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Preliminary methodological note:

Talend applies the following principles when preparing public reports and communications: complete, fair, accurate, relevant, timely and understandable.

Reporting period: this report covers the period from 1 January 2020 to 31 December 2020.

Reporting scope: this report covers the activities of Talend SA and its 18 international subsidiaries (which are all wholly owned directly or indirectly by Talend SA).

Reporting tools: the employee data comes from the various human resource management tools and software used by Talend (such as Workday for HR information, the Talend Academy system and the Udemy platform for online training data, GLINT for the results of the internal satisfaction survey); the environmental data (CO₂ emissions) generated by air business travel come from the information available in the Concur software, which manages invoices, receipts and business travel.

Definitions of the indicators: for each social and environmental indicator published in this report, definitions and/or methods of calculation necessary for a good understanding/interpretation of the data are provided in the body of the text or as footnotes throughout the report.

1. The Talend business model

Our Mission:
To make data useful for all users by delivering trusted data when and where it is needed.

Our growth strategy:
- Maintain and extend our technology leadership
- Be a Strategic Business Partner
- Extend and enhance our customer base
- Continue our international growth
- Maintain our open source community

Our values:
- Delight our customers
- Be a winning team. And have fun!
- Making the right choices
- Doing things well
- Innovating

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Our resources

Financial capital:
- Types of shareholders: Shares held
  - Public (free float on the NASDAQ): 85.5%
  - Founders and employees: 14.5%
- Revenue: $287.5 m
- Gross profit: $224.3 m
- Net income: $ -79.6 m
- Investment: $56.8 m
- Shareholders: No dividends

Industrial capital:
- 18 subsidiaries in 15 countries in Europe (EMEA), North America (NA), & Asia-Pacific (AP)
- 18 offices and datacenters in 15 countries

Intellectual capital:
- 336 R&D employees in France, Germany, Ireland, the United States & China
- $61.5 million in R&D expenditure

Human capital:
- 1,397 competent and committed employees
- 80% of employees in R&D

Social and relationship capital:
- Over 6,000 customers in over 60 countries
- Many partners for the development and distribution of our products
- A global user community
- Foundations of which we are members

Natural capital:
- Use of electricity for our offices and datacenters

Governance capital:
- Management team and Board of Directors
- 3 committees: Audit, Compensation, Appointments and Governance
- Code of conduct and ethics
- Anti-corruption policy

---

Key issues and outlook: trends which are reshaping the IT industry
- Amount and availability of data
- Cloud data platforms
- Digital strategies
- Modular software-based integration

Opportunities for data integration and integrity

Our value creation

Financial capital:
- Revenue breakdown: EMEA 43%, NA 46%, AP 11%
- Continued internal growth

Industrial capital:
- Revenue breakdown: EMEA 43%, NA 46%, AP 11%
- Continued internal growth

Intellectual capital:
- Many registered trademarks and internet domain names
- 2 issued patents and 1 pending patent application

Human capital:
- 37,660 training hours
- 93.6% of employees assessed on their performance
- Employee satisfaction and motivation

Social and relationship capital:
- +20% of income from product subscriptions between 2019 and 2020
- Unrestricted access to our open source products

Natural capital:
- Limitation of greenhouse gas emissions (Scope 2 from the purchase of electricity) by transferring our datacenters online and centralizing them

Governance capital:
- Doing business in a transparent way, with strong ethical values and in line with local regulations

(all figures are for 2020)
2. Main social, environmental and societal risks, policies and results

The financial and non-financial risk factors related to our activities are reviewed and analyzed on an annual basis as part of the filing of Talend SA’s annual report with the United States Securities and Exchange Commission (Form 10-K since the financial year 2018 as Talend SA has been qualified as a Domestic Issuer since 1 January 2019 and is subject to new reporting obligations in the US, formerly Form 20-F). For the purposes of this SNFP, the identification of the social, environmental and societal risks listed in the table below was carried out on the basis of the extra-financial risks extracted from the Form 10-K, completed by a benchmarking of other companies’ risks, a review of material SNFP themes (as listed in Articles L225-102-1 and R225-105 of the French Commercial Code) and finally an analysis of the risks potentially related to each theme. The COVID crisis has not impacted the rating of non-financial risks in 2020. The SNFP is reviewed by Talend’s General Counsel and management.
Risks | Policies/Actions | Key Performance Indicators | 2020 | 2019 | 2018 | SNFP section
--- | --- | --- | --- | --- | --- | ---
Employment topics

Failure to comply with local employment regulations
* Local management (within each subsidiary) of employment conditions
* Application (as a minimum) of local regulations on organization of working times (hours, rest days, leave, etc.), minimum wage, labor relations (e.g. collective agreements), right to training, employment of people with disabilities, etc.

Number of proven cases\(^1\) of failure to comply with local employment regulations
0 | 0 | 0 | 3.2

Inability to attract and retain talent
* Dynamic, attractive company
* Training and professional development programmes
* Annual performance review
* Mobility and professional development
* Internal satisfaction survey
* Attractive wage policy
* An enriching working environment

Recruitment rate\(^2\) (%) | 29% | 26% | 42% |
Rate of departures\(^3\) (%) | 15% | 22% | 14% |
Total number of training hours\(^4\) | 37,660 | 21,730 | 20,340 |
Number of average training hours per employee (h)\(^5\) | 28.8 | 18.2 | 17.4 |
Percentage of eligible employees\(^6\) who have had an annual performance review (%) | 91.6% | 95.8% | 96.5% |
Absenteism rate\(^7\) (%) | 1.1% | 1.3% | 1.4% |

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\(^1\)By an injunction or fine imposed by the local authorities/relevant social services
\(^2\)Number of new employees divided by the average workforce (sum of headcount at end of previous period and end of current period divided by 2) over the period in question
\(^3\)Number of departures (voluntary and involuntary, including end of fixed-term contracts) divided by the average workforce over the period in question
\(^4\)In 2020 and 2019 the reported training hours now include compliance and information security training which were not reported in 2018. The reported training hours also include online technical training and sales training tracked with Talend Academy, management training, and other general online training delivered by Udemy.
\(^5\)Number of training hours divided by the average workforce over the period in question
\(^6\)Full- and part-time employees taken on before 1 October of the year in question
\(^7\)Number of hours of unplanned absence (illness, personal reasons, unpaid leave, etc.) divided by the total number of planned hours over the period in question
<table>
<thead>
<tr>
<th>Risks</th>
<th>Policies/Actions</th>
<th>Key Performance Indicators</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>SNFP section</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment topics</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incident of discrimination/unequal opportunity</td>
<td>* Anti-discrimination policies</td>
<td>Percentage of female employees (%)</td>
<td>30%</td>
<td>28%</td>
<td>27%</td>
<td>3.5</td>
</tr>
<tr>
<td></td>
<td>* ‘Diversity and Inclusion’ programme</td>
<td>Percentage of female managers (%)</td>
<td>31%</td>
<td>27%</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>* Employment of people with disabilities</td>
<td>Percentage of females in executive management team (%)</td>
<td>63% (5/8)</td>
<td>44% (4/9)</td>
<td>13% (1/8)</td>
<td></td>
</tr>
<tr>
<td>Workplace accidents/occupational illnesses</td>
<td>* Health and safety committees, health and safety policies, risk assessment records, etc. for each country</td>
<td>Number of occupational accidents(^10) with absence(^11) for Talend employees (#)</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>3.6</td>
</tr>
<tr>
<td></td>
<td>* Business travel policy</td>
<td>Number of instances of occupational illnesses(^12) for Talend employees (#)</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>

