL TEAMS

Our leadership and career development workshops aim to expand our employees' skills and capabilities to continue to create long-term value for our customers and sustainable business success. During 2022 and 2023, we launched various courses for our employees that help to develop skills that foster an inclusive environment and build successful collaboration as colleagues and leaders within our team.

### 2022 Learning and Development

Engaging with our employees for in-person learning

#### Leadership Development Program:

141 senior directors completed "Leading at Procore" live training

#### Number of Course Offerings:

140, with ~29% being live courses

#### Number of Learner Hours:

217,762

#### Best of Me

Provides an opportunity for teams to learn more about each other in a setting that prioritizes trust, conversation, vulnerability, and a deep sense of connection. This workshop aims to help team members grow in their understanding of each other and learn how to work together successfully as a team.

#### DISC

Stands for the four main personality profiles in the DISC Model: Dominance, Influence, Steadiness, and Conscientiousness. This workshop aims to help participants deepen their understanding of self and others and optimize workplace interactions.

#### Leading at Procore

Aimed at helping our leaders, from managers through senior directors, to build leadership skills and develop, strengthen, and reinforce other important skills that are crucial to Procore's success.

#### Nuts & Bolts

Outlines the basic skills, mindset, and tools to lead others effectively at Procore.

#### Grow Your Career Workshop

Strategic career development is a lifelong process that can help employees achieve their goals and aspirations. In this workshop, participants learn what it means and how to take ownership of their career through building connections, capabilities, and impact. This workshop helps set the foundation for each participant's career development and is the first step on their career development journey at Procore. Participants leave this workshop with tangible tools and an individual development plan that will guide them through career conversations.

#### Construction Education

- + **Industry Learning:** Learning experiences that focus on construction industry context around specific industry processes and paradigms.
- + **Industry + Product Learning:** Learning experiences that provide construction industry context and basic technical skills within the Procore platform.
- + **Job Site Visits:** Visits to client sites with moderated discussion with project managers, superintendents, and construction executives.



# Environmental Health and Safety

We strive to ensure that all employees, contractors, and on-site vendors comply with safe and healthy work practices. Procore's Environmental Health and Safety (EHS) program tracks and reviews many factors that affect the health and safety of our employees. The EHS program maintains security reports, offers ergonomics assessments to employees, and provides EHS inspections.

Our EHS Incident Reporting Policy, developed in line with OSHA requirements, defines the requirements for immediate investigation, reporting, corrective action, and training for EHS incidents. As part of our commitment to continuous improvement, action plans are developed and implemented monthly with oversight from our head of EHS.

We strive to ensure that all employees, contractors, and on-site vendors **comply with safe and healthy work practices.**

We maintain a Physical and Environmental Security Policy designed to protect critical information from unauthorized access, damage, and interference. We perform annual comprehensive testing of the physical security controls of each office location and conduct monthly fire safety inspections. Our EHS global specialist and trained office operation leads complete monthly office safety inspections using the Procore Platform. The inspection checklist includes the following topics:

- + Life safety equipment
- + Emergency planning
- + General office safety hazards
- + Ergonomic best practices
- + Electrical safety

New hires receive introductory training on office safety, how to request an ergonomic evaluation, emergency evacuation procedures, and how to report a workplace injury. Every employee receives training on general safety procedures and job-specific hazards in accordance with our Injury and Illness Prevention Program. Emergency response and evacuation information is provided to all employees on an annual basis. At our Carpinteria headquarters and our Austin office, our Emergency Response Team completed an additional 15 hours of first aid and CPR certification training.

## Safety Week

In 2023, Procore hosted a Safety Week at our offices across the country to educate and energize employees around the importance of safety within the workplace. Events included a health and safety fair, first aid and health training, a desk safety challenge, promotions for our Modern Health app, and blood drives to benefit local health care facilities. Some events were hosted virtually to increase accessibility and participation.



# Responsible Business Practices

We believe that **our core values and high ethical standards are foundational in building a healthy company** that appropriately manages risks and opportunities. We have adopted policies and procedures designed to ensure our customer data and other sensitive data is secure.



