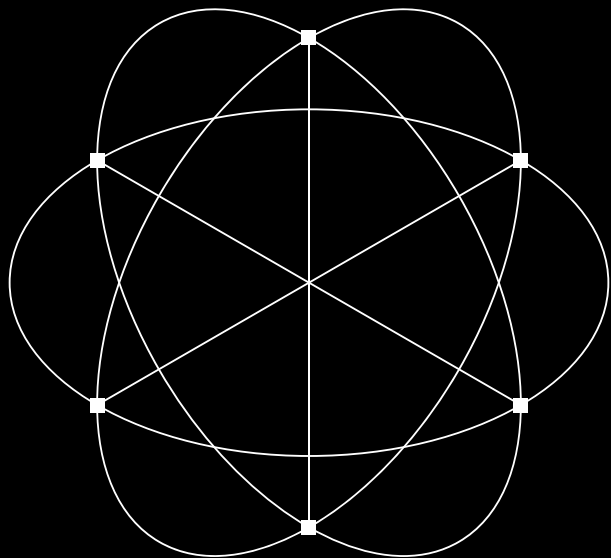




2026 Impact Report

Empowering Trust in a Data-Driven World



Prepared for FY2026



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Message from our CEO

Empowering Trust, Driving Impact



Welcome to OneTrust's inaugural Impact Report.

At OneTrust, our mission is to enable innovation through the responsible use of data and AI. We help businesses govern well and move fast, turning responsible data use into a catalyst for growth. Recognized as a market pioneer and leader, OneTrust holds more than 367 patents and serves thousands of customers globally.

This inaugural Impact Report reflects our journey, the progress we have made and the goals we have set, as we integrate responsible business principles into everything we do. From advancing responsible AI and building customer trust, to reducing our environmental footprint and fostering an inclusive workplace, we are embedding sustainability into how we operate and grow.

We are proud of the steps we've taken to formalize and strengthen this commitment. Our 2025 double materiality assessment established a foundation for focusing our efforts where they matter most. We are also proud to be a committed participant in the UN Global Compact and are excited to share our near-term greenhouse gas emissions reduction targets, which were validated by the Science Based Targets initiative in 2025, an important milestone that underscores our ambition and accountability.

While we are proud of the progress we've made, we recognize that meaningful impact requires ongoing commitment and accountability. Thank you for being part of this journey. Together, we can build a more sustainable and trusted world.

Thank you,

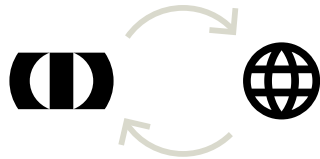
A handwritten signature in black ink, appearing to read 'John Heyman'.

John Heyman



Our Achievements

Conducted our inaugural double materiality assessment



Set near-term, company-wide emissions reduction targets aligned with the Science Based Targets initiative (SBTi)



Recognized as “Committed” to sustainability by EcoVadis in May 2025



Member of the Responsible Artificial Intelligence Institute (RAI Institute) since April 2024



Became a signatory and participant of the UN Global Compact (UNGC) in 2021



Member of the AI Coalition for Social Impact since 2025





About OneTrust

OneTrust enables responsible innovation, allowing you to govern well and move fast.

