

alteryx

# 2022 GLOBAL IMPACT REPORT



# CONTENTS

## 03 Letter from the CEO

## 04 Who We Are

Our Impact Strategy  
Materiality Assessment  
Building Our Team

## 09 Our People

Diversity, Equity, Inclusion and Belonging  
Internships & Talent Development  
Benefits & Wellbeing  
Alteryx for Good  
SparkED

## 23 Our Planet

GHG Emissions and Inventory Results  
Sustainability Engagement

## 28 Our Ethics and Governance

Corporate Governance and ESG  
Data Privacy and Information Security

## 33 SASB Disclosures

## 34 GRI Disclosures

## 37 Forward-Looking Statements

## 38 About This Report



# LETTER FROM THE CEO

Almost every day since my transition to CEO in 2020, customers have been telling me how our software has changed their lives. Their stories of breakthrough outcomes prove – person after person – that analytics is one of the most powerful tools to help organizations reach their full potential. From the start, our mission has been to empower everyone to use data analytics to tackle the world's most complex issues. While those complex issues remain critical, we also realize the importance of making data analytics widely accessible to provide efficiency, advancement, and impact for the day-to-day challenges alike.

It is my honor to steward Alteryx into a future where analytics, AI, and machine learning are not just for MBAs and PhDs but for everyone who can make a measurable difference at their organization. Analytics for All defines our mission to offer resources that enable anyone with conviction and creativity to propel their career forward.

Setting out to make analytics accessible for all requires empowering changemakers, communities, and organizations – as well as building a strong and equitable pipeline of diverse tech talent to spin that flywheel of positive impact.

Giving back to and uplifting our communities is ingrained in the culture at Alteryx and has been since our Alteryx for Good program was founded in 2016. In this inaugural Global Impact Report, we are delighted to spotlight our

deeply-rooted employee volunteerism, the far-reaching impact of our SparkED education and upskilling program, and the career-launching magic of our robust internship and early-in-career programs. We're proud of how we've partnered with nonprofits tackling challenges around climate, hunger, and education through our Tech for Good Program. This report provides an overview of our impact initiatives – how we are promoting and fostering diversity and wellbeing on our teams, engaging our customers in giving back, and building sustainability into our development strategy with an aim towards a greener, brighter future for everyone.

I am tremendously proud of our efforts in 2022 to define our social impact program, and yet, we're only just getting started. We acknowledge our strengths and celebrate our progress to date, while considering how we might better leverage our influence as leaders in the industry and show up for our employees, customers, and partners – our most ardent drivers of social, philanthropic, and environmental initiatives.

We look forward to sharing our impact journey with you.



**Mark Anderson, CEO**



alteryx

WHO WE ARE



## Analytics has the power to drive transformative impact.

Alteryx has been revolutionizing business through data science and analytics since 1997, and today we are proud to be the end-to-end platform making analytics, data science, and business process automation accessible to users at all levels, diversifying the pipeline of tech talent, and reducing barriers to impactful careers for students, career changers, and citizen data scientists.

Our no-code, low-code analytics automation platform and dedication to upskilling and analytics education enable users around the globe to close the skills gap and deliver breakthrough outcomes that can increase sales, optimize business strategy, improve efficiency, and empower decision-making.

The information below is provided as of December 31, 2022 for the year 2022, unless otherwise noted.

### OUR COMPANY

**8,300+**

customers in more than 90 countries, including over 930 of the Global 2000 companies

APPROX.

**400,000**

community members

**2,900+**

employees in 15 countries

### OUR IMPACT

**300+**

nonprofit organizations supported through volunteerism or monetary donations

**150,000+**

free licenses distributed to students, educators, and career changers (since 2019)

**6,400+**

employee hours donated

**\$725,000+**

in charitable grants and donations

**\$325,000+**

SparkED scholarship dollars awarded to learners across the globe (since 2021)

## 2022 AWARDS + ACCOLADES

- ★ G2 Awards Overall Leader in 7 Disciplines | 12 Awards
- ★ Dresner Advisory Services 2022 Industry Excellence Awards | Credibility Leaders for BI | Technology Leaders for BI
- ★ Trust Radius Earner of 8 Top Rated Awards Including Data Science Platforms, Predictive Analytics Software, Data Collaboration Tools, and More
- ★ Constellation Research 2022-2023 Shortlist for Data Science and Machine Learning
- ★ CRN Coolest Big Data Tools of 2022
- ★ Snowflake Competency Badges Financial Services, Healthcare and Life Sciences, Media, Retail/CPG
- ★ KMWorld 100 Companies That Matter in Knowledge Management 2022
- ★ DBTA Trend-Setting Products in Data and Information Management for 2022
- ★ InsideBIGDATA Impact List for Q3 2022
- ★ DBTA 100 2022: The Companies That Matter Most in Data
- ★ Solutions Review The 28 Best Business Analysis Tools and Software for 2022
- ★ DTBA Awesome Companies in AI 2022
- ★ CRN Women of the Channel 2022
- ★ 2022 Khoros Kudos Engagement For Good Award – Runner Up
- ★ Civic 50 Orange County 2022 and Civic 50 Colorado 2022
- ★ Orange County Business Journal | Companies That Care Award 2022
- ★ The Orange County Register's 2022 Top Workplaces in Orange County
- ★ Orange County Business Journal: 2022 In-House Legal Team



# Our Impact Strategy

At Alteryx, we are on a mission to provide the world’s most intuitive and engaging analytics automation software that powers transformation at every scale.

Intelligent decision-making relies on our ability to process and analyze data in real-time, and yet there is a gap between the high demand for analytics and the talent available to derive insights and drive companies forward. This talent gap is caused in part by inequitable access to analytics careers for underrepresented tech talent.

Our business and our social impact initiatives are designed to tackle this problem head-on, democratizing data and changing the way organizations work. Our impact strategy is focused on how we can shape our industry and communities, driving more equitable insights and applications of analytics. We believe that we have a responsibility as a leader in our field to leverage our platform and our company for good.

In 2022, the following strategic imperatives brought us closer to fulfilling our mission. The first four are company-wide initiatives, while the last two apply directly to our social impact work, highlighted in this report.

## ALTERYX CORPORATE STRATEGIC IMPERATIVES



Drive growth by delivering prioritized customer outcomes



Make our innovation available in the cloud to a broader range of analytic personas



Build scalable, frictionless, and systematized processes for organic and inorganic growth with a focus on M&A Integration



Activate the ecosystem as a growth engine



Attract, develop, and engage a diverse, equitable, and inclusive workforce and provide a fun and rewarding employee experience



Achieve societal impact by becoming the free upskilling platform of choice for every aspiring knowledge worker globally

# Materiality Assessment

In 2021, we started to analyze our existing impact initiatives by conducting an environmental, social, and governance (ESG) materiality assessment to identify the areas and priorities most relevant to our business and community. We partnered with qb. consulting, a women-owned and minority-led ESG consulting firm, to gather the perspectives of key internal and external stakeholders through a series of in-depth interviews. We reviewed the results of the materiality assessment in 2022 and are proud to present them in the matrix below.

The results of the assessment have been used to inform our social impact strategy by guiding our initiatives and disclosure on the areas identified as the most influential on our business success and most important to our stakeholders. The material issues were mapped according to these two factors, with the issues in the upper right quadrant (Tier 1) being the most important material issues identified for Alteryx.

## MATERIALITY ASSESSMENT CHART



As used in this report, “materiality assessment,” “material,” and other similar terms are intended to reflect impact areas and priorities related strictly to ESG topics. Such references in this report should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of U.S. securities laws.

## Building Our Team

Setting our goals into motion requires a strong and experienced team. In 2021, we deepened our social impact commitments and appointed a Vice President of Social Impact, who reports to our interim Chief People Officer. In 2022, we expanded our programming globally in the Asia-Pacific and Japan (APJ) region as well as the Europe, Middle East, and Africa (EMEA) region.