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\(^8\) Employees with direct subordinates  
\(^9\) Situation at 01.01.2021  
\(^10\) Accident affecting the employee due to or during their work, irrespective of the cause  
\(^11\) Occupational accident requiring at least one day's absence from the day following the accident  
\(^12\) Illness as a result of exposure of any duration to a risk in the usual course of work
## Societal topics

### Failure to protect personal data (particularly in the context of the General Data Protection Regulation - GDPR, in the European Union)
* Creation of a dedicated data protection team
* Data protection policies and procedures in place
* Identification and mapping of all our activities involving personal data processing
* Transparency on the collection, use and protection of employee, user and partner data
* Protection of data transfers outside the European Union
* Requirement of all third parties with which we share personal data to comply with data management regulations
* System status information published online at: https://trust.talend.com/

## Environmental topics

### Regulatory and/or market requirements concerning Scope 3 greenhouse gas emissions
* Outsourcing of datacenters to third parties committed to limiting greenhouse gas emissions through energy efficiency and use of renewable energy
* Limiting greenhouse gas emissions from business travel

<table>
<thead>
<tr>
<th>Policies/Actions</th>
<th>Key Performance Indicators</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>SNFP section</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share of outsourced datacenters covered by 100% renewable energy</td>
<td>Greenhouse gas emissions (Scope 3) from business travel by plane</td>
<td>100% 2/2</td>
<td>100% 1/1</td>
<td>100% 1/1</td>
<td>4.1</td>
</tr>
<tr>
<td>362 tCO₂ / mUSD sales</td>
<td>1,990 tCO₂ / mUSD sales</td>
<td>2,908 tCO₂ / mUSD sales</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.3tCO₂ / mUSD sales</td>
<td>8.0 tCO₂ / mUSD sales</td>
<td>14.2 tCO₂ / mUSD sales</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Impact of natural disasters/extreme climate events on Talend’s activities
* Datacenters in Europe located in areas not exposed to natural disasters/extreme climate events (Suresnes in France, Bonn in Germany)
* Offices and datacenters comply with applicable seismic standards in high-risk areas (e.g. San Jose in the United States, Beijing in China, Tokyo in Japan)
* Business recovery plans in place in the event of a disaster

## Risks

### Environmental topics

<table>
<thead>
<tr>
<th>SNFP section</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
</tr>
</tbody>
</table>

### Societal topics

<table>
<thead>
<tr>
<th>SNFP section</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1</td>
</tr>
</tbody>
</table>
3. **Employee information**

3.1 **Employment**

*Employees and turnover rate*

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Variation 2020 vs 2019</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total headcount on 31/12&lt;sup&gt;13&lt;/sup&gt;</td>
<td>+14.6%</td>
<td>1,397 (100%)</td>
<td>1,219 (100%)</td>
<td>1,169 (100%)</td>
</tr>
<tr>
<td>Female employees&lt;sup&gt;14&lt;/sup&gt;</td>
<td>+2%</td>
<td>413 (30%)</td>
<td>340 (28%)</td>
<td>316 (27%)</td>
</tr>
<tr>
<td>Male employees</td>
<td>-2%</td>
<td>984 (70%)</td>
<td>879 (72%)</td>
<td>853 (73%)</td>
</tr>
<tr>
<td>Employees aged under 30</td>
<td>-5%</td>
<td>167 (12%)</td>
<td>206 (17%)</td>
<td>204 (17%)</td>
</tr>
<tr>
<td>Employees aged 30-50</td>
<td>+2%</td>
<td>956 (68%)</td>
<td>811 (67%)</td>
<td>769 (66%)</td>
</tr>
<tr>
<td>Employees aged over 50</td>
<td>+3%</td>
<td>274 (20%)</td>
<td>202 (17%)</td>
<td>196 (17%)</td>
</tr>
<tr>
<td>Europe headcount&lt;sup&gt;15&lt;/sup&gt;</td>
<td>-1.3%</td>
<td>616 (44%)</td>
<td>553 (45%)</td>
<td>512 (44%)</td>
</tr>
<tr>
<td>North America headcount&lt;sup&gt;16&lt;/sup&gt;</td>
<td>+1.5%</td>
<td>538 (39%)</td>
<td>451 (37%)</td>
<td>442 (38%)</td>
</tr>
<tr>
<td>Asia-Pacific headcount&lt;sup&gt;17&lt;/sup&gt;</td>
<td>-0.2%</td>
<td>243 (17%)</td>
<td>215 (18%)</td>
<td>215 (18%)</td>
</tr>
<tr>
<td>Employees on permanent contracts&lt;sup&gt;18&lt;/sup&gt;</td>
<td>=</td>
<td>1,392 (99.6%)</td>
<td>1,218 (99.9%)</td>
<td>1,167 (99.8%)</td>
</tr>
<tr>
<td>Employees on fixed-term contracts&lt;sup&gt;19&lt;/sup&gt;</td>
<td>=</td>
<td>5 (0.4%)</td>
<td>1 (0.1%)</td>
<td>2 (0.2%)</td>
</tr>
<tr>
<td>Number of new employees&lt;sup&gt;20&lt;/sup&gt;</td>
<td>+21%</td>
<td>375</td>
<td>310</td>
<td>431</td>
</tr>
<tr>
<td>Recruitment rate&lt;sup&gt;21&lt;/sup&gt;</td>
<td>+3%</td>
<td>29%</td>
<td>26%</td>
<td>42%</td>
</tr>
<tr>
<td>Number of departures&lt;sup&gt;22&lt;/sup&gt;</td>
<td>-28%</td>
<td>197</td>
<td>260</td>
<td>141</td>
</tr>
<tr>
<td>Rate of departures&lt;sup&gt;23&lt;/sup&gt;</td>
<td>-8%</td>
<td>15%</td>
<td>22%</td>
<td>14%</td>
</tr>
<tr>
<td>Ratio of Recruitments/Departures</td>
<td>+69%</td>
<td>1.9</td>
<td>1.2</td>
<td>3.1</td>
</tr>
</tbody>
</table>

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<sup>13</sup> Number of salaried Talend employees on 12/31, on permanent or fixed-term contracts (excluding interns), full- or part-time; temporary staff are not included.

<sup>14</sup> Including employees where gender is not specified.

<sup>15</sup> Germany, Spain, France, Ireland, Italy, Netherlands, United Kingdom, Switzerland.

<sup>16</sup> Canada, United States.

<sup>17</sup> Australia, China, India, Japan, Singapore.

<sup>18</sup> Employee engaged by Talend for an indeterminate period.

<sup>19</sup> Employee engaged by Talend for a specific limited period.