## In This Section

- + Corporate Governance and Board Oversight
- + Business Ethics and Compliance
- + Risk Management
- + Cybersecurity, Data Protection, and Privacy
- + Vendor Management
- + Our Environmental Footprint





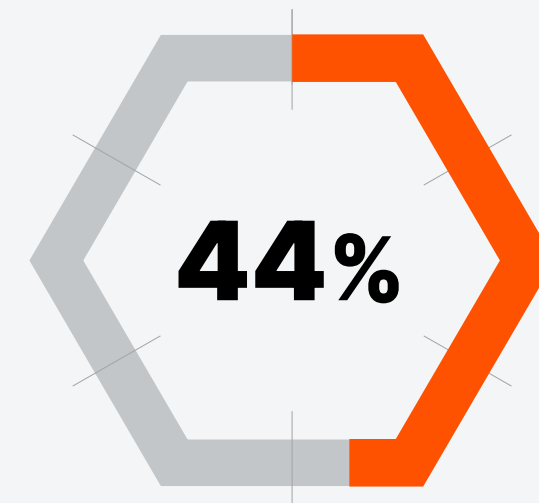
# Corporate Governance and Board Oversight

Procore is committed to strong corporate governance, which we believe promotes the long-term interests of our stockholders, strengthens Board and management accountability, and fosters strong, long-term performance. We promote corporate governance through our qualified, experienced, and diverse Board and management team.

Our Board members possess a strong mix of skills, backgrounds, and experience, including strong leadership in their respective fields and the ability to exercise sound business judgment. We believe that these strengths contribute to our Board’s effectiveness. Learn more [here](#).

## Board Composition<sup>18</sup>

### Gender

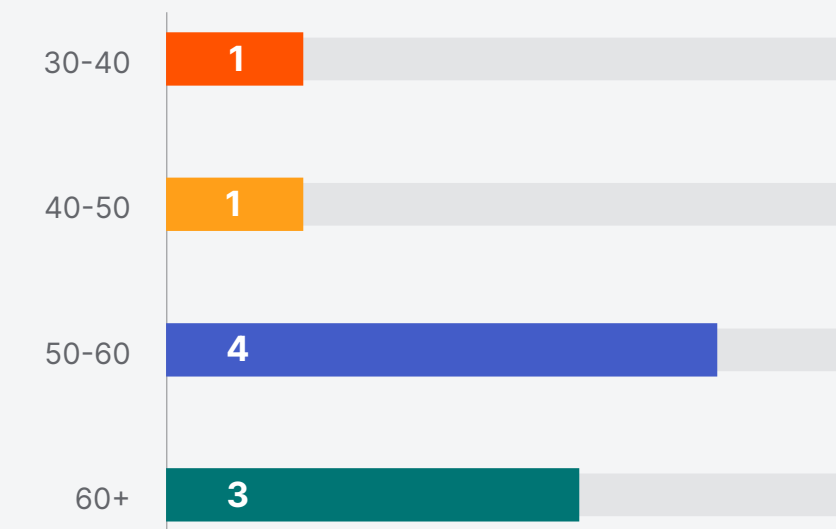


**4/9**

4 of our 9 directors self-identify as female

- FEMALE
- MALE

### Age



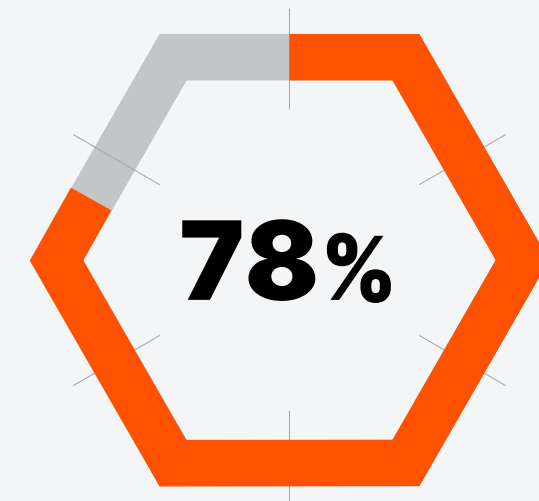
**55**

Average Age

Female directors lead our Compensation Committee and our Nominating and Corporate Governance Committee.