We also purposefully integrated social impact into our annual Inspire user conference, and into large-scale internal team offsites such as our annual Sales Kick Off and New Hire Connect, our orientation for new hires. Our efforts in these areas helped to earn us awards from Civic 50 OC, Civic 50 Colorado, and OC Business Journal 2022 Companies That Care, recognizing us as among the top civic-minded companies in these communities.

**"It has never been more important for companies to demonstrate that their commitment and responsibility for creating positive societal impact is more than performative. Alteryx's investment in building out our Social Impact team over the last two years makes it clear that we take this commitment seriously and are taking the right steps towards becoming a more socially and environmentally responsible company."**

—Tiffany Apczynski, VP of Social Impact

### SPOTLIGHT TIFFANY APCZYNSKI

In 2021, we hired our Vice President of Social Impact, Tiffany Apczynski. Ms. Apczynski is a proven industry leader who previously pioneered Zendesk's global corporate social responsibility strategy. She is known for her ability to navigate companies through various stages of growth and adapt to the ever-evolving demands of the next-generation workforce and cultural shifts.





OUR PEOPLE

I SPEAK

ALTERIX

inspire

# Diversity, Equity, Inclusion, and Belonging

We are on a journey to achieve our vision of a diverse and equitable workforce at Alteryx.

## Grassroots Action

Even before the events of the last few years shocked the nation and demanded companies work to foster a more equitable environment, we launched Alter.Us, our internal DEI Council, in 2019, a historic marker at Alteryx. As we've witnessed the continued violence against people who are historically marginalized or oppressed, such as the uptick in hate crimes towards the Asian American and Pacific Islander (AAPI) community during the COVID-19 pandemic, we've worked to amplify these efforts and support our workforce. In 2021, we launched company-wide listening circles for employees to both share and empathize with different lived experiences. Over half of the workforce and 100% of executives have attended at least one session since 2021.

### CEO **ACT!ON** FOR DIVERSITY & INCLUSION

In 2021, we proudly became a signatory to the CEO Action Pledge, the largest business-led initiative to advance DEI in the workplace.

**“At Alteryx, the belief that everyone deserves to be accepted and loved for who they are forms the cornerstone of the company's values. Our employees have made a powerful statement, both to their fellow colleagues and to the wider community, that diversity and inclusion are not merely buzzwords, but integral aspects of the company's DNA.”**

—Charita McClellan, DEIB Manager



## Employee Resource Groups

Employee Resource Groups (ERGs) provide a dedicated environment for employees to connect with fellow co-workers of shared backgrounds or characteristics, as well as employees who identify as allies of those groups. Alteryx supports nine highly engaged global ERGs to assist in the advancement of an integrated DEIB strategy and to raise the visibility of represented demographics. Collectively, our ERGs have organized over 70 events since 2021, with participation from over 20% of global employees.

### OUR 2022 IMPACT

9 GLOBAL ERGS



**22%**  
MEMBERSHIP

**70+**  
EVENTS

**\$100k**  
INVESTED

### EVENT SPOTLIGHT ERG LEADER RETREAT

ERG Chairs met in person in 2022 for two days packed with volunteerism and learning based on a curriculum tailored to ERG advancement. The group also supported on-the-ground efforts for Village of Hope, a nonprofit organization that provides transitional housing for at-risk women and children struggling with homelessness.



### ERG SPOTLIGHT PRIDE CELEBRATIONS

In 2022, Alteryx employees participated in the Pride celebrations in Orange County and Denver for the first time. Led by Alter.Q, a total of 60 employees proudly marched in the parades, demonstrating their unwavering support and solidarity for the LGBTQ+ community. This monumental step forward reflects Alteryx's commitment to fostering a culture of inclusivity, where individuals can embrace their true selves without fear or shame.



## EVENT SPOTLIGHT

# WEEK OF UNDERSTANDING

In 2022, we hosted our second annual Week of Understanding (WOU), a week-long program intended to build bridges, close gaps, and provide insight into another person’s perspective and experiences. This has quickly become a beloved opportunity for employees to connect with each other and foster deep understanding of how backgrounds shape perspective. This event has been a tremendous success, with over 20% participation from employees across three global regions.



2022 saw the launch of our DEIB pathways – where Alteryx participants around the world can complete curriculums related to each of the four pillars of DEIB, providing small doses of learning in several languages.



## Pay Equity

Using the power of data analytics to level the playing field.

We have embarked on a journey to build a more equitable workplace, harnessing our own data to better understand and improve on our pay equity metrics. Our analytics platform utilizes a pay regression model to uncover objective insights, navigating the complex challenges of attributing pay inequity to a single discrete variable. The platform can be used to measure and track pay equity issues, and, given the potential value this tool has for our communities, we provide our pay equity workflow free for anyone to download. Using Alteryx Designer and the pay equity workflow, customers can cut through the differences and recognize multiple points of pay disparity across demographics that may require attention and correction.

## Workforce Demographics

We believe that building a diverse talent pipeline can change our industry.

Workforce demographics are directly reviewed by senior management, alongside key metrics and action plans for accountability. We continued to increase transparency in 2022, and are proud to disclose our workforce demographic metrics for the first time in this report. In addition, on our [DEIB webpage](#), we voluntarily and publicly disclosed our 2021 Employer Information Report (EEO-1). We also added additional self-identification options to our human resource management software in 2022, including sexual orientation, pronouns, and gender identity, to more effectively capture the range of diversity of our workforce.

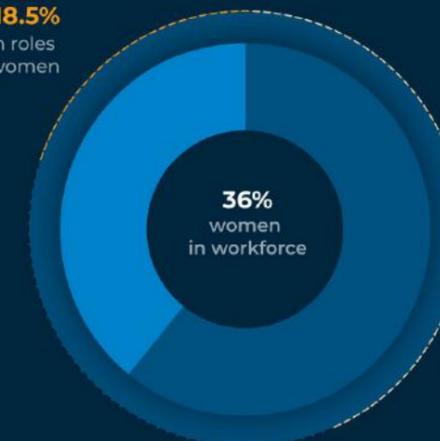
### GLOBAL REPRESENTATION BY GENDER

As of December 31, 2022, women make up **36%** of the Alteryx workforce.

**35.5%** of all people leaders are women

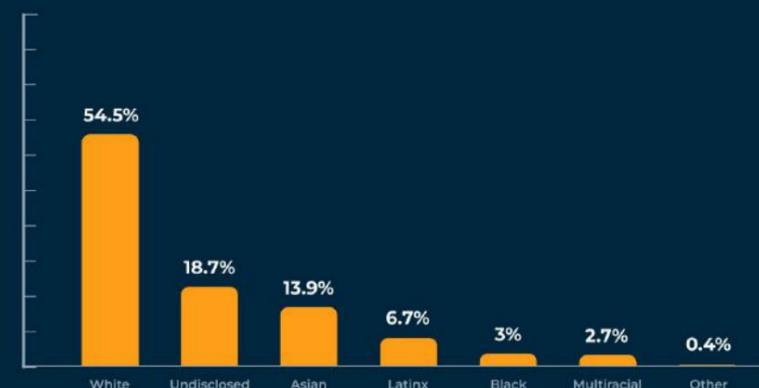


**18.5%** of our tech roles are held by women



**41%** of our non-tech roles are held by women

### US REPRESENTATION BY RACE + ETHNICITY



### US VETERAN AND DISABLED

**0.4%** EMPLOYEES WITH A DISABILITY

**1.8%** VETERANS

Please note that our self-disclosed employee information above may differ from the EEO-1 report due to Equal Employment Opportunity Commission reporting requirements.