<sup>20</sup> Number of new employees (on permanent or fixed-term contracts, full- or part-time) who took up their posts during the period in question.

<sup>21</sup> Number of new employees divided by the average workforce over the period in question.

<sup>22</sup> Number of employees (on permanent or fixed-term contracts, full- or part-time) who left the company (voluntarily or involuntarily) during the period in question.

<sup>23</sup> Number of departures divided by the average workforce over the period in question.
Total employee numbers rose 14.6% in 2020, from 1,219 employees on 12/31/2019 to 1,397 employees on 12/31/2020. With 18 subsidiaries and 18 offices in 15 countries, and sustained international expansion, our employees work in Europe (44%), North America (39%) and Asia-Pacific (17%).

In light of our rapid growth in a fast-changing, competitive market, it is of crucial importance that we are able to attract and retain the talent which makes up our teams and enables us to move forward. For this purpose, we offer potential employees a chance to join a market leader in Cloud and Big Data integration software, which is recognized in the industry for its rapid growth and its open source solutions. An attractive wage policy, international career and professional development opportunities, and an enriching, human-orientated, responsive working environment shaped by innovation are all assets which enable us to retain the talent we need in order to grow.

In 2020, we recruited 375 new employees (a recruitment rate of 29%) and had 197 departures (a turnover rate of 15%), giving a recruitment:departure ratio of 1.9. Of the departures, 74% were voluntary and 26% were involuntary. The main reasons for voluntary departures were better career opportunities (49%), a career change (18%) or personal reasons, such as relocations (17%).

**Wages**

We seek to design our compensation program to attract, retain, and motivate talented individuals who possess the skills necessary to support our business objectives, ensure the success of our customers, and create long-term value for shareholders. We use a combination of fixed and variable pay including base salary, bonuses or commissions, and stock-based compensation. Our wage policy is aligned with market practices, and has been reviewed and approved by the management team. At the end of December 2020, average total wages for Talend employees were over US$130,000 annually per employee. We offer employee benefits that vary by country and are designed to be competitive in the marketplace. Moreover, to address the added stress imposed on employees by the COVID-19 pandemic, we implemented several initiatives to provide additional support to employees, including a global day off, and a one-time reimbursement for all employees for home office equipment.

### 3.2 Organization of work

**COVID-19 pandemic**

Our first priority was and remains ensuring the safety and health of our employees, customers and others with whom we partner in conducting our business. In response to the pandemic, and in line with guidance provided by government agencies and international organizations, we temporarily closed substantially all of our offices and requested our employees work remotely, suspended all non-essential travel and activated our business continuity plan to continue to support customers while protecting our employees. At the end of 2020, we continue, in the vast majority of instances, to operate our business remotely. We also moved all in-person customer-facing events to virtual ones. In addition to physical safety protocols and supplemental leave benefits, Talend organized a Global Talend Day Off on July 6th, 2020, to enable employees to recharge.

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24 Data used for the annual gender wage equality survey
Organization of working time

In terms of organization of working time (hours, rest periods, paid leave, etc.), we adapt our rules and policies according to the countries in which we operate, and we apply, as a minimum, the local employment regulations.

Most of our operations take place in industrialized countries in Europe, North America and Asia-Pacific, where employment regulations, although different from one country to another, are clearly defined, well established, and do not give rise to major risks of employee abuse. Specific provisions on the organization of working times are in place in some countries, for example:

- in France, we have a workplace agreement on the adjustment and reorganization of working time, a standby and call-in policy, a charter on remote working from home (containing conditions on the eligibility, frequency, and the organization of remote working), a charter on the right to disconnect, and a maternity charter (covering work adjustments and the duration of maternity, paternity and parental leave);
- in the United Kingdom and Germany, the terms governing the organization of working time (hours, rest time, paid leave, special leave e.g. in the event of illness) are stated in employment contracts, and there are specific provisions for employees working from home or on customer premises;
- in the United States, the terms for organising working time are outlined in the Employee Handbook, and cover hours (including the flexibility of working hours), overtime (for eligible employees), paid and special leave (illness, parental, family reasons, etc.).

We also have operations in China and India, where 7% and 5% of our employees work respectively. These countries potentially pose more risks in terms of working conditions. In these countries, we implement the required provisions to ensure that working times allow for decent hours with sufficient rest periods. The 40 hour working week with two rest days per week is in force for our employees in China and India.

In response to the COVID-19 pandemic, Talend promoted flexible work schedules to help employees balance family and work obligations, notably as schools closed or required some level of distance learning and child and elderly caretaking options were limited. In 2020 Talend also successfully trailed ‘meeting-free’ Friday afternoons to allow employees to catch up on emails, reports and plan for the next week before the weekend.

Absenteeism

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Variation 2020 vs 2019</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours of absence for unforeseen reasons(^{25})</td>
<td>-0.8%</td>
<td>29,647</td>
<td>29,872</td>
<td>25,315</td>
</tr>
<tr>
<td>Absenteeism rate(^{26})</td>
<td>-0.2%</td>
<td>1.1%</td>
<td>1.3%</td>
<td>1.4%</td>
</tr>
</tbody>
</table>

In 2020, our employees accumulated 29,647 hours of unplanned absence (around 3,706 days of absence), leading to an absenteeism rate of 1.1%.

\(^{25}\)Unplanned absences include illness, workplace accidents, personal reasons (whether or not reasons were given), unpaid leave, strikes, etc. Planned absences (paid leave, public holidays, days off in lieu, maternity/paternity/parental leave) are not included in this indicator

\(^{26}\)Hours of unplanned absence, divided by the total number of scheduled work hours over the period in question
The main reasons for unplanned absences were illness (around 70%) and unpaid leave (around 16%).

### 3.3 Workplace relations

The regulatory framework for dialogue between employers and employee representatives varies between countries. However, over and above adherence to local labor legislation, Talend is dedicated to respecting freedom of association, collective bargaining and collective representation of its employees. We apply these principles in all countries in which we operate, in Europe, the United States, China and India.

In all countries in which we operate, social dialogue takes place via discussion groups, information meetings, emails sent to all employees, etc. Specific social dialogue provisions are in place in some countries. For example in France, our employees are covered by the Syntec Federation National Collective Agreement, applicable to employees of technical design offices, consulting-engineering firms and consultancy companies. We also have three social and economic committees. These are employee representative bodies that have replaced the employee representatives and health, safety and working conditions committee since 2019.

At Group level, an internal satisfaction survey was introduced in 2017 to obtain employee feedback and analyze commitment and satisfaction levels. This survey, sent to all Talend employees, is short (less than 20 questions, quick to complete (under 5 minutes) and confidential (anonymous and managed by a third party) - the objective being to achieve the highest possible level of participation. The results are analyzed and shared with employees, and action plans are developed in response to improve working conditions and employee satisfaction levels. This survey is conducted in three waves, with certain key questions repeated each time to measure the progress and effectiveness of the action plans implemented. In October 2019 Talend reviewed and adapted its approach to analyzing the internal survey results by including a broader set of employees to the review process to help formulate plans of action that considered multiple perspectives, global considerations, and cross-functional requirements.