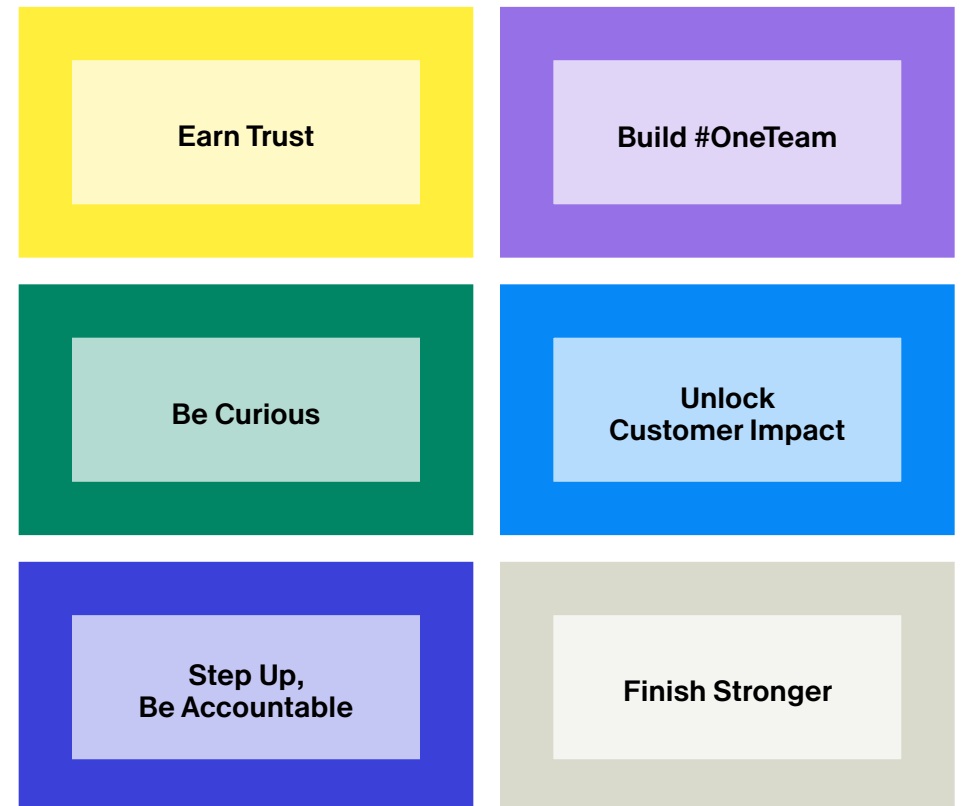
OneTrust enables responsible innovation—allowing organizations to govern well and move fast as they navigate the complexities of data and AI. By embedding trust into daily operations, OneTrust supports the responsible use of data and AI at scale.

The OneTrust AI-Ready Governance Platform™ is a unified suite spanning Consent & Preferences, Privacy Automation, Data Use Governance, AI Governance, Tech Risk & Compliance, and Third-Party Management. Through a single platform, organizations can label data with the appropriate regulatory context, automate routine governance tasks to scale efficiently, and implement programmatic controls and guardrails at the data layer.

In a rapidly evolving digital world, OneTrust helps organizations manage risk holistically, enforce policies consistently, and align data strategies with both regulatory requirements and customer expectations—without slowing innovation.

At OneTrust, trust is more than a foundation—it's a commitment to responsible business practices, transparency, and accountability. By aligning our values with our actions, we strive to create meaningful change—not just within our organization, but across the communities and customers we serve. This report reflects our dedication to continuous improvement, and we look forward to a future where trust and sustainability go hand in hand.

Our Values





Our Values in Action

OneTrust's Business Integrity and Responsibility Program promotes integrity, transparency, and accountability across all business functions, ensuring compliance with laws and upholding high ethical standards. Integrity, trust, and accountability are at the heart of our values and are key to unlocking our full potential.

Our [Code of Trust](#) reflects our commitment to doing business the right way—ensuring our actions align with our values and promises to customers, partners, and employees. Key components of the program include a zero-tolerance policy for bribery and corruption, adherence to global export control laws and sanctions, and a commitment to human rights, prohibiting forced labor, child labor, and discrimination. OneTrust operates a confidential whistleblower and Speak Up program for reporting misconduct and an internal investigations process that ensures thorough, timely, and fair resolution of any concerns. Our [Supplier and Partner Code of Trust](#) ensures that these standards also apply to our global supply base. It covers key areas such as labor practices, health and safety, environmental responsibility, ethics, and management systems.

Through these measures, OneTrust fosters a culture of compliance, respect, and trust, managing risks and promoting ethical behavior among employees, partners, and stakeholders. The Code of Trust can be found on our website, linked [here](#).





OneTrust by the Numbers

Trusted by
50%
of the Fortune 500

Over
1,900
employees

13
offices across
the world

Founded
2016

Awards and Partnerships



Recognized as “Committed” to sustainability by EcoVadis in May 2025. We’re proud to announce that [OneTrust](#) has earned our first EcoVadis sustainability rating and received the “Committed” badge.