# Internships & Talent Development

## Providing tomorrow's leaders with the tools they need.

Our highly competitive internship gives students the opportunity to kick-start their careers. The internship program was designed to embody Alteryx's foundational value of equality. Diversity, equity, inclusion, and belonging serve as our North Star in recruiting interns, curating intern events, and establishing recruiting partnerships.

|  |                                    |
|--|------------------------------------|
| <b>78</b><br>LEARNING INSTITUTIONS REPRESENTED | <b>27</b><br>STATES                |
| <b>54%</b><br>UNDERREPRESENTED MINORITIES      | <b>46%</b><br>WOMEN AND NON-BINARY |

We recruit leaders from all backgrounds, using a school-agnostic approach to attract and engage early talent. We use tools like RippleMatch and Handshake, as well as partners like CodePath, as force multipliers to diversify our talent pool and to expand diversity of thought. Our program is hybrid, offering flexibility and remote work, while creating opportunities to gather in-person for flagship events such as our Next Leaders Retreat.

## Talent Development

We are focused on strategically developing our talent and creating a pipeline of future leaders.

Our Emerging Leaders Program (ELP) provides an opportunity for growth to any employee who has indicated an interest in people leadership. Through participation in a 17-week, instructor-led program, employees are provided the knowledge and understanding of key leadership principles and skills, and begin a formal mentorship with an assigned people leader at the company. Since the program launched in 2020, the ELP has hosted over 300 employees.



Our 2022 Next Leaders Retreat brought 100 interns together for activities including, a Solving it Forward Learnathon, where they used their new skills to support nonprofit organizations.

In 2021, we also launched the SOAR mentorship program to develop women-identifying leaders within our Sales organization, with the goal of cultivating our existing talent to become future leaders at Alteryx.

In 2022, we launched the Returnship Program in collaboration with our partners at Path Forward. Alteryx's Returnship is a 16-week, paid, mid-career experience that creates a path for talent to re-enter the workforce after taking time off for caregiving.



WESP provides an opportunity for women at Alteryx to spend the day with an executive as a way to build relationships, skills, and exposure to leadership at the highest levels of the company. The ultimate aim is to help retain and develop women-identifying talent at Alteryx, and with over 40 participants in 2022, the program is off to a strong start.

# Benefits & Wellbeing

Our goal at Alteryx is for our employees to be fulfilled and compensated for the work that they do. We consider a strong benefits program as a central part of employee wellbeing and retention, and strive to provide pay, comprehensive benefits, and perks designed to meet varying needs. In addition to our robust benefits program, we rolled out additional offerings in 2022 designed to further boost mental health, morale, and wellness, including introducing flexible time off and providing a proactive raise for eligible employees as a reward for an exceptional fiscal year in 2021.

Our focus on making Alteryx a place where employees can thrive has gained us recognition from several publications as a “Best Place to Work” in the United States, as well as regionally in Boston, Colorado, and Orange County (by Built In, an online community for startups and tech companies).

In addition, we believe that investing in our employees’ growth and development will directly enhance our overall company performance. Employees are encouraged to invest regularly in their own professional development and are provided opportunities to focus on longer-term projects. We offer development opportunities through short-term mentoring programs, longer-term leadership development training, and frequent live trainings provided by our Learning and Development team on topics such as giving and receiving feedback, change management, leading a hybrid workforce, creating a diverse and inclusive work environment, managing your career, and goal-setting. On-demand training modules covering a variety of topics are also available at any time through our intranet. In addition, we offer our employees a tuition support program to promote ongoing learning and education at accredited programs and institutions.

When our employees seek help in the form of reporting issues, policy violations, or other grievances, we offer them several methods of voicing those concerns, both confidentially and anonymously, where permitted by law. These methods, which include our whistleblower hotline, are described in detail under Business Ethics in Section 5.1.

## A summary of our full-time employee benefits is below:

- Competitive pay
- Health, vision, and dental insurance
- Health and dependent care tax-free spending accounts
- Paid life and disability insurance
- 401(k) plan
- Paid vacation, holidays, and time off
- Equity compensation and stock incentives
- Employee Stock Purchase Program (ESPP) in eligible locations
- Financial wellness and retirement planning
- Parental leave—16 weeks for birth or adoption
- Fertility and family planning funds
- Mental health and wellness resources
- Annual mental health days
- Career development and education assistance
- Paid time off and travel for critical reproductive health services

Benefits may vary per region or country.

# Alteryx for Good

We are on a mission to democratize analytics and channel the power of our workforce to address global challenges and accelerate progress. Alteryx for Good (AFG), our social impact program, is designed to reach the community through a focus on five core pillars: Health, Education, Workforce Development, Basic Needs, and Sustainability.

**ALTERYX FOR GOOD**  
**CORE PILLARS**



**HEALTH**



**EDUCATION**



**WORKFORCE DEVELOPMENT**



**BASIC NEEDS**



**SUSTAINABILITY**

**Diversity, Equity, Inclusion and Belonging (DEI&B)**

**2022 Metrics**

6,400+

HOURS OF EMPLOYEE TIME VOLUNTEERED

\$140,000+

RAISED BY EMPLOYEES TO SUPPORT UKRAINIAN CITIZENS

140

ORGANIZED VOLUNTEER OPPORTUNITIES GLOBALLY

300+

NONPROFIT ORGANIZATIONS SUPPORTED BY EMPLOYEES

100%

INCREASE IN VOLUNTEERISM HOURS SINCE 2019

\$225,000+

IN CHARITABLE GIVING BY EMPLOYEES

\$725,000+

DONATED

\$5 MILLION

INVESTED WITH COMMUNITY DEVELOPMENT BANKS, ENABLING INVESTMENT IN HISTORICALLY DISADVANTAGED COMMUNITIES

## Volunteering, Philanthropy, and Humanitarian Aid

**Volunteering:** We believe in actively engaging with the communities where we live and work. Through Alteryx for Good, we provide each full-time employee with 20 paid hours per year to volunteer with any verified nonprofit organization that is meaningful to them. In addition, we host regular volunteer events for employees across the globe, encouraging teams to include volunteering in their events, and we incorporate volunteering into our company conferences. 2022 highlights included employee time spent assembling toy jars for children fighting cancer, building STEM kits for teens in foster care, and hosting park cleanups.

**Philanthropy:** We partner with nonprofits that are focused on serving underserved communities by filling gaps in data literacy, forging breakthrough career paths, and

creating positive social impact. In 2022, we donated over \$725,000 to nonprofits that are aligned with our core focus areas, including increasing our investments in our strategic partnership program by over 100% since 2021.

**Humanitarian Aid:** Alteryx has an R&D center in Ukraine and, in connection with the geopolitical conflict in the region, we provided grants to humanitarian organizations to help improve emergency preparedness and response delivery. Our humanitarian aid and related efforts in Ukraine in 2022 included, among other things:

- Raising over \$140,000 for Ukrainian relief efforts through employee giving and corporate matching;
- Donating \$100,000 to Doctors Without Borders to help improve emergency preparedness and response delivery; and
- Collaborating with State Street Corporation to organize a free Alteryx training course for Ukrainians to help start their careers in information technology.

### SPOTLIGHT

# ACE

This year, we continued to engage our customers in our Social Impact efforts and expanded our reach to include our Alteryx Certified Experts (ACE) program. ACE is a council of the top global users, evangelists, and thought leaders in the user/partner community for Alteryx. In 2022, our ACEs engaged in our efforts in a variety of ways - from using their skills to support nonprofits, to leading Inspire Breakout Sessions around Alteryx for Good activities, to creating free training programs. Emil Kos, partner, Poland User Group Leader and ACE, was our top Alteryx for Good contributor who dedicated his spare time to giving back. Emil collaborated with one of our top customers in EMEA, State Street, to organize a free Alteryx training course for Ukrainians to help them start their information technology careers. We are proud of our partnership with our customers and the ACE Community and will continue to find ways to engage them in our efforts.