### Independence

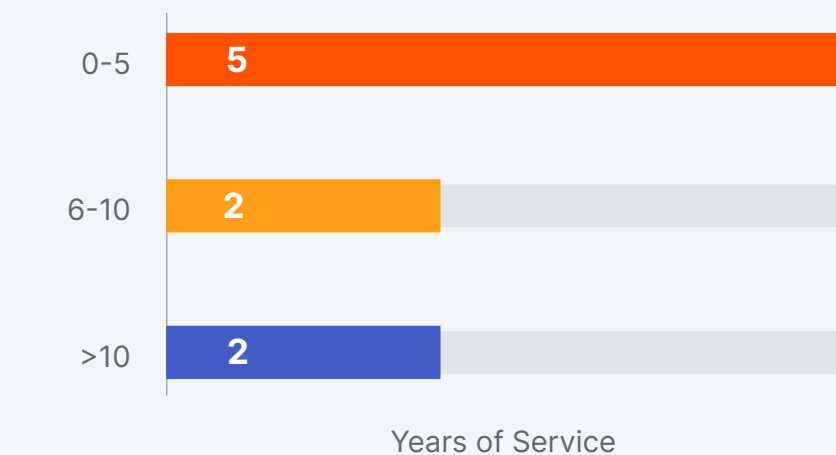


**7/9**

7 of our 9 directors are independent

- INDEPENDENT
- NOT INDEPENDENT

### Tenure



**7.5**

Years Average Tenure

<sup>18</sup> Board composition metrics as of November 30, 2023.



# Business Ethics and Compliance

We consistently aim for excellence in the way we operate our business and do so with integrity and high ethical standards to provide value for our customers, stockholders, employees, and other stakeholders. Our [Code of Business Conduct and Ethics](#) is a statement of fundamental principles, policies, and procedures that govern our business conduct. Our Code emphasizes the role that each of Procore's directors, executives, employees, and independent contractors plays in operating our business ethically and with integrity in areas such as:

- + Anti-corruption and bribery
- + Antitrust laws and regulations
- + Confidentiality
- + Conflicts of interest
- + Fair competition
- + Gifts and entertainment
- + Insider trading
- + Corporate opportunities
- + Promotion of diversity and respect
- + Protection and proper use of company assets

## Employee Compliance Training

All employees are required to read and acknowledge our Code upon hire and when our Code changes. Certain employees may be required to complete additional periodic reviews of our Code based on their tenure, their level of responsibility, the nature of their work, or as otherwise recommended by our Ethics and Compliance team. On an annual basis, we also conduct compliance-related training on topics from our Code, the prevention of harassment and discrimination, and the prevention of corruption and bribery.

## Whistleblower Policy and Incident Reporting

We expect employees and third parties to report any suspected misconduct as outlined in our Code. We maintain an independent and secure ethics hotline that allows for anonymous reporting. Employees are advised on what concerns to raise and the process for doing so during orientation. Periodic reminders are also provided in our employee newsletter or to smaller groups as appropriate. Procore will not retaliate against any individual for filing a good-faith concern nor against any individual participating in an investigation.

Our Chief Legal Officer and our Vice President, Associate General Counsel, Litigation, Employment, Ethics and Compliance, oversee the investigations process and reporting to the Audit Committee and our Board. The Audit Committee has direct line of sight into all complaints received through our [EthicsPoint hotline](#) and receives compliance updates every quarter, or more frequently as necessary, as required by our Whistleblower Policy. These updates may include the number of cases that arose during the applicable reporting period; the type of issue(s) raised in the complaint(s); the status of any investigations (including whether any allegations were substantiated); corrective actions taken or recommended; and average time to close a case.

## Government Affairs and Advocacy

Procore does not maintain a political action committee and does not generally engage in lobbying activities. We did not make any corporate contributions to political parties in 2022. We do not reimburse, compensate, or otherwise incentivize employees for making political contributions.



# Risk Management

Our Board oversees our risk management initiatives, which are designed to support the achievement of organizational objectives, improve long-term organizational performance, and enhance stockholder value while managing and mitigating identified risks. A fundamental part of our approach to risk management is not only understanding the most significant risks we face as a company and the necessary steps to manage those risks, but also deciding what level of business risk is appropriate. Our Board and Audit Committee play an integral role in guiding management's risk tolerance and determining the appropriate level of risk.

## Risk Oversight

While our Board has overall responsibility for evaluating key business risks, our Audit Committee monitors our major financial, reporting, cybersecurity, and enterprise risks, and the steps management has taken to identify and control these risks. This includes reviewing and discussing with management and our internal audit team, independent auditor, and counsel the policies and guidelines that govern the risk assessment process and our management of those risks.

Our Audit Committee also monitors Procore's compliance with U.S. federal securities laws and other legal and regulatory requirements related to matters under its purview; directly supervises our internal audit function; and oversees our ERM program, including our annual enterprise risk assessment.

We take a proactive approach to identifying emerging risks and building resilience through an annual enterprise risk assessment. We also have departmental risk committees, assign enterprise risk owners, and encourage employees to submit risks that are escalated to the respective leaders based on our ERM framework. We have designed our ERM governance to align with the Committee of Sponsoring Organizations (COSO) ERM framework for the identification, assessment, and management of compliance risks. Our ERM Committee, which is composed of senior executives across a number of departments and functions, provides regular reports to the Audit Committee.

