

Perficient, Inc. Environmental, Social and Governance Fact Sheet

January 10, 2023

Diversity, Social, and Environmental Commitments

Perficient’s ongoing commitment to integrate positive diversity, social, environmental and ethical practices into our business operations and strategy is important to our continuing growth and development as a business. Our commitment drives value for our employees, clients, business partners, stockholders, and the communities in which we operate. We champion our core values through our corporate social responsibility efforts and positive contributions to our communities. Through our focused efforts in the areas of social and environmental responsibility, we are committed to sharing the expertise and attributes of our highly-skilled, global workforce to support the needs of, and improve, the communities in which we work and live.

We have adopted various initiatives and policies to drive our commitment to support socially responsible practices, including our Human Rights Statement and Environmental Responsibility Statement available on our website, www.perficient.com.

Diversity and Social Initiatives

As a global digital consultancy, Perficient’s personnel is comprised of 29% women and 75% of our personnel identifies as Asian, Hispanic or Latinx, Black or African American, American Indian or Alaskan Native, or two or more races as of December 31, 2022. We believe our diversity is reflective of our industry in our operating markets. We support our people in making a difference through active involvement in activities that strengthen the community. To implement this commitment to our diversity and social initiatives and to track our progress, in September 2022 we surveyed our personnel, evaluated their feedback, and adopted various policies and initiatives, certain of which are described below.

- Collected data from our 2022 all personnel engagement survey, which includes the following:
 - a response rate of 87% of all Perficient personnel globally;
 - 89% of respondents expressed that they would recommend Perficient as a “Great Place to Work”;
 - 93% of respondents feel that Perficient personnel collaborate well with one another;
 - 90% of respondents think Perficient encourages a culture that is committed to diversity, inclusion and belonging;
 - 90% of respondents agree and strongly agree that individual differences are respected at Perficient;
 - 95% of respondents feel that all Perficient personnel they work with abide by the Perficient Code of Conduct and act with integrity; and
 - Some incredible descriptions of our organization's culture, which is one that is about challenging, championing and celebrating our people.





- Partnered with software vendors to implement healthcare chatbot solutions intended to help reduce the spread of COVID-19 and variants, address consumer concerns, and alleviate inundated call centers and helplines;
- Supported our global “Women in Tech” Employee Resource Group (ERG), which connects women and their allies across Perficient, facilitates career growth, and builds a community dedicated to supporting fellow personnel;
- Launched our “Giving” ERG, which inspires philanthropic action and generosity, while capturing and celebrating the time, talent and skills Perficient and its personnel commit to helping those in need and making the world a better place;
- In addition to Perficient’s two formal ERG’s, a number of “Special Interest Groups” such as Pride at Perficient and the Perficient Book Club, just to name a few, have coalesced around certain topics to drive colleague connection and activity;
- Championed the internal successes of our employees with our Growth for Everyone initiative;
- Expanded Perficient Bright Paths, a program designed to advance career opportunities in technology for underrepresented constituencies and communities in the United States;
- Collaborated with the Mark Cuban Foundation, a personal foundation empowering communities and nonprofit organizations, to host a free Artificial Intelligence (AI) Bootcamp to educate underserved high school students in the Dallas and Houston, Texas areas about AI fundamentals to increase AI literacy and understanding;
- Launched “Connect,” a vibrant and informative resource hub designed to foster colleague connectivity and productivity;
- Developed internal blogging communities, which allow employees to share experiences and cultivate internal networks;
- Required annual certification by all personnel of their compliance with the Perficient Code of Conduct, which includes policies against discrimination, harassment and bribery;
- Continually enhanced digital security to protect personal, employee and client data and privacy;
- Adopted a policy against making contributions to political parties, political committees or candidates using Perficient resources, even where permitted by law, which reflects our long standing approach;
- Implemented a Flexible Time Off (FTO) policy for salaried, exempt, full-time U.S. employees. A key benefit of FTO is the focus on professionalism, trust, communication, and the results of work being accomplished instead of a focus on accruing, using, or losing time off. Eligible personnel are empowered to take time off as they need while ensuring business needs are met;
- Enhanced U.S. “parental leave” benefits for new birth and adoptive parents at Perficient; and
- Continued our “Work from Home” policy while reopening our offices in a manner that protects the safety and well-being of our Perficient personnel and our customers, while complying with federal, state and local government and health regulations during the pandemic.