Emil Kos  
Partner, Alteryx ACE



## Tech for Good

We believe that data science and analytics have the power to change the world for the better. That's why we created Tech for Good, our free licensing program that puts the most powerful, easy-to-use analytics tools in the hands of those who need them most. Along with donating licenses, the Alteryx for Good Skills-Based Volunteering program brings together our ecosystem of employees, customers, and partners to volunteer their time to help nonprofits amplify their impact through the use of data and analytics. We also partner with Pledge 1%, with a goal of donating 1% of our product and time to help nonprofits use data to tackle some of society's toughest challenges.

**400+**

UNIQUE LICENSES DONATED

**188**

NONPROFITS SUPPORTED GLOBALLY

**\$1.8 MILLION**

RETAIL VALUE OF DONATED PRODUCT

## SPOTLIGHT OZHARVEST

OzHarvest, Australia's leading food rescue organization, collects and redistributes food to aid people in need, delivering over 19 million meals and rescuing 5,000 tons of food waste since 2020. Partnering with Alteryx, OzHarvest has streamlined manual data collection efforts, provided access to accurate data, and enabled analysis of programmatic impact. The organization was surprised to find that, in addition to saving at least 10 hours per week, using Alteryx Designer helped uncover reliable statistics on impact and program reach that directly unlocked additional funding support.

**“We had the answers but spent a lot of hours putting them together before partnering with Alteryx. Any time we are inefficient, that basically means we are delivering fewer meals.”**

—Andrew Miller,  
National Logistics Manager, OzHarvest



# SparkED

## Training the next generation of data workers.

SparkED is our global learning and access program designed to meet the demand for digital transformation powered by data in organizations of all sizes. Launched in 2020, originally as Advancing Data Analytics Potential Together (ADAPT), and as a response to the rise in layoffs during the COVID-19 pandemic, this program was built to address the significant data science and analytics talent gaps across a myriad of industries worldwide. In 2021, with a focus on partnering with the global ecosystem of colleges and universities, and to respond to the growing urgency for analytics education and diversity within the field, the SparkED program was officially born.

Alteryx SparkED empowers a new generation of knowledge workers with the skills they need to advance their learning and career pathways. We provide our software and resources such as curriculum, teaching tools, and learning paths to educators, students, and independent learners across all fields of study who express the desire to upskill and reskill. Broadening access to analytics through our products and the reach of our SparkED program opens up opportunities for a more diverse talent pipeline. It can also influence the culture of the companies that SparkED participants will work for while making access to data insights more equitable.

**How it Works:** As SparkED learners receive their software and move through the program, they have access to the same materials used by business professionals to develop their analytics skills. Participants also gain the opportunity to obtain industry-recognized certifications and access to potential internships and career opportunities within Alteryx, our global customers, or our partners.

Our licensing and support go beyond academic settings to nontraditional and underserved learners globally. We partner with community colleges, public universities, and nonprofit organizations like CodePath to jumpstart careers in data analytics for underserved students. Additionally, our scholarship program also prioritizes first-generation college students from underrepresented minority populations wishing to pursue a career path in data analytics.

**“Analytics for all is achievable. It’s about shifting the way we think about data analytics and realizing the opportunity it brings to create significant societal change. Having been deeply involved in data and analytics now for almost three decades, we’ve seen firsthand how learners who are given the right access to education with supportive communities will thrive.”**

—Libby Duane Adams,  
Chief Advocacy Officer, Alteryx

**930+**  
ACADEMIC INSTITUTIONS  
WORLDWIDE SINCE 2019

**150,000+**  
FREE LICENSES DISTRIBUTED TO  
STUDENTS, EDUCATORS, CAREER  
CHANGERS OR AS LAB LICENSES  
SINCE 2019

**48**  
COUNTRIES  
SINCE 2019

**\$325,000+**  
IN ALTERYX SCHOLARSHIPS  
TO STUDENTS GLOBALLY  
SINCE 2021

**SPOTLIGHT**

# ALTERYX GRAND PRIX

As a testament to the power of SparkED, in 2022, University of Colorado student and SparkED alumni Claire McCollough became the first college student to win the “Alteryx Grand Prix”, a competition using the company’s analytics platform to complete data challenges at speed, competing with chief information officers, data scientists, and other Alteryx power users from around the world.



# Global Programs

In 2022, we focused on creating stronger integrations with local organizations across our global locations, particularly expanding our programming in the APJ and EMEA regions. We launched programming events for partners and customers to spend time together while giving back to their communities, such as volunteering to assemble school supply kits in India or painting a new kindergarten classroom in the Czech Republic.

## APJ Highlight

We offer our employees up to 20 hours of paid volunteering time each year, and in the last two quarters of 2022, the APJ region was the leading region across our company in average volunteer hours per employee.

## EMEA Highlight

In 2022, we set the foundation for social impact in EMEA, providing a regionally-based approach to community building. In particular, we expanded our humanitarian efforts in Ukraine, donating over \$140,000 in aid as well as providing training and grants to support Ukrainian citizens.

### APJ SPOTLIGHT

## CODETTE PROJECT

Our SparkED team runs a partnership with Codette Project, a nonprofit in Singapore whose mission is to help women from minority backgrounds gain access to opportunities in the tech industry. The goal of the program is to provide students with upskilling opportunities through data and analytics training, as well as networking and presentations designed to foster a sense of belonging and community.



### EMEA SPOTLIGHT

## HACK YOUR FUTURE

In partnership with SparkED, our EMEA partnership with HackYourFuture designed a six-week course for students to gain high-value skills in data analytics. HackYourFuture is a free training program educating refugees, asylum seekers, and disadvantaged groups to become web developers and software testers. This Alteryx Masterclass was created for HackYourFuture alumni who are still on the job hunt and wish to further expand their tech skillset to increase their job opportunities. Among the 2022 cohort, 93% of course participants took the Alteryx Core Certification exam, and 67% found employment in the tech field within 12 months of completing the program.

# Inspire Conference

Our flagship annual Inspire Conference brings together data enthusiasts, from business users to data scientists to IT professionals. The conference, held in various locations globally each year, offers programming, panel discussions, keynotes, and hands-on training for all levels.

In 2022, we were thrilled to welcome over 4,000 Alteryx customers to Denver, Colorado for the **Inspire Americas** Conference. The event featured multiple sessions around our Alteryx for Good Program – from sharing our DEIB journey, to using our tools to build our ESG reporting, to sharing our Tech for Good applications and nonprofit partnerships – our goal was to highlight the power of democratizing access to analytics.

**Inspire EMEA** took place in October 2022 in Amsterdam, The Netherlands, bringing together hundreds of customers, partners, and data enthusiasts alike. The event venue was sustainably focused – centrally located for easy access via public transport, powered by renewable energy, and with a zero-waste-to-landfill policy. The ongoing conflict in Ukraine was a central topic of the conference, ensuring that those trapped under the veil of war remained in our collective consciousness. We screened our documentary, EmpoWARment, which featured several Alteryx employees who told their stories about how they had been affected by the war. The event aimed to engage businesses in creative ways to support these populations, using our own example of providing free training for Ukrainians as well as extensive financial and grant-based support.

**Inspire APJ on Tour** took us to the key regional locations of Mumbai, Singapore, and Sydney, enabling partners and customers to gather for networking events designed around volunteering. At Inspire Sydney, customers and partners packed kits of essential items for women and children impacted by homelessness and domestic violence. Across locations, the events featured keynotes, networking events, and breakout sessions to enable local Alteryx communities to connect with each other, learn more about the latest industry trends, and support their communities.





OUR PLANET

alteryx for good  
a

alteryx for good  
a

As a global company that helps tackle the world's most complex issues through data science and analytics, we believe that we should understand our own environmental impacts and harness our software to help solve climate problems.

## 2022 Environmental Strategy

Our 2021 materiality assessment identified carbon footprint, energy management, green workplaces, and climate action as the environmental issues that are most material for our company. In 2022, our focus was on solidifying our sustainability program, developing strategic partnerships with mission-aligned environmental organizations, and cultivating a climate-smart approach within our corporate culture to drive company-wide sustainability education and awareness. We took steps to rationalize our office space to ensure work spaces and related resources are efficiently utilized and optimized, through flexible seating arrangements and a more flexible remote working policy for employees. We also developed our first greenhouse gas (GHG) inventory to better understand our environmental impact, and over the next two to five years we expect to be actively working towards setting specific and measurable goals on our climate impacts.