We take a **proactive approach to identifying emerging risks and building resilience** through an annual enterprise risk assessment.





# Cybersecurity, Data Protection, and Privacy

Customer trust is a top priority for Procore, and we continue to invest in security, data protection, and compliance initiatives designed to maintain the safety, security, and privacy of our customer data. We use a shared responsibility model, which means that while Procore provides data processing security measures, customers manage their accounts, project access, and documents.



## Data Security Oversight Framework







## Frameworks and Certifications

Procore's technical and security risk management framework is based on COSO and International Organization for Standardization (ISO) 31000. Procore has also documented and implemented policies and procedures based on the National Institute of Standards and Technology (NIST) Cybersecurity and Risk Management Frameworks. Our commitment to security as a continuous improvement process is essential as new threats arise and existing threats evolve. Procore maintains several certifications with recognized security standards and frameworks, including ISO 27001:2013 and Statement on Standards for Attestation Engagements No. 18 (SSAE No. 18) Service and Organization Controls (SOC) 1 and 2.

Our commitment to security as a **continuous improvement process** is essential as new threats arise and existing threats evolve.

## Security Awareness Training

Our Cybersecurity Team deploys a cybersecurity program to handle the processing of data, including transmission and storage of and access to customer data, based on industry standards and frameworks. As part of this program, every employee is required to complete annual security and privacy awareness training. Certain employees are required to complete additional security training depending on their roles within Procore.

### Training covers topics contained in the following:

- + NIST compliance controls
- + ISO 27001 compliance
- + PCI (DSS) compliance
- + SOX (COSO) compliance
- + Current security events and best practices



## Incident Response Plan

Procore has an Incident Response and Management Policy in place to enable us to respond to and recover from security incidents while mitigating risk. We review our Incident Response and Management Policy annually and after significant security incidents. Procore's Chief Security Officer coordinates responses to potential significant security incidents and is responsible for promptly reporting to executive leadership after determining that any significant security incident has occurred. We use artificial intelligence to triage reports from internal and external parties regarding potential security incidents.

We review our **Incident Response and Management Policy** annually and after significant security incidents.

Procore's disaster recovery plans and activities are designed to support the critical functions for delivering our software solutions to our customers. We plan for a variety of issues ranging from small-scale hardware failures to natural and man-made disasters. We maintain a "high-availability" strategy designed to protect our customers in the face of software problems, hardware failures, and large-scale natural disasters.

## Data Protection and Privacy

We built our construction management platform with data protection and privacy in mind at every level, and our platform is designed to protect customer data. Procore's approach to data protection and privacy incorporates principles from applicable data protection laws, including the EU's and the U.K.'s General Data Protection Regulation, the California Consumer Privacy Act, and the Australian Privacy Principles. A cross-functional data protection and security team responds to information inquiries regarding Procore's data protection and privacy practices. Procore also has a companywide data protection and privacy training program that teaches employees how to properly identify, manage, and communicate Procore's various data types.

Read more about our process for handling privacy inquiries and the additional safeguards we have adopted that are designed to protect data in our [Privacy Notice](#) and our customer-facing [Data Processing Addendum](#).

Additionally, Procore's Third Party Management Policy outlines our third-party vendor selection, risk assessment, and risk management processes and guidelines. It establishes internal controls designed to ensure we work with third parties whose systems and services meet our standards and data protection program, including adherence to applicable law, regulatory compliance, and data transfer obligations with respect to our vendors. We maintain contracts with third parties and obtain other assurances that require them to safeguard certain data as required by our information security program and applicable law.