We are also committed to giving back to the communities in which we live and work. Our global corporate giving philosophy revolves around two core pillars, “advancing STEM education” and “improving health and well-being,” each of which are well-aligned to our business. Perficient acts as a community partner for eight organizations aligned with our corporate philosophy, including Girls Who Code, FIRST Inspires, American Cancer Society, Make-A-Wish, the Red Cross, St. Jude’s Children’s Research Hospital, Feeding America, and the National Alliance on Mental Illness. In addition to providing opportunities to serve, our Perficient Gives charitable match program offers U.S. personnel the opportunity to make donations to these eight organizations via bi-monthly payroll deductions that are matched by Perficient up to a predetermined limit. Additionally, Perficient is proud to assist in the fight against cystic fibrosis by acting as a sponsor of the Cystic Fibrosis Foundation.

Perficient executives and directors are committed to giving back to the community through various non-profit entities, as detailed below.

- Jeffery S. Davis is an active volunteer member of the board of directors of the Cystic Fibrosis Foundation of St. Louis, Missouri and a member of the University of Missouri Trulaske College of Business advisory board.
- Romil Bahl serves on the Advisory Council of the M.S./M.B.A. program at the University of Texas at Austin.



- Ralph C. Derrickson serves as Chairman of the Executive Advisory Board of the Burek Center for Entrepreneurship and Innovation at the University of Washington. Mr. Derrickson is also Treasurer of, and serves on the Board of Trustees of, Hyla Middle School on Bainbridge Island, Washington. Mr. Derrickson is Chairman of the Dean's Advisory Board of the Golisano College of Computing and Information Sciences at the Rochester Institute of Technology.
- Brian L. Matthews serves as a member of the University of Missouri - St. Louis Chancellors Council, and is a board member of Givable.org.
- Nancy C. Pechloff has served on a number of non-profit and state agency boards, including the Missouri State Board of Accountancy, John J. Crosetto Children's Trust, St. Louis Psychoanalytic Institute, Center for Emerging Technology, National MS Society - Gateway Area Chapter, Mentor St. Louis, Shakespeare Festival-St. Louis, Girls Inc. of St. Louis, Visiting Nurse Association of Greater St. Louis, and the St. Louis Chapter of the International Women's Forum.
- Gary M. Wimberly is a board member of several charitable, advisory and industry boards, including the Cystic Fibrosis Foundation of St. Louis, the Washington University Information Systems Advisory Board, and the Innovation Technology and Entrepreneur Network Advisory Board at Lindenwood University.

Environmental Initiatives

Perficient recognizes and embraces its commitment to the environment, its shareholders, and society in general to make efforts to conduct its business in a manner that lessens its carbon footprint on the environment. To achieve this, Perficient focuses on the nature of its client engagements, its use of IT resources, the movement of its employees and contractors, recycling programs, and donations of batteries and other e-waste to appropriate recycling and disposal entities as detailed below.

As part of our commitment, we have adopted various policies and initiatives, certain of which are described below:

- Perficient achieved certification of its Environmental Management System (EMS) under International Organization for Standardization (ISO) 14001:2015, the international standard for an effective EMS that an organization can use to enhance its environmental performance, in Q4 2022. This certification exemplifies our commitment to sustainability, compliance with applicable law, and continuous improvement by meeting environmental objectives.
- Our primary and largest office in Colombia, South America received the ISO 14001 certification based on a series of environmental management standards.
- Our office in Somerville, Massachusetts was awarded a LEED Gold certificate by the U.S. Green Building Council (USGBC) for its environmentally efficient design, construction, and operation practices.
- Our full Environmental Responsibility Statement is available on our website, www.perficient.com/environmental-responsibility.
- We implemented a "Perficient Green Team" to identify and implement opportunities for Perficient employees to recycle more, waste less, and support environmentally-focused volunteer opportunities in our communities.
- We implemented a green purchasing policy for office supplies, reduced single-use drinkware, established recycling sites throughout our offices, and created informational programs to educate employees on effective ways to recycle.
- We partnered with NiloTech Recycling to encourage the reuse, recycling, and upcycling of our end-of-life electronics and computers responsibly.