We are simultaneously starting to explore potential applications of how the Alteryx analytics platform can be a tool for uncovering climate solutions, expanding our ability to be a force for good. For Alteryx, we see opportunities to use the power of data analytics in developing climate solutions from mitigation to adaptation. We are at an early stage in our climate journey, but excited for what's ahead. As of this report's publication, we are analyzing how our tools may help customers more accurately collect and report on ESG data, a workstream with a huge potential for impact.





alteryx | AMERICA IS ALL IN

# COMMITMENT TO ENVIRONMENTAL RESPONSIBILITY

We are committed to maintaining and furthering our sustainability initiatives, which currently include:



Continuing to support the “America is All In” pledge, which seeks to advance climate action and encourage policy, in partnership with thousands of communities, businesses, and institutions across the U.S.



Maintaining and selecting our office spaces with consideration given to efficiency certifications, including the LEED Gold Certification, ENERGY STAR certification and UL Verified Healthy Building certification for our corporate headquarters in Irvine, California.



Purchasing scientifically verified and third-party certified carbon offsets to neutralize the impact of a portion of our emissions related to employee business travel.



Integrating sustainable practices into many of our global conferences and large-scale company gatherings, including selecting locations that have invested in sustainable infrastructure and are accessible by public transportation.



Continuing to offer a hybrid model for many of our global conferences, which allows participants to join virtually rather than in-person, reducing emissions generated by business travel.



Implementing waste reduction methods at our event facilities when possible, including donating food waste to local nonprofit organizations and implementing three-stream waste bins throughout the event facility.



Offering ESG/sustainability-focused index funds as options for U.S. employees investing through their 401(k) retirement fund.

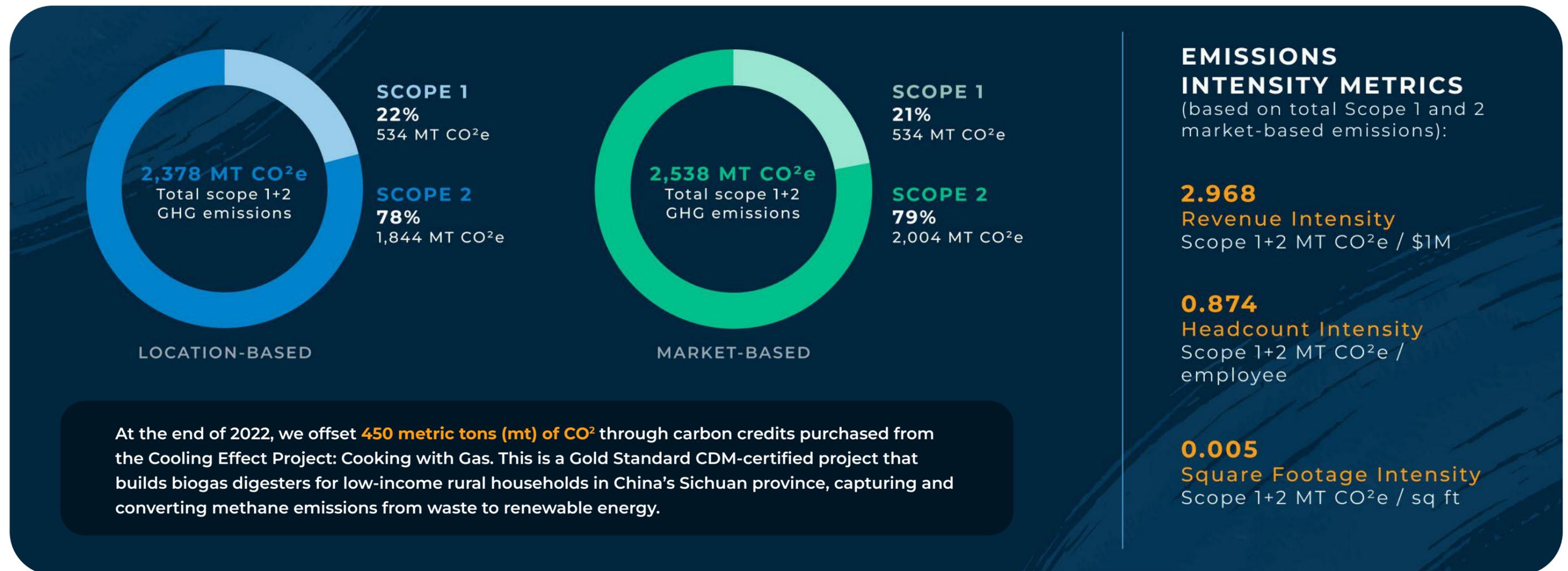


Partnering with a certified e-recycling program to properly decommission and dispose of old IT assets and hardware and to recover equipment for reuse, recycling, or refurbishment.

# GHG Emissions and Inventory Results

We are committed to understanding our environmental impact. In 2022, we launched our first GHG inventory, based on groundwork conducted in 2021, to measure carbon emissions from both direct and indirect sources. Our reporting, as described below, is rooted in a market- and location-based approach and follows the Greenhouse Gas Protocol Corporate Standard methodology.

We are pleased to disclose our Scope 1 and Scope 2 emissions in the tables below. As we better understand and verify the emissions in our supply chain, we plan to disclose Scope 3 in a future report.



At the end of 2022, we offset **450 metric tons (mt) of CO<sub>2</sub>** through carbon credits purchased from the Cooling Effect Project: Cooking with Gas. This is a Gold Standard CDM-certified project that builds biogas digesters for low-income rural households in China's Sichuan province, capturing and converting methane emissions from waste to renewable energy.

# Sustainability Engagement

We are committed to educating and empowering our employees to make individual and collective behavioral changes that promote living a sustainable lifestyle. Since its foundation in 2020, our Alter. Eco ERG has acted as an influential advocate for driving positive environmental changes, both at home and in the office. This ERG provides opportunities for associates to join educational webinars, engage in virtual eco-challenges, and volunteer in-person with local environmental organizations.



alteryx | ALTER ECO

## 2022 Sustainability Events

For our first ever global Earth Month celebration, Alteryx organized 13 region-specific volunteering events and five global educational workshops and webinars.

We hosted our first E-Grand Prix, where employees had the opportunity to use Alteryx Designer to solve challenges relating to global warming and climate change, which resulted in charitable donations to three of our Tech for Good sustainability nonprofit partners.



# altervix

## OUR ETHICS AND GOVERNANCE



# Corporate Governance and ESG

Strong oversight of environmental, social, and governance issues helps us to mitigate risks to our business and proactively address challenges, supporting both short- and long-term corporate value. We are committed to continuing to build our ESG program centered on transparency and accountability for our social impact, corporate governance, and environmental initiatives.

## OVERSIGHT STRUCTURE



Our **Board of Directors** works closely with management to oversee the ethics and governance issues affecting our business; they are advised on and consider various strategic and operational risks that may impact our business, including our global footprint.



The **Compensation Committee** generally oversees human capital management activities, including talent acquisition, management, and development, as well as employee engagement pertaining to our people.



The **Audit Committee** provides oversight of Alteryx's Enterprise Risk Management (ERM) framework, cybersecurity, data privacy and information security, and other material information technology risks falling under the ethics and governance category, as well as our disclosure controls and procedures.



The **Nominating and Corporate Governance Committee** provides general oversight of Alteryx's corporate social responsibility activities, programs, and public disclosure, and meets quarterly with the Chief People Officer and Chief Legal Officer. This committee is responsible for overseeing our policies and programs addressing corporate responsibility, sustainability, and ESG matters.