The surveys conducted in fiscal year 2020 focused on a variety of different areas, including employee satisfaction, inclusion, work life balance, and collaboration. The survey conducted in October 2020 had a participation rate of 77% (compared to 84% for the October 2019 survey), and our score improved year-over-year and compared favorably to the benchmark score of our software peers. Of the 16 questions with a benchmark, the Talend results were in line with or above the benchmark for 15 questions. In particular, 82% of our employees are happy to work for Talend, and 81% would recommend Talend as a great place to work and 76% believe diverse perspectives are valued at Talend. Talend remains committed to creating a culture of engagement, inclusion and feedback, where continuous improvement and dialogue are the norm.

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27 Average of results from 3 surveys conducted in June, August and October 2020
3.4 Training and professional development

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Variation 2020 vs 2019</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of training hours(^{28}) (h)</td>
<td>+73%</td>
<td>37,660</td>
<td>21,730</td>
<td>20,340</td>
</tr>
<tr>
<td>Average training hours per employee (h)</td>
<td>+58%</td>
<td>28.8</td>
<td>18.2</td>
<td>17.4</td>
</tr>
<tr>
<td>Percentage of eligible employees(^{29}) who have had an annual performance review (%)</td>
<td>-4.2%</td>
<td>91.6%</td>
<td>95.8%</td>
<td>96.5%</td>
</tr>
</tbody>
</table>

**Training**

The Talend training offering is made up of online training and scheduled face to face training programmes, delivered internally or by external providers:

- We offer in-house technical and sales training courses online which are specific to our operations through Talend Academy. In 2020, our employees received 21,980 hours of online training on our products, solutions and sales and customer service processes. This represented a significant increase on 2019 as Talend Academy became more mature and several departments published content and hosted live events on the platform. The increase is also explained as employees were able to complete more training during the COVID-19 remote working period.

- We also use the Udemy online training platform to give our employees access to over 3,000 training programmes on a range of topics (technical and non-technical) delivered by external experts. Each training programme lasts from 30 minutes to 40 hours, and is made up of several individual sessions which usually last less than 10 minutes and can be taken any time and anywhere. In 2020, Talend employees registered for over 3,100 sessions on Udemy and completed over 6,000 training hours.

- We carry out annual training on ethics and compliance via online training for all employees present at end of October. In 2020, 4 training modules from 5 to 50 minutes, were delivered on topics including anti-corruption, conflict of interest, insider trading and Talend’s code of conduct for business ethics and workplace conduct. Around 1,000 employees completed these 4 training courses.

- In 2020 we had two specific training programs on management, one blended learning experience for people managers at Talend to come together to practice new skills, apply them in the real world and share their experiences with the group. The course focused on critical conversations and experiences that occur early on in the employee and team development life cycle. The second program provided a six-hour immersive learning experience designed to help individuals and teams engage in open, balanced, non-defensive dialogue about difficult subjects and in challenging circumstances. In 2020, close to 100 employees completed at least one of these programs, for a total of 1,764 training hours.

- At the division level (sales, marketing, customer relations, etc.), specific face to face training programmes may also be arranged locally for our employees, but also for our customers and partners. In 2020, our employees received around 37,660 training hours via online training and management training programmes.

\(^{28}\)In 2020 and 2019 the reported training hours now include compliance and information security training which were not reported in 2018. The reported training hours also include online technical training and sales training tracked with Talend Academy, management training, and other general online training delivered by Udemy.

\(^{29}\)Full- and part-time employees taken on before 1 October of the year in question
Annual performance review

All Talend employees hired before 1 October receive an annual performance review for that year (employees hired after 1 October are under no obligation to have one, but may do so voluntarily). For 2020, 91.6% of employees concerned (1,259 employees out of 1,375 eligible employees) had an annual performance review in early 2021.

The annual performance review is a key component of career development at Talend. For each employee, the process is an opportunity to review achievements and successes over the past year, and look at how the employee applies the Talend values to his or her work; it is also a time to look at areas for improvement and career development opportunities. The process involves a self assessment by the employee, in some cases an evaluation by colleagues selected by the manager, a review by the manager, an analysis by the HR teams, and individual interviews between each employee and their manager.

The annual performance review process is a key tool which helps the Talend HR teams develop mobility, development and succession plans.

We also have the Talend Management by Business Objectives Bonus Program, which recognizes the attainment of individual and/or group objectives.

3.5 Non-discrimination and equal treatment

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Variation 2020 vs 2019</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of female employees (%)</td>
<td>+2%</td>
<td>30%</td>
<td>28%</td>
<td>27%</td>
</tr>
<tr>
<td>Percentage of female managers³⁰ (%)</td>
<td>+4%</td>
<td>31%</td>
<td>27%</td>
<td>28%</td>
</tr>
<tr>
<td>Percentage of female executives in executive management team³¹ (%)</td>
<td>+18%</td>
<td>63%</td>
<td>44%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Non-discrimination

The main principles of non-discrimination and equality are included in the Talend Code of Conduct and Ethics, most recently updated in 2018: "Talend is committed to providing a working environment that is free of discrimination and harassment. Talend is an employer which offers equal opportunities, and which allocates career development opportunities on the basis of merit and operational requirements. Moreover, Talend strictly prohibits any form of discrimination or harassment, either on the basis of race, color, experience, religion, gender, sexual orientation, age, physical or mental disability, health status, social background, marital status, or any other characteristic covered by applicable laws".

Talend partner in the US with a National job posting company (Local Jobs Network) that posts all of our open positions to all State Workforce Agencies, Dedicated Veterans Offices as well as with over 400 diversity partners (e.g. for minorities, disabilities...). Managers also receive training every two years on

³⁰Employees with direct subordinates
³¹ As of end of February 2021 for 2020
the prevention of all forms of discrimination, harassment and retaliation, in accordance with applicable law in California. Further, all employees must complete periodic training on sexual harassment.

**Gender equality**

Convinced that gender balance leads to a better working environment and improves the company's performance, Talend places great importance on the principle of diversity and inclusion, and upholds equal gender treatment. Notably Talend named three key female senior executives to its executive management team in January 2020 in the roles of CEO, CRO (Chief Revenue Officer) and CCO (Chief Customer Officer). At the end of 2020, 30% of Talend employees were women, and 31% of managers were women (an increase of 4% compared to 2019). Our senior leadership team is 63% female and 37% male, and four of the eight members of our board of directors are female.

Compared to the main technology companies, the percentage of female managers at Talend is comparable to the best (19% to 36% depending on the company)\(^{32}\). These figures reflect the efforts that have been made for several years in terms of diversity and inclusion. A specific ‘Diversity and Inclusion’ programme was launched in 2019, which includes, amongst others, the following components:

- involvement in events to promote diversity and the inclusion of women in the technology sector, such as "WomenHack" in Paris (France), "Women of Silicon Valley" in San Francisco (United States) and "European Women in Technology" in Amsterdam (Netherlands);
- global deployment of the "Women at Talend" initiative previously launched in Suresnes with the aim of promoting women within Talend;
- monitoring and improvement of the gender balance within our in-house and external talent pools;
- elimination of subconscious gender bias in our recruitment and internal mobility processes;
- annual gender pay equity survey.