According to the United States Environmental Protection Agency (EPA), Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles). Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly impacts in its value chain. Scope 3 emissions include all sources not within an organization's scope 1 and 2 boundary. The scope 3 emissions for one organization are the scope 1 and 2 emissions of another organization.



Perficient has not identified any material scope 1 or scope 2 GHG emissions which result from its operations. Perficient has identified scope 3 GHG emissions related to business travel, employee commuting, and upstream leased assets. Perficient is currently evaluating the impact of these scope 3 emissions. However, Perficient has significantly reduced its business travel since prior to the COVID-19 pandemic. Through the nine months ended September 30, 2022, Perficient decreased business travel expenses (airfare, car rental and lodging) by 93%, as compared to the nine months ended September 30, 2019, while increasing headcount by 107% over the same period. Through the nine months ended September 30, 2022, business travel expenses averaged under \$20 per person per month, as compared to approximately \$300 per person per month during the nine months ended September 30, 2019. Due to the nature of our business and ability of our people to work remotely, Perficient does not expect business travel to increase to the levels experienced prior to the pandemic.











Governance

The name and age of each of our members of our Board of Directors and our executive officers and their respective positions with Perficient as of September, 30 2022 are listed in the table below, followed by the Board Diversity Matrix and a table of the qualifications and experience of the Board.

Name	Age	Position
Jeffrey S. Davis	58	Chief Executive Officer and Chairman of the Board
Thomas J. Hogan	46	President and Chief Operating Officer
Paul E. Martin	62	Chief Financial Officer, Treasurer and Assistant Secretary
Romil Bahl	54	Director
Ralph C. Derrickson	64	Director
David S. Lundeen	61	Lead Director
Brian L. Matthews	64	Director
Nancy C. Pechloff	70	Director
Gary M. Wimberly	61	Director

Board Diversity Matrix for Perficient, Inc. as of September 30, 2022				
Total Number of Directors	7			
Part I: Gender Identity	Female	Male	Non-Binary	Did Not Disclose
Directors	1	6	—	—
Part II: Demographic Background				
African American or Black	—	—	—	—
Alaskan Native or American Indian	—	—	—	—
Asian	—	1	—	—
Hispanic or Latinx	—	—	—	—
Native Hawaiian or Pacific Islander	—	—	—	—
White	1	5	—	—
Two or More Races or Ethnicities	—	—	—	—
LGBTQ+	—			
Did Not Disclose	—			

Qualifications and Experience of the Board of Directors as of September 30, 2022

 Senior Executive Leadership Experience										6 of 7
 Global Expertise										5 of 7
 Innovation and Technology										6 of 7
 Investment/M&A Expertise										6 of 7
 Sales and Marketing										6 of 7
 Operations Management										5 of 7
 People/Talent Management and Compensation										7 of 7
 Finance, Accounting and Risk Management										5 of 7
 Public Company Board Experience Other Than Perficient										4 of 7
 Only Currently Serving Perficient's Board*										5 of 7

*Includes directors that do not serve on any other public company board. No director serves on more than one other public company board, besides Perficient.

Since the 2020 Annual Meeting of Stockholders, Perficient has added two new independent Directors, expanding both the skill set and diversity of the Board. Perficient is currently evaluating director candidates to further compliment the skill set and diversity of the Board in the near future.

Committees of the Board of Directors

The Board has created a Compensation Committee, an Audit Committee, and a Nominating & Governance Committee. Each member of these committees is independent as defined by Securities and Exchange Commission (“SEC”) regulations and Nasdaq listing standards.