## Business Ethics

Our corporate codes, policies, and guidelines are overseen by our Board of Directors and support and promote integrity, transparency, and ethical business practices. These include, among other statements and policies, our [Modern Slavery Act Transparency Statement](#), [Corporate Governance Guidelines](#), and [Code of Business Conduct and Ethics](#). Our Board of Directors also regularly reviews and approves updates to, among other internal policies, our Related Party Transactions Policy, Anti-Corruption Policy, Whistleblower and Complaint Policy, and our Corporate Communications Policy.



Employees participate in business ethics training, both at the time of their onboarding and annually thereafter, as well as acknowledge that they have read and understood the Code of Business Conduct and Ethics on a yearly basis. We have also implemented mandatory anti-harassment and anti-corruption training, as well as more targeted compliance training, to address the compliance risks of specific roles and business functions. Our employees are required to annually review our anti-corruption, information security, and privacy policies and attend related training. Our information security policies prohibit misconduct from staff at all levels and maintain the safety of our company and user data. These policies and communications provide information and training on physical, cyber, information, infrastructure, and operational security topics, including trends in cyber incidents. Annual and regular role-based privacy training is also required to ensure an organization-wide awareness of data protection principles with respect to employee, user, and customer information.

Our Anti-Corruption Policy specifically prohibits personnel from, directly or indirectly, authorizing, making, offering, promising, requesting, receiving, or accepting bribes, kickbacks, or other improper payments in any form. This prohibition applies to all forms of bribery, including commercial bribery and the bribery of government officials. In 2022, we were not subject to any bribery, corruption or anti-competition proceedings or orders. Employees and contractors are required to participate in all assigned training and annually acknowledge the related policies.

Further, to promote a high standard of ethical and professional conduct, we have engaged with a third

party to administer an ethics reporting hotline where, as permitted by law, employees, contractors, customers, and vendors may address or report any issues on a confidential basis. Employees may choose how to address or report any issues or complaints, whether through their manager, their human resources business partner, by mail to our Compliance Officer, by e-mail to a designated e-mail address, or through the anonymous reporting hotline or internet portal.

## Human Rights

We believe that businesses have a responsibility to respect and promote human rights and we strive to prevent human rights violations in our business and operations through the principles outlined in our core values, Code of Business Conduct and Ethics, and our [Human Rights Statement](#). Our Human Rights Statement is informed by the UN Guiding Principles on Business and Human Rights, and applies to Alteryx, Inc. and its direct and indirect subsidiaries. As outlined in the statement, we prohibit all forms of forced labor, including child labor, modern slavery, and human trafficking. The statement also guides our commitment to providing equal opportunities to employees based on merit and business needs, not based upon race, color, citizenship status, religious creed, national origin, ancestry, gender, sexual orientation, age, marital status, veteran status, physical or mental disability, or medical condition, or any other condition prohibited by law. Furthermore, the statement guides us in providing a safe, productive, and healthy workplace for our employees, compensating employees fairly, and respecting freedom of association and collective bargaining.

# Data Privacy and Information Security

Privacy, security, and accountability are at the core of our company; deeply integrated into both everyday operations and product design. Our Chief Information Security Officer (CISO) regularly reports to our Audit Committee, which oversees our cybersecurity, data privacy, information security, and other information technology risks, controls, and procedures.

## Data privacy

At Alteryx, we focus on socializing and integrating global privacy standards across the company so that new products and features are designed to collect only the minimum personal data required, and we strive to be transparent about our data collection practices and the rights and obligations pertaining to any data we hold or access. We take a protectionist mindset whereby our employees and service providers are only provided limited, role-based access on a strict need-to-know basis for any personal data or customer data held in our hosted cloud products. We view compliance with the most stringent privacy laws, such as the EU's General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA), as an opportunity to demonstrate our commitment to keeping customer data private and safe.

Employees are provided with extensive training designed to help facilitate best practices around data security and data privacy policies at all levels of the organization, with modules including network security, GDPR compliance, and Privacy by Design. In 2022, we introduced role-based training specific to a number of key departments across the organization to further enhance our training efforts. We strive to lead our partners and customers by example through clear procedures and governance.

In addition to having a data protection officer-led comprehensive privacy program, we also expanded our dedicated data privacy team in 2022 to ensure we remain best in class on privacy, and we raised our standards further by completing the first iteration of mapping our privacy program against the leading self-regulatory privacy framework provided by the National Institute of Standards and Technology (NIST). We have implemented a consolidated privacy risk register and risk rating system that positions privacy risk remediation as the responsibility of all Alteryx employees. The next phase in our data privacy efforts includes the creation of a Data Privacy Council, a cross-functional group that will be trained on various privacy topics and the evolving regulatory landscape to help better integrate best practices and accountability throughout the organization.





## Information Security

We are committed to providing secure, compliant enterprise cloud products. Alteryx deploys security and privacy best practices designed to provide a secure, reliable, and compliant analytics platform for individuals and organizations of all sizes. We meet rigorous privacy and security industry certifications, including SOC 2 Type 2 and ISO27001 certifications on key products.

Our InfoSec Program, now in its third year, is designed to ensure the security of our platform. The global team of approximately 50 dedicated employees focuses on continuous improvement across four key pillars, and in 2022, in partnership with our Privacy and Products team, we launched our Trust webpage covering information security programs, data and application security practices, data use, retention and deletion practices, disaster recovery, and business continuity programs.

### MISSION

To enable rapid growth through the protection of our customers, employees, stockholders, and the Alteryx community through secure enablement of our talent, the cultivation of a pervasive security mindset, and the establishment of enduring security roots in technology and process that will lead to the Alteryx brand being synonymous with security.

### GUIDING PRINCIPLES

- 1 BUILD SECURITY FOR TOMORROW
- 2 TRAILBLAZE "YES"
- 3 ENTREPRENEURIAL ORIENTATION
- 4 BE ACCOUNTABLE AND INTENTIONAL
- 5 TRUSTED ADVISERSHIP

### INFOSEC PILLARS

#### STRATEGY AND BUSINESS OPERATIONS

- Strategy Development
- Business Operations
- Budget and Contract
- Program Management
- Project Management, Reporting
- Communications
- Security Awareness and Training
- Security Education
- Brand Development
- Strategic Engagements

#### SECURITY OPERATIONS AND ENGINEERING

- Security Operations Center
- Security Engineering
- Threat Hunting
- Incident Response
- Investigations
- Insider Threat
- Detection Engineering
- Enterprise Security
- Security Automation

#### GOVERNANCE, RISK MANAGEMENT & COMPLIANCE

- Standards & Policies
- M&A Security Due Diligence
- 3rd Party Risk Assessment
- BCP/DR
- Security Compliance
- Security Certifications
- Sales Enablement
- Verification Services
- Security Risk Management
- Customer Trust Portal

#### APPLICATION AND INFRASTRUCTURE SECURITY

- Product Security
- Cloud Security
- Application Security
- Secure SDLC
- Infrastructure Security
- Identity and Access Management
- Vulnerability Management
- Data Security
- Security Services Product Management
- Offensive Security
- PSIRT