# Vendor Management

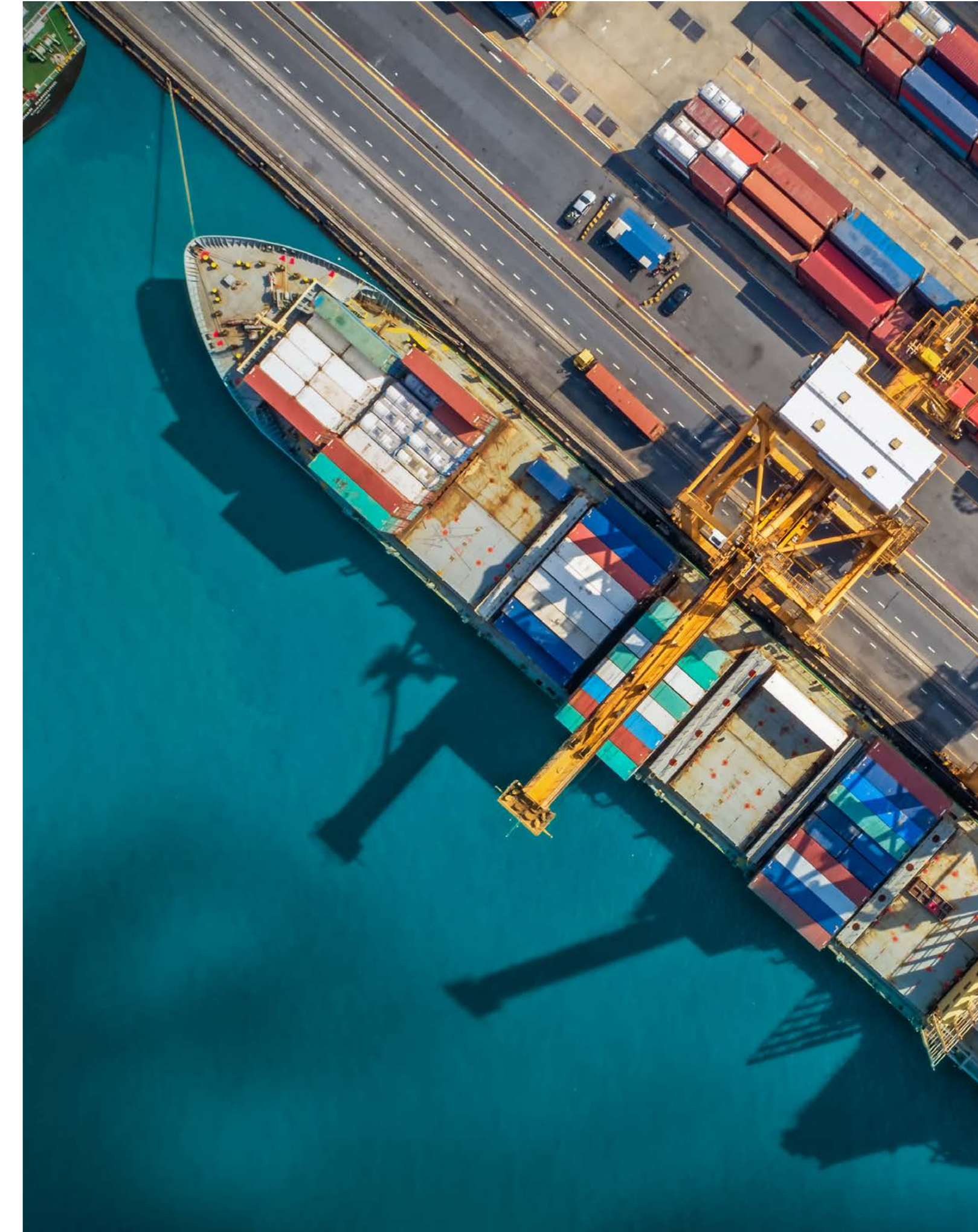
Procore transacted with over 1,200 vendors in 2022, and we have policies and processes in place that are designed to align our engagement of vendors with our company goals and commitment to responsible and ethical business practices. Due to the high volume and variety of vendors we utilize, our process for selection and qualification varies by category and complexity of the product(s) or service(s).

We expect all vendors we partner with to treat their workers fairly in compliance with applicable laws and regulations. Our master services agreement for vendors reflects this expectation.

Procore also believes in the value of diversity in our supply chain. To that end, we have created our **initial supplier diversity program** to measure vendor diversity.

We recognize that our procurement decisions can have important impacts on our business, customers, employees, supply chain, and industry. As a result, we plan to release our first Supplier Code of Conduct in 2024, which will outline our expectations of our vendors and guidelines enabling them to meet our high standards for ethical conduct in business operations.

Procore also believes in the value of diversity in our supply chain. To that end, we have created our initial supplier diversity program to measure vendor diversity. Procore began to track diversity spend in the fourth quarter of 2022. Between October 2022 and September 2023, Procore purchased over \$2 million in products or services from 26 unique diverse suppliers.





# Our Environmental Footprint

We recognize our responsibility to care for and protect the environment. We are committed to improving the environmental impact of our business activities. We encourage employees to practice environmental stewardship by following Procore's Environmental Plan, which aims to integrate a philosophy of sustainable development into our activities and to establish and promote sound environmental practices in our operations. Learn more [here](#).

Our executive leadership team is responsible for environmental sustainability at Procore, and our head of EHS takes the lead in implementing our Environmental Plan, including an annual review of the plan.