Compensation Committee

The Compensation Committee establishes salaries, incentives, and other forms of compensation for Perficient’s directors, executive officers, and key employees, and administers its equity incentive plans and other incentive and benefit plans. Ralph C. Derrickson, David S. Lundeen, and Gary M. Wimberly currently serve on the Compensation Committee. Mr. Derrickson serves as Chairman of the Compensation Committee. For 2021 and 2022, the Board affirmatively determined that each of Messrs. Derrickson, Lundeen, and Wimberly qualified as an independent director as defined by Nasdaq listing standards and as required by SEC regulations. A copy of the current Compensation Committee Charter is available on our website, www.perficient.com.

Audit Committee

The Audit Committee has the sole authority to appoint, retain, and terminate Perficient’s independent accountants and is directly responsible for the compensation, oversight, and evaluation of the work of the independent accountants. The independent accountants report directly to the Audit Committee. The Audit Committee also has the sole authority to approve all audit engagement fees and terms and all non-audit engagements with Perficient’s independent accountants. The Audit Committee must pre-approve all audit and permitted non-audit services to be performed for Perficient by the independent accountants, subject to certain exceptions provided by the Securities Exchange Act of 1934, as amended (the “Exchange Act”). A copy of the current Audit Committee Charter is available on our website, www.perficient.com.



David S. Lundeen, Ralph C. Derrickson, and Nancy C. Pechloff currently serve on the Audit Committee. Mr. Lundeen serves as Chairman of the Audit Committee. The Board determined that each of Messrs. Derrickson and Lundeen and Ms. Pechloff qualified as an independent director as defined by Nasdaq listing standards and Rule 10A-3 of the Exchange Act, and further determined that each member had sufficient knowledge and experience in financial matters to perform his or her duties on the committee. For 2021 and 2022, the Board affirmatively determined that each of Mr. Lundeen and Ms. Pechloff qualified as an “audit committee financial expert” within the meaning of SEC regulations and that each has accounting and related financial management expertise within the meaning of Nasdaq listing standards.

Nominating & Governance Committee

The Nominating & Governance Committee is responsible for establishing the criteria for selecting directors, recommending to the Board individuals for election or re-election, overseeing orientation and continuing education programs, advising the Board on corporate governance practices, recommending chairpersons of each of the Board committees, and reporting annually on the performance of the Board. A copy of the current Nominating & Governance Committee Charter is available on our website, www.perficient.com.

Based on the recommendation of the Nominating & Governance Committee, the Board has adopted a set of Corporate Governance Guidelines. These Corporate Governance Guidelines, which are subject to annual review by the Nominating & Governance Committee, provide a framework within which the Board and executive officers fulfill their respective responsibilities and reflect the Board’s commitment to monitor the effectiveness of decision-making both at the Board and senior executive management level. A copy of the current Corporate Governance Guidelines is available on our website, www.perficient.com.

Brian L. Matthews and Ralph C. Derrickson currently serve on the Nominating & Governance Committee. Mr. Matthews serves as Chairman of the Nominating & Governance Committee. For 2021 and 2022, the Board affirmatively determined that each of Messrs. Derrickson and Matthews qualified as an independent director as defined by Nasdaq listing standards.

Identification of Director Candidates

The Nominating & Governance Committee is responsible for evaluating potential or suggested director nominees and identifying individuals qualified to become members of the Board. This committee will also evaluate persons suggested by stockholders and conduct the appropriate inquiries into the backgrounds and qualifications of nominees. The Nominating & Governance Committee has established criteria for selecting new director nominees, which includes knowledge of business, industry and economic environment, educational background, professional experience, and availability to serve as a director of Perficient. Under the Corporate Governance Guidelines, a person may not stand for election after age 79. The Nominating & Governance Committee will identify and select candidates based on, among other things, their independence, character, ability to exercise sound judgment, diversity, age, demonstrated leadership, skills, including financial literacy, and experience in the context of the needs of the Board.