# SASB Disclosures

| SASB Topic   | References and responses  |
|--|---|
| <b>SASB (S&amp;ITS): Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce Topic</b>   |   |
| TC-SI-330a.1<br>Percentage of employees that are:<br>(1) foreign nationals* and<br>(2) located offshore**  | (1) 31%<br>(2) 70% of Alteryx employees are based in North America, 30% are based outside of North America.                   |
| TC-SI-330a.3<br>Percentage of gender and racial/ethnic group representation for:<br>(1) management, (2) technical staff***, and (3) all other employees                  | GIR 22, 'Workforce Demographics', p. 13   |
| TC-SI-330a.2<br>Employee engagement as a percentage  | 67%   |
| <b>SASB (S&amp;ITS): Data Privacy &amp; Freedom of Expression Topic</b>  |   |
| TC-SI-220a.1<br>Description of policies and practices relating to behavioral advertising and user privacy  | <a href="#">Privacy Policy</a>  |
| TC-SI-220a.2<br>Number of users whose information is used for secondary purposes   | All secondary uses are disclosed to users at the point of data collection through our policies, terms of use, and disclosures |
| TC-SI-220a.3<br>Total amount of monetary losses as a result of legal proceedings associated with user privacy  | \$0   |
| TC-SI-220a.4<br>(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure | None  |
| TC-SI-220a.5<br>List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring               | None  |

| SASB Topic   | References and responses   |
|--|--|
| <b>SASB (S&amp;ITS): Data Security Topic</b>   |  |
| TC-SI-230a.1<br>(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected    | None   |
| TC-SI-230a.2:<br>Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | <a href="#">Information Security Program</a> ; GIR 22, 'Data security' p. 31-32                    |
| <b>SASB (S&amp;ITS): Managing Systemic Risks from Technology Disruptions Topic</b>   |  |
| TC-SI-550a.2<br>Description of business continuity risks related to disruptions of operations  | <a href="#">2022 Annual Report</a> , p. 41-48, p. 65; <a href="#">Information Security Program</a> |
| <b>SASB (S&amp;ITS): Intellectual Property Protection &amp; Competitive Behavior Topic</b>   |  |
| TC-SI-520a.1<br>Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations           | None   |

\*Foreign nationals are defined as anyone requiring an employment visa for work in the country in which he or she is employed. The percentage is calculated as the number of employees that are foreign nationals divided by the total number of the entity's employees.

\*\*Employees that are located offshore are employees that are located offshore from Alteryx, Inc.'s country of domicile, by region. The percentage is calculated as the number of employees that are located offshore from Alteryx, Inc.'s country of domicile divided by the total number of the entity's employees.

\*\*\*Technical staff include product management, information technology, information security, enterprise applications, and data science roles.



# GRI Disclosures

Alteryx has reported the information cited in this GRI content index for the period of January 1, 2022 to December 31, 2022 with reference to the GRI Standards, using GRI 1: Foundation 2021. References to “it” and “its” in the GRI Index refer to Alteryx.

| GRI 1: General Disclosures 2021   | References and Responses  |
|---|---|
| <b>GRI 2-1 Organizational details</b>   |   |
| 2-1 a Legal name  | Alteryx, Inc.   |
| 2-1 b Nature of ownership and legal form  | Publicly traded corporation   |
| 2-1 c Location of headquarters  | Irvine, California, U.S.  |
| 2-1 d Countries of operation  | <a href="#">2023 Proxy Statement</a> p. 19-20; <a href="#">2022 Annual Report</a> p. 68 |
| <b>GRI 2-3 Reporting period, frequency and contact point</b>  |   |
| 2-3 a Reporting period for, and frequency of, its sustainability reporting  | GIR 22 'About this report' p. 38  |
| 2-3 b Reporting period for its financial reporting  | <a href="#">2022 Annual Report</a>  |
| 2-3 c Publication date of the report or reported information  | November 2, 2023  |
| 2-3 d Contact point for questions about the report or reported information  | socialimpact@alteryx.com  |
| <b>GRI 2: General Disclosures 2021</b>  |   |
| <b>GRI 2-4 Restatements of information</b>  |   |
| 2-4 Report restatements of information made from previous reporting periods   | No restatements of information (this is our inaugural report)                           |
| <b>GRI 2-5 External assurance</b>   |   |
| 2-5 Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved | We do not currently seek external assurance for the contents of our GIR.                |

|  |   |
|--|---|
| <b>GRI 2-6 Activities, Value Chain and Other Business Relationships</b>  |   |
| 2-6 a Report the sector(s) in which it is active   | <a href="#">2022 Annual Report</a> p. 7-22  |
| 2-6 b (i-iii) Describe its value chain   | <a href="#">2022 Annual Report</a> p. 7-22  |
| <b>GRI 2-7 Employees</b>   |   |
| 2-7 a Report the total number of employees, and a breakdown of this total by gender and by region  | GIR 22 'Who we are' p. 5; GIR 'Workforce demographics' p. 13; <a href="#">2022 Annual Report</a> p. 15  |
| <b>GRI 2-9 Governance Structure and Composition</b>  |   |
| 2-9 a Describe its governance structure, including committees of the highest governance body   | GIR 22 'Corporate Governance and ESG' p. 29; <a href="#">2023 Proxy Statement</a> p. 9-13   |
| 2-9 b List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people | GIR 22 'Corporate Governance and ESG' p. 29; <a href="#">2023 Proxy Statement</a> p. 9-13 and p. 17   |
| 2-9 c (i -vii) Describe the composition of the highest governance body and its committees  | <a href="#">2023 Proxy Statement</a> p. 11-32   |
| <b>GRI 2-10 Nomination and Selection of the Highest Governance Body</b>  |   |
| 2-10 a Describe the nomination and selection processes for the highest governance body and its committees  | <a href="#">2023 Proxy Statement</a> p. 24-25; <a href="#">Charter of the Nominating and Corporate Governance Committee of the Board of Directors of Alteryx, Inc.; Alteryx, Inc. Corporate Governance Guidelines</a> |
| 2-10 b (i-iv) Describe the criteria used for nominating and selecting highest governance body members  | <a href="#">2023 Proxy Statement</a> p. 24-25; <a href="#">Charter of the Nominating and Corporate Governance Committee of the Board of Directors of Alteryx, Inc.; Alteryx, Inc. Corporate Governance Guidelines</a> |
| <b>GRI 2-11 Chair of the Highest Governance Body</b>   |   |
| 2-11 a Report whether the chair of the highest governance body is also a senior executive in the organization  | <a href="#">2023 Proxy Statement</a> p. 9, 11 and 26  |

**GRI 2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts**

2-12 a Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development [GIR 22 'Corporate Governance and ESG' p. 29; Charter of the Nominating and Corporate Governance Committee of the Board of Directors of Alteryx, Inc.](#)

2-12 b (i, ii) Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people [2023 Proxy Statement p. 9-23; Charter of the Nominating and Corporate Governance Committee of the Board of Directors of Alteryx, Inc.](#)

**GRI 2-13 Delegation of Responsibility for Managing Impacts**

2-13 a (i, ii) Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people [2023 Proxy Statement p. 9-13](#)

2-13 b Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people [2023 Proxy Statement p. 9-11](#)

**GRI 2-14 Role of the Highest Governance Gody in Sustainability Reporting**

2-14 a Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information [2023 Proxy Statement p. 10-13](#)

**GRI 2-15 Conflicts of Interest**

2-15 a Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated [Corporate Governance Guidelines, p. 3; Code of Business Conduct and Ethics, p. 3-5; Charter of the Compensation Committee of the Board of Directors of Alteryx, Inc. p. 4](#)

**GRI 2-16 Communication of Critical Concerns**

2-16 a Describe whether and how critical concerns are communicated to the highest governance body [2023 Proxy Statement p. 10-11, 22-23; Code of Business Conduct and Ethics p. 13](#)

**GRI 2-18 Evaluation of the Performance of the Highest Governance Body**

2-18 a Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people: [2023 Proxy Statement p. 25](#)

2-18 b Report whether the evaluations are independent or not, and the frequency of the evaluations [2023 Proxy Statement p. 25](#)

**GRI 2-19 Remuneration Policies**

2-19 a (i-v) Describe the remuneration policies for members of the highest governance body and senior executives [2023 Proxy Statement p. 33-35; 43-80](#)

**GRI 2-20 Process to Determine Remuneration**

2-20 a (i-iii) Describe the process for designing its remuneration policies and for determining remuneration [Charter of the Compensation Committee of the Board of Directors of Alteryx, Inc. p. 3; 2023 Proxy Statement p. 33-35 and 43-79](#)

**GRI 2-21 Annual Total Compensation Ratio**

2-21 a Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) [2023 Proxy Statement p. 73](#)