## Environmental Footprint of Operations

We are committed to integrating sustainability into all aspects of our operations, including the following:

### Considering

leading green standards when building our workplaces

### Focusing On

energy efficiency, waste reduction, and water conservation in our workplaces

### Taking

environmental considerations into account when leasing or purchasing property

### Measuring and Tracking

environmental metrics

While we are still in the early stages of our journey, we have taken several steps to reduce our environmental impact across our operational footprint. These include installing LED lighting, motion-detection lighting, and low-flow toilets and faucets in various office locations. We also source products made from environmentally friendly materials where feasible and provide electric vehicle charging stations and electric shuttles at our headquarters for a low-emissions transportation option.

In 2019, we created a voluntary, employee-led Sustainability Committee to manage environmental initiatives at our headquarters. This group facilitated initiatives such as paper waste reduction programs, an educational program on composting, and an e-waste collection day.

In 2021, Procore developed a role within the EHS program to manage our environmental sustainability initiatives previously managed by the Sustainability Committee. Our EHS team focuses on initiatives that will continue to foster environmental stewardship at Procore and reduce waste in the communities in which we live and work. Mitigating waste at our facilities, recycling, and water and energy conservation are key components of this effort.



### ENVIRONMENTAL STEWARDSHIP IN ACTION ON EARTH DAY 2023

At Procore, we believe that we have a responsibility to care for and protect the environment. Our EHS team organized several Earth Day 2023 events for employees across various Procore campuses to contribute to our environmental stewardship.

Employees at our Carpinteria office participated in transportation and group bike-to-work-day events. The Austin team collected over 800 pounds of e-waste and had several volunteers clean Lady Bird Lake river. Our Toronto team planted 26 trees. The Tampa team cleaned the bay for what they called the “Keep Tampa Beautiful” event. The New Orleans team donated 11 full bags of clothes (an estimated 80 pounds) to the local Covenant House. Our remote/hybrid employees participated through our “Show Your Mug Photo Contest,” which encouraged employees to use a favorite coffee mug as a reminder to reduce the waste from single-use cups.



**800+ pounds**  
of e-waste collected by  
Procore volunteers in Austin

**26 trees**  
planted by our  
Toronto team

**~80 pounds**  
of clothes donated from  
our New Orleans team





# Appendix

# 04

## In This Section




- + United Nations Sustainable Development Goals
- + Sustainability Accounting Standards Board





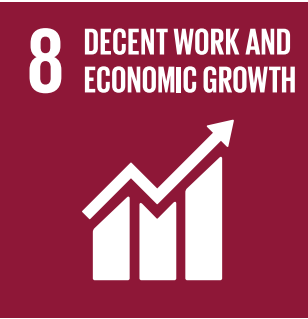



# United Nations Sustainable Development Goals

The SDGs represent a collaborative, global effort to achieve a better and more sustainable future for people and the planet. Represented by 17 global goals and 169 associated targets, or subgoals, the UN SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace, and justice. We have identified key areas within the 17 global goals where we may have the greatest influence and impact through our business strategy, products, and services.

GOAL	PROCORE'S CONTRIBUTIONS	REPORT REFERENCE
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages</p> <p>Procore's software and products enable teams, from the field to the office, to leverage construction management software to plan and execute work more efficiently and safely to keep up with the pace and complexity of today's built environment.</p> <p>We also recognize the importance of prioritizing mental well-being alongside physical health in construction, an industry that is prone to many risk factors, including a stoic culture, physically demanding work, and long hours. In 2023, Procore announced a partnership with The B1M, a leading construction video channel, to raise awareness of mental health in the construction industry through a global campaign, "Get Construction Talking."</p>	<p><a href="#">Building a Better World</a> <a href="#">Our People</a></p>
 <p><b>4</b> QUALITY EDUCATION</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>We provide in-kind donations of Procore software and training to universities, K-12 school programs, training centers, trade associations, disadvantaged business enterprises, and nonprofits. We also partner with schools and universities to provide learning opportunities for students as they enter an increasingly technology-driven construction workforce.</p> <p>In addition, we provide educational resources to the general public to help them expand their industry knowledge, develop professional skills, increase their income potential, and earn continuing education credit to maintain professional licenses.</p>	<p><a href="#">Our Community Impact</a></p>
 <p><b>5</b> GENDER EQUALITY</p>	<p>Achieve gender equality and empower all women and girls</p> <p>Our DEIB strategy aligns with our three strategic pillars: Workplace, Workforce, and Community. We believe that the diversity of perspectives, experiences, and backgrounds among our team is a critical element of our long-term success in transforming and digitizing the construction industry.</p> <p>Four of nine directors on our Board are women. Female directors lead our Compensation Committee and our Nominating and Corporate Governance Committee.</p> <p>Our WIC initiative empowers women in the industry. Through this long-standing initiative, we aim to drive diversity, equity, and inclusion and expand the labor pool across the construction industry.</p>	<p><a href="#">Diversity, Equity, Inclusion, and Belonging</a> <a href="#">Corporate Governance and Board Oversight</a> <a href="#">Our Community Impact</a></p>