To ensure the necessary range of experiences and skills required for the Board, the Nominating & Governance Committee challenges the negative influence of unconscious bias and works towards an objective assessment of each candidate’s abilities and contributions to the Board. The Nominating & Governance Committee will actively seek out candidates from underrepresented groups, including women and members of racial and ethnic minority groups. In accordance with the initial “Rooney Rule,” for each vacant Board position, the Nominating & Governance Committee will interview at least one candidate who is a member of one or more underrepresented groups. The Nominating & Governance Committee will assess the effectiveness of this policy annually in connection with the nomination of directors for election at the Annual Meeting of Stockholders. Each nominee should be a person of integrity and be committed to devoting the time and attention necessary to fulfill his or her duties to Perficient.



Board Leadership and Risk Oversight

The Board regularly considers the appropriate leadership structure for Perficient and whether the same individual should serve as Perficient's CEO and Chairman of the Board or whether different individuals should serve in these positions. The Board believes that it is important to retain the flexibility to make this determination from time to time to reflect the structure that the Board believes will provide the best leadership to Perficient and to best serve the interests of our stockholders. While the Board has determined to combine these roles currently, it may elect in the future to separate them. Mr. Davis currently serves as Perficient's CEO and Chairman of the Board. Mr. Lundeen currently serves as the Lead Director, elected by the independent directors. As the Lead Director, Mr. Lundeen has the power to provide formal input into board meeting agendas, call meetings of the independent directors and preside at meetings of independent directors.

The Board has responsibility for the oversight of risk management. The Board, either as a whole or through its committees, regularly discusses with management Perficient's major risk exposures (including, but not limited to, risks associated with health emergencies and pandemics, cybersecurity risks and the risks described below), their potential impact on Perficient, and the steps necessary to manage them.

The Board has monitored and continues to oversee the risks associated with health emergencies and pandemics and Perficient's strategy to mitigate the impact of such risks on Perficient's operations, strategies and financial planning. While the Board is ultimately responsible for risk oversight at Perficient, the committees assist the Board in fulfilling its oversight responsibilities in certain areas of risk. In particular, the Audit Committee meets periodically with management in order to review Perficient's significant financial risk exposures and the steps management has taken to monitor and control such exposures. The Nominating & Governance Committee focuses on the management of risks associated with board organization, membership and structure, succession planning for the directors and executive officers, and corporate governance. Finally, the Compensation Committee assists the Board in fulfilling its oversight responsibilities with respect to the management of risks arising from compensation policies and programs.

Cybersecurity Risk Oversight

Perficient's senior management regularly briefs the Board, either as a whole or through its committees, on cybersecurity risks and the potential impact of these risks on Perficient's operations and financial stability, and Perficient has identified one current director on the Board who qualifies as a cybersecurity expert.

Perficient undergoes an annual SOC2 certification process which documents many aspects of its cybersecurity risk and data security program (the "Program") including policies and procedures designed to identify third party risk; prevent, detect, and mitigate the impact of incidents; and support business continuity in its provision of services to its clients. In addition to these policies and procedures, the Program fosters a culture of continuous improvement. This culture is supported by cross-functional teams which track general and company specific cyber risks, and proactively mitigate these risks where possible through policies, procedures, and a training program.

In addition, Perficient's senior management regularly considers the impact of cybersecurity risks when developing its business strategy, financial planning, and capital allocation. Perficient's IT, Data Security and Data Privacy teams now conduct annual tabletop exercises in which various levels of management participate in simulated data security/privacy scenarios that Perficient, its clients and/or its personnel may face in the future. Perficient engages external resources to refresh the subject matter of these exercises and to continually challenge Perficient's management in these exercises.

Communications with the Board

Communications by stockholders or by other parties may be sent to the Board of Directors by U.S. mail or overnight delivery and should be addressed to the Board of Directors c/o Secretary, Perficient, Inc., 555 Maryville University Dr., Suite 600, Saint Louis, Missouri, 63141. Communications directed to the Board, or one or more directors, will be reviewed by the Secretary and forwarded to the Board as appropriate. Communications may be made anonymously.