In 2018 we began conducting an annual review of pay equity in partnership with specialist company Syndio. Our analysis for 2020 shows that women earn 96 cents for every dollar earned by men in a comparable position, an improvement from 91 cents per dollar for 2019. We intend to continue to focus our efforts on achieving pay equity across our organization.

In France, Talend calculated and published, in accordance with the new legislation on gender equality (French “Act for the freedom to choose one’s future career”), the “Gender Equality Index”. The index is comprised of five indicators covering gender pay gaps, differences in individual salary rises, promotion differences, rates of promotion following maternity leave and female representation in the top 10 salaries. Talend obtained a score of 76/100 for the index in 2020.

**Employment of people with disabilities**

Depending on the country, legislation may or may not authorize the identification and monitoring of people with disabilities within the company. Therefore, it is difficult to define a consistent overall indicator to monitor progress in this area.

In France, we work with the ESAT, a structure which enables people with disabilities to work while receiving medical, social and educational support in a protected environment. This structure is for people who do not have the level of autonomy necessary to work in an ordinary employment environment or in a company suited to their needs. Our office at Suresnes works with Cèdre, a solidarity-based company

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\(^{32}\)Source: recode, How Facebook compares to other tech companies in diversity, April 11 2018
that organizes the collection and recycling of our waste and employs disabled workers. Talend also participated in the European Disability Employment Week in November. It was an opportunity for Talend France to put the subject of disability in the spotlight by sharing information and initiatives to raise awareness of this diversity issue. In France Talend employs one person declared RQTH (Recognition of the Quality of Disabled Worker) in 2020.

In Germany, Talend employs one disabled worker and also provides for the obligatory operational integration management process for employees returning to work after long-term sick leave.

In the United Kingdom, we follow local regulations and the best practices promoted by Acas (Advisory, Conciliation and Arbitration Service – an independent body which provides information and advice on workplace regulations and relations) in terms of non-discrimination towards people with disabilities.

3.6 Health and safety

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Variation 2020 vs 2019</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of occupational accidents(^{33}) with absence(^{34}) for Talend employees (#)</td>
<td>-1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Number of instances of occupational illnesses(^{35}) for Talend employees (#)</td>
<td>-1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

In 2020 there were no workplace occupational accidents or cases of occupational illness.

In comparison with industrial activities at a plant, for instance, our activity - the development and marketing of IT solutions - does not expose our employees to a significant risk of occupational accidents or illnesses. This does not mean, however, that we neglect the health and safety of our employees because an accident can still occur in the offices or during business trips.

Thus we take the necessary steps to protect employee health and safety in our offices. Examples include:

- In France, during the COVID-19 pandemic, with the health and safety of employees being the first priority, offices remained closed for almost the entire duration of the state of emergency. Regular dialogue is ensured through the social and economic committees. The central committee, created in 2019 to oversee issues common to both our Nantes and Suresnes sites, held ten meetings in 2020 notably to review and adapt guidance on the COVID-19 pandemic. Local committee meetings were also organised at our Nantes and Suresnes sites. These employee representative committees clearly identify employees responsible for health and safety at work along with the rules of application of which are set out in the rules of procedure. We also work closely with the company doctor. In general, there is a permanent close collaboration between HR, Office Management and the respective local economic and social committees in order to comply with all occupational health and safety standards.

\(^{33}\) Accident suffered by an employee due to or while doing their work, regardless of the cause; this includes accidents in Talend’s offices, customers’ offices or during business trips, but does not include accidents during the daily commute between home and work

\(^{34}\) Occupational accident requiring at least one day’s absence from the day following the accident

\(^{35}\) Illness as a result of exposure of any duration to a risk in the usual course of work
• In the UK we keep an up-to-date risk assessment register for our offices and have a detailed health and safety policy which explains the risk identification and management procedure and the health and safety regulations employees must follow. All new employees (including remote and home office workers) during their first week of employment go through health and safety training and complete relevant assessment forms.

• In Germany a dedicated health, safety and working conditions committee meets every quarter to discuss health and safety issues and implement any corrective action necessary. An external occupational doctor and a third-party occupational safety specialist provide advice on various topics around health and safety. In 2020 the external occupational safety specialist performed a sanitary check of the premises to ensure COVID-19 related safety and social distancing measures were implemented in preparation for the return of employees to the office. A home-office ergonomy self-assessment checklist is provided to remote workers to ensure health and safety at home offices. There are agreements in place with the occupational health centre in Bonn and the external occupational safety specialist. In addition, clearly identified qualified employees are responsible for health and safety matters in the offices (e.g. first aider, fire safety specialist).

• In the United States, statutory posters from the Labor Law Center display the health and safety at work rules in the offices.

• In China we conduct periodic checks of the fire safety equipment (extinguishers, etc.) and electrical installations and run regular fire evacuation exercises. We have also installed air filters to improve the internal air quality.

Furthermore, employee safety is a key element of our business travel policy. It sets out, for example, rules for taking out accident insurance when hiring a car, the procedure to follow if involved in a car accident and the number of Talend employees permitted to travel on the same flight. In addition, all Talend employees are covered by a company insurance policy for accidents occurring while on a business trip.

**Coronavirus disease (COVID-19)**

Following the outbreak of the virus responsible for the coronavirus disease (COVID-19) Talend has issued regularly updated guidance, based on regional and local health authorities’ recommendations and/or instructions, to all employees on preventing and dealing with the spread of the virus. Notably, putting employee, customer and partner health and safety first we have restricted travel and promoted virtual working from home. All employees have been informed of protective hygiene measures and given links to local authority dedicated websites. Talend continues to monitor closely the evolving situation, adjusting our response globally and locally to ensure the safety and wellbeing of our employees, customers and partners.
4. Environmental information

4.1 Energy consumption and climate change

Energy consumption of datacenters - Scope 2 and Scope 3 greenhouse gas emissions

The main environmental impact specific to our activity - the development and marketing of IT solutions - is the electricity consumption required to supply and cool the server rooms and datacenters we use, and the resulting greenhouse gas emissions (Scope 2 emissions linked to the purchase of electricity for our owned and operated server rooms or Scope 3 emissions for the electricity consumed by our service providers for our externalized datacenters).

As of the end of 2020 we owned two physical server rooms which are managed internally and located at our offices in Bonn (Germany) and Peking (China). We do not monitor the electricity consumption of these servers rooms, firstly because the electricity consumption is not readily available and secondly because of our short to medium-term strategy to externalize datacenters.

Our datacenters in the United States are externaized and hosted by Equinix.

The servers in France were also externalized to Equinix in 2020. Equinix, a global datacenter service provider, is a member of the RE100 global leadership initiative for businesses committed to 100% electricity generated from renewable sources. Equinix set a long-term goal in 2015 to reach 100% clean and renewable energy across its global datacenter platform. At the end of 2020 92% of Equinix’s global energy consumption was covered by renewable energy purchases, including 100% for the datacenters that Talend uses in the US and in France.