# United Nations Sustainable Development Goals continued

GOAL	PROCORE'S CONTRIBUTIONS	REPORT REFERENCE
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive, and sustainable economic growth; full and productive employment; and decent work for all</p> <p>We consider our people to be our most vital asset in building and growing our business, so we work to build and maintain a workplace culture based on our three core values of Openness, Ownership, and Optimism. We provide access to Procore software, training, tools, and certifications at no cost to participating educational institutions to prepare students to enter the construction workforce. Our platform helps our customers grow their own businesses. Customers report an average of 48% more construction volume managed per person through using Procore (Source: <a href="#">Procore 2022 ROI Report</a>).</p>	<p><a href="#">Our People</a> <a href="#">Our Community Impact</a></p>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation</p> <p>Our platform reduces costly rework and construction waste by reducing miscommunication and errors, and it enables better decision-making for building more sustainable and resilient buildings and reducing overall environmental impact.</p>	<p><a href="#">Building a Better World</a></p>
 <p><b>10</b> REDUCED INEQUALITIES</p>	<p>Reduce inequality within and among countries</p> <p>We create an inclusive culture and strive to reduce inequalities with our DEIB strategy, and we support competitive and equitable compensation through our pay equity framework. We also provide educational resources to a wide range of stakeholders (trades, universities, the public, and nonprofits) in order to improve education accessibility.</p>	<p><a href="#">Diversity, Equity, Inclusion, and Belonging</a> <a href="#">Our Community Impact</a></p>
 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Make cities and human settlements inclusive, safe, resilient, and sustainable</p> <p>Our platform reduces costly rework and construction waste by reducing miscommunication and errors, and it enables better decision-making for building more sustainable and resilient buildings and reducing overall environmental impact.</p>	<p><a href="#">Building a Better World</a></p>



# Sustainability Accounting Standards Board

The following tables incorporate the SASB Standards, now part of the IFRS Foundation, related to Software and Information Technology Services. They include the relevant topic metric(s) where available and references to sections within this report where specific topics are discussed.

TOPIC	ACCOUNTING METRIC	SASB CODE	PROCORE RESPONSE	REPORT SECTION
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Procore does not currently report this information.	<a href="#">Our Environmental Footprint</a>
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Procore does not currently report this information.	
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Procore does not currently report this information.	
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Refer to our <a href="#">Privacy Notice</a> , <a href="#">User Terms of Service</a> , <a href="#">Subscription and Services Agreement</a> , and <a href="#">Data Processing Addendum</a> detailing our data processing practices.	<a href="#">Cybersecurity, Data Protection, and Privacy</a>
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Procore does not currently report this information.	
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Any material losses occurring as a result of legal proceedings, including those related to user privacy, would be reported in our public filings with the SEC. For fiscal year 2022, Procore did not report any material monetary losses of this nature.	
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Procore does not currently report this information.	
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Procore complies with any necessary obligations, including, but not limited to, requirements under the Foreign Corrupt Practices Act and Export Control Regulations. Please refer to our <a href="#">Privacy Notice</a> , <a href="#">User Terms of Service</a> , <a href="#">Subscription and Services Agreement</a> , and <a href="#">Data Processing Addendum</a> detailing our data privacy practices.	
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Any material data security incidents would be disclosed in our public filings with the SEC. For fiscal year 2022, Procore did not report any material data incidents.	<a href="#">Cybersecurity, Data Protection, and Privacy</a>
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	We built our construction management platform with data protection and privacy in mind at every level. Procore's approach to data protection and privacy is designed to incorporate principles from applicable data protection laws. Procore maintains certifications with recognized security standards and frameworks, including ISO 27001:2013 and SSAE No.18 SOC 2.  Procore's Incident Response and Management Policy is in place to enable Procore to respond to and recover from security incidents while mitigating risk. Procore's Chief Security Officer coordinates responses to potential significant security incidents and is responsible for promptly reporting to executive leadership after determining that any material security incident has occurred.  Please visit our <a href="#">Trust and Security</a> page for more information.	