2-21 c Report contextual information necessary to understand the data and how the data has been compiled: [2023 Proxy Statement p. 73](#)

**GRI 2-22 Statement on Sustainable Development Strategy**

2-22 Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development. [GIR 22 'Letter from the CEO' p. 3](#)

**GRI 2-23 Policy Commitments**

2-23 a Describe its policy commitments for responsible business conduct [GIR 22 'Business Ethics' p. 30](#)

2-23 b Describe its specific policy commitment to respect human rights [GIR 22 'Human Rights' p. 30](#)

2-23 c Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this [Modern Slavery Act Transparency Statement Corporate Governance Guidelines Code of Business Conduct and Ethics Whistleblower and Complaint Policy p. 21 Related Party Transactions Policy p. 82 Anti-Corruption Policy p. 21](#)

2-23 d Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level [GIR 22 'Business Ethics' p. 30](#)

2-23 f Describe how the policy commitments are communicated to workers, business partners, and other relevant parties. [GIR 22 'Business Ethics' p. 30](#)

**GRI 2-24 Embedding Policy Commitments**

2-24 a (i-iv) Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including

Please see each individual policy for the details, and also GIR 22 'Business Ethics' p. 30

**GRI 2-25 Processes to Remediate Negative Impacts**

2-25 a Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to

GIR 22 'Business Ethics' p. 15, 30; [2023 Proxy Statement](#) p. 21; [Code of Business Conduct and Ethics](#) p. 13

2-25 b Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in

GIR 22 'Business Ethics' p. 15, 30; [2023 Proxy Statement](#) p. 21; [Code of Business Conduct and Ethics](#) p. 13

**GRI 2-26 Mechanisms for Seeking Advice and Raising Concerns**

2-26 a Describe the mechanisms for individuals to:

i. seek advice on implementing the organization's policies and practices for responsible business conduct

ii. raise concerns about the organization's business conduct

GIR 22 'Business Ethics' p. 15, 30; [2023 Proxy Statement](#) p. 21; [Code of Business Conduct and Ethics](#) p. 13

**GRI 2-29 Approach to Stakeholder Engagement**

2-28 a (i-ii) Describe its approach to engaging with stakeholders

[2023 Proxy Statement](#) p. 22-23, 48-50

**GRI 3: Material Topics 2021**

**References and responses**

3-1 a (i-ii) Describe the process it has followed to determine its material topics

GIR 'Materiality Assessment' p. 7 [2023 Proxy Statement](#) p. 17

3-2 a List its material topics

GIR 'Materiality Assessment' p. 7

3-3 d Describe actions taken to manage the topic and related impacts

Environment: [2023 Proxy Statement](#) p. 18; GIR 22 'Our Planet' p. 23-27  
 Social: [2023 Proxy Statement](#) p. 18 -21; GIR 22 'Our People' p. 9-22  
 Governance: [2023 Proxy Statement](#) p. 21-22; GIR 22, 'Our Ethics and Governance' p. 28-32

**GRI Topic Specific**

**References and responses**

**GRI 405: Diversity and Equal Opportunity 2016**

405-1 (a,b) Diversity of governance bodies and employees

[2023 Proxy Statement](#) p. 20, 26-27

**GRI 401 Employment 2016**

401-2 (a,b) Benefits provided to full-time employees that are not provided to temporary or part-time employees

GIR 22 'Benefits & Wellbeing' p. 15

**GRI 305: Emissions 2016**

305-1(a-g) Direct (Scope 1) GHG emissions

534 (mtCO2e), see GIR 22 'GHG Emissions and Inventory Results' p. 26 for further details

305-2 (a-g) Energy indirect (Scope 2) GHG emissions

1,844 (mtCO2e) location-based emissions  
 2,004 (mtCO2e) market-based emissions  
 See GIR 22 'GHG Emissions and Inventory Results' p. 26 for further details

305-4 (a-d) GHG emissions intensity

2.968 (mtCO2e per \$1M revenue for scopes 1 and 2 market-based emissions)  
 0.874 (mtCO2e per employee for scopes 1 and 2 market-based emissions)  
 0.005 (mtCO2e per sq ft for scopes 1 and 2 market-based emissions)  
 See GIR 22 'GHG Emissions and Inventory Results' p. 26 for further details



# FORWARD-LOOKING STATEMENTS

This report includes “forward-looking statements” within the meaning of the federal securities laws. In some cases, forward-looking statements may be identified by the use of terminology such as “believe,” “may,” “will,” “intend,” “expect,” “plan,” “anticipate,” “estimate,” “potential,” “continue,” “would,” “target,” or “project,” or other comparable terminology. All statements other than statements of historical fact could be deemed forward-looking. These include, but are not limited to, statements related to our ability to assist our customers with their digital transformation efforts and the extent of the anticipated impact of data science, AI, and analytics on business and societal transformation; our plans for corporate social responsibility, including our industry leadership, strategies and commitments, programming, anticipated impact on our industry, workforce, communities, and other stakeholders, and reporting with respect to ESG matters; pursuing or setting ESG-related targets and goals; our ability to monitor, manage, and report on our environmental impact and any related efforts to mitigate that impact; our ability to effectively execute oversight and management of ESG matters to achieve long-term success for all stakeholders; our corporate strategic imperatives; and the potential success of our nonprofit partnerships.

These forward-looking statements are only predictions and may differ materially from actual results due to

a variety of factors, including, but not limited to, our history of losses; volatile and significantly weakened global economic conditions; our ability to develop, release, and gain market acceptance of product and service enhancements and new products and services to respond to rapid technological change in a timely and cost-effective manner; our dependence on our software platform for substantially all of our revenue; our ability to manage our growth and the investments made to grow our business effectively; our ability to develop a successful business model to sell products and services acquired or to integrate such products or services into our existing products and services; our ability to attract new customers and retain and expand sales to existing customers; our ability to establish and maintain successful relationships with our channel partners; intense and increasing competition in our market; the rate of growth in the market for analytics products and services; our dependence on technology and data licensed to us by third parties; risks associated with our international operations; our ability to develop, maintain, and enhance our brand and reputation cost-effectively; litigation and related costs; security breaches; the success of our artificial intelligence initiatives; our indebtedness and risks related to our outstanding notes; and other general market, political, economic, and business conditions, including, but not limited to, impacts related

to weakened global economic conditions, the ongoing conflict in Ukraine, inflationary pressures, rising interest rates, and disruptions in access to bank deposits or lending commitments due to bank failures. Additionally, these forward-looking statements involve risk, uncertainties, and assumptions, many of which relate to matters that are beyond our control and changing rapidly. Additional risks and uncertainties are included under the caption “Risk Factors” in our filings with the U.S. Securities and Exchange Commission, including our Annual Report on Form 10-K for the year ended December 31, 2022 and our most recent Quarterly Report on Form 10-Q to which your attention is directed. Moreover, many of the assumptions, standards, metrics, and measurements used in preparing this report continue to evolve and are based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. Given the inherent uncertainty of the estimates, assumptions, and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets, or goals in advance. You should not place undue reliance on these forward-looking statements, which speak only as of the date hereof, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.

# ABOUT THIS REPORT

At Alteryx, we are committed to advancing our social impact and corporate governance initiatives to create meaningful change in our communities. We believe that Alteryx has the ability to empower change-makers across industries through our platform. We are committed to being transparent as we continue our progress toward a more socially and environmentally responsible Alteryx.

This report covers the period January 1, 2022 through December 31, 2022, unless otherwise noted. We intend to report on our ESG efforts and performance annually moving forward.

This work was informed by the standards set forth by the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI).

We care deeply about the views of all members of our community and actively seek your input. We plan to continue to enhance and revise our commitments and evolve our programs on an ongoing basis. For any feedback or questions, please contact [socialimpact@alteryx.com](mailto:socialimpact@alteryx.com).

We partnered with [qb. consulting](#), a women-owned and minority-led ESG firm, in the completion of our materiality assessment and the preparation of this report.