Lastly, we use virtual datacenters via Cloud solutions hosted by Amazon (Amazon Web Services "AWS"), Google (Google Cloud Platform) and Microsoft (Microsoft Azure). All three of these service providers are committed to using renewable energy to reduce greenhouse gas emissions associated with their datacenters.

In the medium to long term, our strategy to centralize, outsource and virtualize our datacenters should mean we would no longer have physical servers managed internally in our offices. Although this means transferring the responsibility for server management (and therefore their energy consumption) to our service providers, we firmly believe this will ultimately reduce the electricity consumed by our servers. Indeed, by centralizing the physical servers for the EMEA area on the one hand, and entrusting the management of the (physical and virtual) servers to specialist companies using the best technologies available (less energy consuming) on the other, we are sure that the centralized, outsourced servers will be more energy-efficient than the internal servers we currently use.

In the short term (awaiting the actual implementation of our medium-term strategy) we are replacing the oldest equipment with more powerful and more energy-efficient servers.

36 For our internal server rooms located in the offices we rent (Bonn, Peking), the consumption specific to the server room is not available as it is included in the electricity bill for the total site location (and sometimes the electricity cost is included in the rent). For our external datacenters in the United States, we pay a fixed monthly amount and do not have direct access to our electricity consumption figure. For the Cloud solutions hosted with Amazon, Google and Microsoft, we do not have our own clearly dedicated physical servers so the figure for the associated electricity consumption is not available.
Business travel - Scope 3 greenhouse gas emissions

Our sales and technical teams are normally required to visit our customers regularly and our employees travel between subsidiaries for different projects, seminars and other internal events. Business travel is therefore a specific and potentially significant environmental aspect of our activity.

Business travel is made by plane, train, private car or hire car/taxi. In 2018, our first year of reporting, we observed that 95% of our business travel related greenhouse gas emissions originated from plane travel (2900 tCO₂ out a total of 3050 tCO₂ for plane, train and private car use). Given that plane transport represents the significant share of business travel greenhouse gas emissions Talend has chosen to focus its monitoring and reporting on plane travel. In 2020, based on the information available from the Concur business travel and expenses management software, CO₂ emissions (scope 3) for business travel by plane for 2020 were 362 tCO₂. This represented an 82% decrease compared to 2019, a direct consequence of the reduced business travel induced by the COVID-19 pandemic from March 2020 onwards.

Furthermore, when not restricted by the COVID-19 pandemic, we apply basic principles and use our common sense to ensure that travel is made to meet operating requirements only and the environmental impact is kept to a minimum.

- the use of online discussion tools and video conferencing is encouraged wherever possible;
- we encourage travel by train rather than plane when the distance/travel time permits or demands (e.g. travel from the Suresnes office to the Nantes office in France);
- car-sharing is encouraged when several employees are travelling to the same place;
- Our business travel policy also asks all employees to limit their travel for meetings and internal events.

Business continuity in the case of a major climate or other disruptive event

Talend maintains a business continuity plan regarding how we respond to disruptive events. The plan addresses: data backup and recovery; all mission-critical systems; financial and operational assessments and checklists; alternative communications with customers, employees, and regulators; evacuation plans; alternate physical location of employees; critical suppliers; regulatory reporting; and assuring our customers prompt access to their data if we are unable to continue our business. This comprehensive Business Continuity Planning Policy supports business continuity, business disruption preparedness, and total business recovery, with global and regional components. Each Talend office has plans in place that will enable us to effectively service our customers in the event an emergency arises. We’ve maximized our ability to provide the best network and system performance in the event any of our offices need to close. We’re communicating with our vendors to understand their business continuity plans, with a focus on continuity of services and product availability.

4.2 Other environmental topics

Other than datacenter management and business travel, our operations are merely standard office activities to which the following environmental topics apply:

- consumption of paper, office supplies and IT equipment;
- water consumption for the toilets and kitchenettes;

\(^{37}\text{For plane travel, the CO}_2\text{ emissions are available directly in Concur.}\)
• energy consumption for lighting, electrical/electronic appliances, heating and/or air conditioning;
• production of office waste (used paper, packaging, used electrical and electronic equipment, food waste from the kitchenettes);
• employee travel between home and office and the corresponding (Scope 3) greenhouse gas emissions.

Talend does not consider these topics to be material, firstly because of the small number and size of the offices we rent worldwide\(^3\), and secondly because these are relatively minor environmental impacts linked to all office activities and not specific to our IT solution development and marketing activity.

We therefore do not monitor the indicators linked to these environmental topics and do not have any group-wide strategy or targets to reduce their impact.

This does not mean, however, that we do not take action and some of our offices have local initiatives to reduce their consumption of water, energy and office supplies, minimize waste and optimize waste management and promote alternative modes of transport. Some examples of local initiatives are given in the table below, though during 2020 these initiatives were reduced given that most employees worked remotely from home.

<table>
<thead>
<tr>
<th>Offices</th>
<th>Examples of actions/initiatives to reduce the environmental impact of our office activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Suresnes (France)</td>
<td>* Waste sorting and recycling (paper, plastic and drinks cans, coffee capsules)</td>
</tr>
<tr>
<td></td>
<td>* Employees have coffee cups made of recycled material, water bottles and water fountains instead of bottled water</td>
</tr>
<tr>
<td></td>
<td>* Parking spaces with electric bollards installed for electric vehicles and bicycle parking spaces are provided</td>
</tr>
<tr>
<td>Nantes (France)</td>
<td>* Waste sorting: paper, plastic cups and bottles, drinks cans, glass, batteries, food waste, including the recovery of coffee grounds</td>
</tr>
<tr>
<td></td>
<td>* Minimum printer consumption (paper, ink)</td>
</tr>
<tr>
<td></td>
<td>* Still/sparkling water fountains to avoid the purchase of plastic bottles</td>
</tr>
<tr>
<td></td>
<td>* Hand dryers rather than paper towels in the toilets</td>
</tr>
<tr>
<td></td>
<td>* Coffee machines that use coffee beans rather than capsules</td>
</tr>
<tr>
<td></td>
<td>* Employees use their own water bottle/cup (to avoid disposable plastic cups)</td>
</tr>
<tr>
<td></td>
<td>* Employees favour restaurants which offer takeaways in glass containers which they return on their next visit</td>
</tr>
<tr>
<td></td>
<td>* Grouped deliveries for fruit and vegetables and for tea and coffee for the site and for employees who wish</td>
</tr>
<tr>
<td></td>
<td>* Energy savings facilitated by our building manager who audits energy consumption to help us optimize the use of air conditioning and IT ensures computer monitors pass into sleep mode automatically</td>
</tr>
<tr>
<td>Maidenhead (UK)</td>
<td>* Sorting of recyclable waste with separate recycling bin in the office</td>
</tr>
<tr>
<td></td>
<td>* Filtered water from the tap rather than bottled water</td>
</tr>
<tr>
<td></td>
<td>* Used coffee capsules are collected and recycled by coffee supplier</td>
</tr>
<tr>
<td></td>
<td>* Bike shed to encourage employees to cycle to work</td>
</tr>
</tbody>
</table>