# Sustainability Accounting Standards Board continued

TOPIC	ACCOUNTING METRIC	SASB CODE	PROCORE RESPONSE	REPORT SECTION
Recruiting and Managing a Global, Diverse, and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	(1) Procore does not currently report this information. (2) As of December 31, 2022, 14% of Procore’s full-time employees were located outside of the U.S.	<a href="#">Diversity, Equity, Inclusion, and Belonging</a>
	Employee engagement as a percentage	TC-SI-330a.2	2022 Annual Employee Voice Survey (April 2022) Employee Engagement: 74% 2022 Employee Voice Pulse Survey (October 2022): 78%	<a href="#">Employee Engagement and Professional Development</a>
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	As of December 31, 2022 (all self-reported):  (1) Global Employees (Vice President (VP)+ Only): • 64% Male • 36% Female  U.S. Employees (VP+ Only): • 70% White • 16% Asian • 3% Black or African American • 1% Hispanic or Latino • 11% Unknown/I do not wish to answer  (2) Procore does not currently report this information.  (3) Global Employees: • 61% Male • 38% Female • 1% Undeclared  U.S. Employees: • 64% White • 12% Asian • 10% Hispanic or Latino • 5% Black or African American • 4% Two or more races • <1% American Indian or Alaska Native • <1% Native Hawaiian or other Pacific Islander • 6% Unknown/I do not wish to answer	<a href="#">Diversity, Equity, Inclusion, and Belonging</a>
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Any material monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations would be disclosed in our public filings with the SEC. For fiscal year 2022, Procore did not report any such material monetary losses.  We recognize the importance of intellectual property and continually review our development efforts to assess the existence and patentability of new intellectual property. Please review our <a href="#">2022 Form 10-K</a> for more information.	N/A
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Procore does not currently report this information.	<a href="#">Risk Management</a>
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	See Item 1A (Risk Factors) of our <a href="#">2022 Form 10-K</a> for information about business continuity risks.	



## Disclaimer

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, about Procore and its industry that involve substantial risks and uncertainties. All statements in this report other than statements of historical fact are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements generally relate to future events and may be identified by the use of words such as “aim,” “anticipate,” “believe,” “contemplate,” “commit,” “continue,” “could,” “estimate,” “expect,” “goal,” “intend,” “may,” “might,” “plan,” “potential,” “predict,” “project,” “should,” “strive,” “target,” “will,” or “would,” or the negative of these words, or other similar terms or expressions that concern Procore’s expectations, strategy, plans, or intentions.

Procore has based the forward-looking statements contained in this report primarily on its current expectations and projections about future events and trends that Procore believes may affect its business, financial condition, and operating results. The outcomes of the events described in these forward-looking statements are subject to risks, uncertainties, and other factors that could cause results to differ materially from Procore’s current expectations, including as set forth in Procore’s filings with the SEC. You should not place undue reliance on Procore’s forward-looking statements. Procore assumes no obligation to update any forward-looking statements to reflect events or circumstances that exist or change after the date on which such statements were made, except as required by law.

Numbers and percentages in this report include estimates or approximations and may be based on assumptions or incomplete data. We believe that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates. The inclusion of information contained in this report should not be constructed as a characterization regarding the “materiality” of that information in the context of the U.S. federal securities laws, Delaware General Corporation Law, or any other regulatory framework, even where we use words such as “material” or “materiality.” Our approach to ESG disclosures is informed by impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and therefore the inclusion of topics in this document does not indicate that such topics are material to Procore’s business, operations, or financial condition. Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated into this report.

This report also includes certain information regarding ESG practices that has been obtained from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Although Procore believes such information is reliable, such information is subject to assumptions, estimates, and other uncertainties, and may not be complete. Procore has not independently verified the accuracy or completeness of such information. Any references to sources outside of this report are provided for convenience only, and the content of such sources is not incorporated by reference into this report. The standards of measurement and performance for ESG issues are developing or are based on assumptions, and norms may vary.

## Produced by:

PROCORE TECHNOLOGIES, INC.

Procore Technologies, Inc. (NYSE: PCOR) creates software for people who build the world. With a focus on providing timely and accurate data for all, Procore transforms the construction industry one project at a time – from hospitals and skyscrapers to airports and stadiums. Beyond its connected, innovative technology, Procore empowers the industry and its communities through Procore.org. For more information, visit [Procore.com](https://www.procore.com).

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**If you have any questions,  
give us a call at 1 (866) 477-6267.**

**PROCORE**