\(^3\)18 offices in 15 countries, the largest being: 4,600 m\(^2\) in Redwood City (California, United States), 2,600 m\(^2\) in Nantes (France), 1,700 m\(^2\) in Suresnes (France)
### Examples of actions/initiatives to reduce the environmental impact of our office activities

<table>
<thead>
<tr>
<th>Offices</th>
<th>Bonn (Germany)</th>
<th>Sydney (Australia)</th>
</tr>
</thead>
</table>
|                          | * Sorting of waste (paper from plastic from other waste)  
|                          |  
|                          | * ‘Bonjour’ building where we rent offices has DGNB Or green, sustainable building certification  
|                          |  
|                          | * Employees are given a travel card for free travel on public transport in the Bonn/Cologne area  
|                          |  
|                          | Sydney (Australia)                                                                                                                                                                                                 | Sydney (Australia)                                                                                                                                                                                                 |
|                          | * Sorting of waste (paper from other recyclables and from non-recyclables)  
|                          |  
|                          | * Member of the Green Furniture Hub, an organization which collects and redistributes excess and/or used office supplies from offices which are being renovated or rebuilt  
|                          |  
|                          | * Cycling to work is encouraged with bike parking and taking part in ‘Ride to Work’ week  
|                          |  
|                          | * The management company for the building in which we rent our offices also has an environmental initiative through which it aims to become carbon neutral by 2040  
|                          |  
|                          | Redwood City (United States)                                                                                                                                                                                   | Peking (China)                                                                                                                                                                                                         |
|                          | * Waste sorting  
|                          |  
|                          | * Recycling of paper and ink cartridges  
|                          |  
|                          | * Purchasing compostable paper products from snack vendors  
|                          |  
|                          | * Drink machines which lessen the consumption of single use plastic cups  
|                          |  
|                          | * Shuttle bus linking office to local train network  
|                          |  
|                          | Peking (China)                                                                                                                                                                                                 | Peking (China)                                                                                                                                                                                                         |
|                          | * Paper sorting and recycling  
|                          |  
|                          | * Actions to limit use of paper, to purchase office suppliers which limit plastic waste  
|                          |  
|                          | * Employee awareness on the topics of sorting, recycling and energy saving both at home and in the office, such as switching lights and airconditioning off when leaving the office  
|                          |  
|                          | Bangalore (India)                                                                                                                                                                                                | Peking (China)                                                                                                                                                                                                         |
|                          | * Waste sorting and recycling  
|                          |  
|                          | * Avoiding purchase of plastic office materials, providing reusable cutlery and plates as opposed to single use plastic crockery  
|                          |  
|                          | Singapore                                                                                                                                                                                                       | Singapore                                                                                                                                                                                                             |
|                          | * Paper sorting and recycling  
|                          |  

### 4.3 Talend solutions helping clients tackle local and global environmental challenges

Besides our operational environmental impact, Talend’s data integration and management solutions are helping its clients to improve data management and exploitation which in some cases are helping organizations contribute to tackling environmental challenges. For example a city transport services company which is collecting and analysing traffic data to increase the availability and quality of mobility services helping to increase passenger numbers, a waste management company which is optimising its waste collection and recycling services or a water management company which is improving its network operations and fixing leaks quicker.
5. Societal information

5.1 Personal data protection

Talend takes data protection very seriously, specifically within the context of the European Union General Data Protection Regulation (GDPR). At Talend we very quickly grasped the benefits of a collaborative approach, with responsibility shared within the company, to ensure compliance with local, national and international data protection regulations.

Our Legal Affairs Director and IT Director have thus put together a dedicated data protection team (Talend Data Protection Team) comprising members of the legal affairs and IT security departments. Every division collaborates with the Talend Data Protection Team to ensure the compliance of all areas of our activity.

The main initiatives in this respect include:

- Talend acts and communicates transparently on how it manages the data we collect and process. We have confidentiality policies, which are regularly updated, informing our partners, customers, employees and visitors to our website how we collect, use and protect their personal data. Talend replies to all data management requests within the statutory deadline and, for most, in line with the GDPR.
- In anticipation of the GDPR we identified and recorded, by division, all the activities involving the processing of personal data.
- We put policies and procedures in place to identify and analyze any new data processing activities as early as possible in the process to ensure that these activities are carried out in compliance with the data protection regulations. Whenever necessary, we conduct data processing impact studies and legitimate interest assessments. Talend’s data processing policies and procedures are in line with the European Data Protection Committee’s advice and guidelines. The Talend Data Protection Team regularly consults the documents published by the local data protection authorities, in particular the French data protection commission (Commission nationale de l’informatique et des libertés (CNIL)) and the Information Commissioner’s Office (ICO) in the United Kingdom.
- Talend protects data transfers outside the European Union. All Talend entities are parties to an intra-group data transfer agreement whereby each entity must meet requirements equivalent to those of the GDPR when processing data received from other Talend entities located in the European Union. When the data is transferred to a third party located outside the European Union, we ensure that security arrangements are in place to protect the data.
- Talend requires all third parties with whom it shares personal data to comply with data management regulations. Before receiving personal data from Talend, all third parties must undergo an IT security assessment conducted by the Talend Data Protection Team.
- Talend also delivers training to its employees on data protection. In 2020 more than 600 employees received specific training on GDPR, as part of Talend’s global IT security and data privacy training programme which saw more than 4,500 hours of training delivered on various topics such as working from home during COVID-19, Talend’s data protection policy, policy on passwords, policy on using zoom, and on various aspects of cyber security.

Following important work in 2019 Talend achieved major security and compliance requirements for enterprise environments by qualifying as a business associate under the US Health Insurance Portability and Accountability Act (HIPAA). In 2020 Talend provided training to employees on HIPAA compliance and HIPAA security policy. By implementing information security and data protection policies and procedures intended to ensure compliance with the federally mandated standards of HIPAA, Talend will be able to
expand its work within the healthcare industry and assist more clients that may handle protected health information (PHI) as part of a health and wellness business. HIPAA is made up of a set of regulatory standards governing the security, privacy, and integrity of sensitive PHI health care data. PHI is any demographic health care-related information that can be used to identify a patient. If vendors who service healthcare clients come into contact with PHI in any way, those vendors must comply with applicable HIPAA requirements.

5.2 Employment and local development

Talend has 18 subsidiaries and 18 offices in 15 countries. Most of our employees are based in France (28%) and the United States (37%). Each of the other subsidiaries has less than 8% of the total workforce and some subsidiaries have only a few employees.

We rent offices everywhere we operate and virtually all of our employees are highly qualified. In a competitive, fast-evolving market where it is difficult to hire good talent, it is not realistic for us to put in place a strict local employment policy requiring us to hire people from the local communities. This said, we set up office primarily in the main technology hubs of the countries where we operate (Silicon Valley in the United States, the Paris basin and Nantes region in France, for example), which provides us with a pool of highly-qualified local talent to meet the demands of our rapid growth and ever-evolving technology.

Because we operate a tertiary IT solution development and marketing activity, we do not use a large number of suppliers (mainly for office supplies and equipment) or many subcontractors (essentially IT developers/consultants for specific requirements and office maintenance/cleaning companies). Our impact on local development is therefore relatively limited. We do however encourage the use of local suppliers and subcontractors whenever possible, an example being the housekeeping and plumbing companies used by our Nantes office (France).

5.3 Partnerships and sponsorship

Talend supports communities through various partnership and sponsorship initiatives at group level or locally through our subsidiaries. Here are a few examples:

- As part of our annual Data Masters Awards programme, which recognizes Talend customers who use data integration technologies in innovative ways to further their digital transformation, on behalf of the winners, who are selected from among 1,500 Talend customers, Talend makes a $1,500 donation to a charity of their choice.
- The Nantes office (France) takes part in local charity activities such as the Toutes Pompes Dehors initiative which, through a mass collection of (used but still wearable) shoes at more than 1,000 collection points throughout the Grand Ouest region, funds holiday stays for the association’s children.
- The employees at the Maidenhead office (United Kingdom) regularly visit the elderly people who are supported by the charity Aged UK in the region, donating Christmas hampers and spending time with them during the year.
- In the United States our teams contribute to various charities as part of our “Talend Gives” initiative. Employees are encouraged to participate in the annual volunteer day with each office choosing a
local community initiative to support. In 2020 the Talend Gives initiative took the form of a virtual “back to school” drive to provide supplies for virtual learning assistance. A global COVID-19 relief drive was also organised raising over 13k USD.

- In Sydney (Australia), as part of our involvement in the Green Furniture Hub, we donate office supplies to charities and not-for-profit organizations.

5.4 Suppliers and subcontractors

As previously explained, we do not use a large number of suppliers (mainly for office supplies and equipment) or many subcontractors (essentially IT developers/consultants for specific requirements and office maintenance/cleaning companies). As a service company, we do not produce manufactured goods and do not have any material issues or significant risks related to the supply chain, the distribution of our products to customers or the end-of-life of our products (recycling/circular economy).

We therefore do not have any specific social and/or environmental criteria for supplier and subcontractor selection. We do however encourage the supply of recyclable, sustainable and/or less resource-intensive products whenever possible (e.g. recycled and/or FSC® certified paper, energy efficient equipment) and the use of subcontractors who operate according to an environmental and social policy. In Nantes (France), for example, the housekeeping company is part of an eco-responsible programme and the plumbers Talend uses travel by bike to reduce their carbon footprint. In Redwood City (United States) we buy sustainable/compostable products and supplies for our kitchenettes. In Sydney (Australia), the management company for the building in which we rent our offices applies a code of conduct for its suppliers which includes governance and ethics, risk management, working standards, environmental management and health and safety in the workplace criteria.

5.5 Talend solutions helping clients tackle local and global societal challenges

Talend’s data integration and management solutions are helping its clients to improve data management and exploitation which in some cases are helping organizations contribute to tackling societal challenges. For example, enabling a healthcare company to better manage, maintain, and apply increasingly large volumes of data in order to lower medical costs and hospital admissions; providing cloud-based API-centric services to a child care network so they can provide high quality education and experience; helping a hospitality company improve the management of its millions of clients personal data; improving product traceability for an agrifood company; enabling a national organ transplant organisation to help its transplant centers analyse and learn following organ proposals; assisting a government ministry analyze the state of public housing in each municipality or aiding a charity for children meet GDPR regulatory compliance.
Appendix - List of reasons why Statement of Non-Financial Performance (SNFP) topics are not applicable or deemed immaterial

The SNFP topics (Articles L225-102-1 and R225-105 of the French Commercial Code) listed in the table below are not applicable or deemed to be immaterial in view of Talend's activities and are therefore not included in this report.

<table>
<thead>
<tr>
<th>SNFP Topic</th>
<th>Reason why it is deemed not applicable or of low importance for Talend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Combating food waste and food insecurity, respect for animal welfare,</td>
<td>These topics are not applicable because Talend has no activity in the agriculture, food or animal sectors. There is no restaurant service (canteen or cafeteria) in Talend's buildings, just kitchenettes (with fridges and microwaves) and food waste is therefore limited to the food brought in by employees for their lunch.</td>
</tr>
<tr>
<td>fairly traded and sustainable food</td>
<td></td>
</tr>
<tr>
<td>Environmental assessment and certification processes</td>
<td>Given the low environmental impact of our activities we have not taken any steps to achieve environmental certification such as ISO14001. Because we rent office space in existing office buildings, we do not own our premises and are therefore not actively involved in obtaining environmental certification for the buildings, such as the international LEED certification, HQE in France or BREEAM in the United Kingdom. Some of the buildings in which we operate may however have this certification, as is the case with our Bonn offices where the 'Bonnjour' building has DGNB or green and sustainable building certification.</td>
</tr>
<tr>
<td>Resources in place to prevent environmental risks and pollution</td>
<td>As there is no pollution or other major environmental risks linked to our activities, we do not have any specific resources in place to prevent environmental risks.</td>
</tr>
<tr>
<td>Amount of provisions and guarantees for environmental risks</td>
<td>We do not have any provisions or guarantees for environmental risks in our company financial statements and there is no environmental risk or liability linked to our activities which would justify such provisions or guarantees.</td>
</tr>
<tr>
<td>Measures to prevent, reduce or remedy emissions into the air, water or</td>
<td>Our operations are limited to office activities and business travel and are not likely to generate emissions into the air, water or soil which are likely to seriously affect the environment.</td>
</tr>
<tr>
<td>soil with serious environmental affects</td>
<td></td>
</tr>
<tr>
<td>Consideration of all forms of pollution specific to an activity, in</td>
<td>Any noise pollution from our activities is from vehicles on business trips the only light pollution is office lighting in an urban area.</td>
</tr>
<tr>
<td>particular noise and light pollution</td>
<td></td>
</tr>
<tr>
<td>Land use</td>
<td>We do not use new land surfaces in connection with our activities given that we rent office spaces in existing buildings.</td>
</tr>
<tr>
<td>Voluntary medium and long-term greenhouse gas reduction targets and</td>
<td>Given that our activities have very little impact on climate change (see section 4.1), we have not set any greenhouse gas reduction targets for our activities.</td>
</tr>
<tr>
<td>action taken in this respect.</td>
<td></td>
</tr>
<tr>
<td>Biodiversity protection</td>
<td>Our operations are limited to office activities and business travel and do not have a direct impact on biodiversity.</td>
</tr>
</tbody>
</table>
### SNFP Topic

<table>
<thead>
<tr>
<th>SNFP Topic</th>
<th>Reason why it is deemed not applicable or of low importance for Talend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impact of the company's activity on neighbouring or local populations</td>
<td>Our operations do not extend beyond office activities (carried out in rented offices in existing buildings in urban areas) and business travel so they do not have any direct impact on neighbouring or local populations.</td>
</tr>
<tr>
<td>Measures taken to protect the health and safety of consumers</td>
<td>As a company which develops and markets IT solutions, we do not distribute products which could have an impact on the health and safety of consumers.</td>
</tr>
</tbody>
</table>

We would also like to point out that, although Talend is very sensitive to the topics of human rights, the fight against corruption and combating tax evasion, which could potentially be material, they are not presented as part of the SNFP as Talend is not listed on a regulated stock market.