This certification reflects our ongoing efforts to embed sustainability across our business and support the evolving expectations of our customers.



Inaugural Materiality Assessment

In 2025, OneTrust conducted its inaugural double materiality assessment to identify the topics most material to our business and stakeholders. This comprehensive study involved actively engaging our stakeholders (customers, investors, and employees) with in-person interviews and surveys to assess the environmental, social, and governance (ESG) factors affecting our organization, as well as the broader impact our business activities have on society and the environment. By integrating stakeholder insights and aligning with leading frameworks, this assessment enables us to prioritize the areas where we can drive the greatest value, address emerging risks, and deliver meaningful impact. This foundational effort reflects our commitment to transparency, accountability, and sustainable growth.

Building on our 2025 ESG materiality assessment, we are conducting a thorough analysis to identify opportunities for improvement across material areas, ensuring our efforts align with stakeholder expectations and drive meaningful impact.

**Higher Priority for
Global Impact**

Climate change
Diversity, equity and
inclusion

Privacy rights
**Data privacy and
information security**
Workplace culture
**Talent attraction, retention
and development**
**Building customer
community**

Business continuity
and risk management
Responsible sales
and marketing practices
Community involvement
Sustainable offices

Compliance and ethics
Workplace wellbeing
Ethics related to emerging
technologies

**Higher Priority for
Business Impact**



How We Define Our Material Topics

Environmental

Climate change

OneTrust is cognizant of the impact of human-induced changes in temperatures and weather patterns affecting every individual and geography globally. We actively work to mitigate our impact on the climate.

Sustainable offices

OneTrust actively manages our real estate footprint to contribute to a more sustainable future. Our site locations work to minimize environmental impact and steward our local communities.

Social

Building customer community

OneTrust's customers are actively building a community with opportunities for knowledge sharing and product development insights. Our customer communities bolster OneTrust's overall reputation and impact globally.

Community involvement

OneTrust believes our team members are a key conduit to positive social impact in the communities where they live and work. We actively encourage employees to dedicate their time and OneTrust resources to social issues and community service.

Diversity, equity and inclusion

OneTrust works to ensure our culture and talent practices embrace the building of a diverse and inclusive workforce that reflects the makeup of local talent pools and its customer base.

Privacy rights

OneTrust believes privacy is a fundamental human right that includes aspects of physical privacy and information privacy.

Responsible sales and marketing practices

We are committed to marketing our brands, products and services in a way that considers how marketing and sales efforts and claims impact stakeholders and ensure the company prioritizes ethical, sustainable, and socially responsible principles in its marketing efforts.

Talent attraction, retention and development

OneTrust works diligently to attract employees with the valuable skills necessary to run the business and retain and advance the skills of the existing workforce.

Workplace culture

OneTrust works to ensure our team members understand our shared beliefs, values and behaviors on which policies and procedures are built. Employees are active in building a positive culture and contributing to the long-term success and growth for themselves and OneTrust.

Workplace wellbeing

We invest in our team members' health, safety, comfort, satisfaction and morale. We spearhead initiatives that promote workplace and individual health and safety and offer social activities and learning opportunities relevant to wellbeing at OneTrust.

Governance

Business continuity and risk management

OneTrust is ready to manage risks and opportunities associated with long-term business model planning. This includes environmental and social impacts including the transition to a low-carbon economy.

Compliance and ethics

OneTrust is committed to the highest professional and ethical standards in our industry, avoiding conflicts of interest, misrepresentation, fraud, corruption, bribery and other compliance concerns.

Data privacy and information security

We take seriously the integrity of our information systems and networks. We protect against security breaches, which might disrupt core operations or lead to accidental or illegal access, destruction, alteration or disclosure of protected data.

Ethics related to emerging technologies

OneTrust has a responsibility to manage risk related to new technology and using AI to analyze data. We work to appropriately consider new use cases and ideas while also referencing concerns about ethical considerations.



Environmental Sustainability

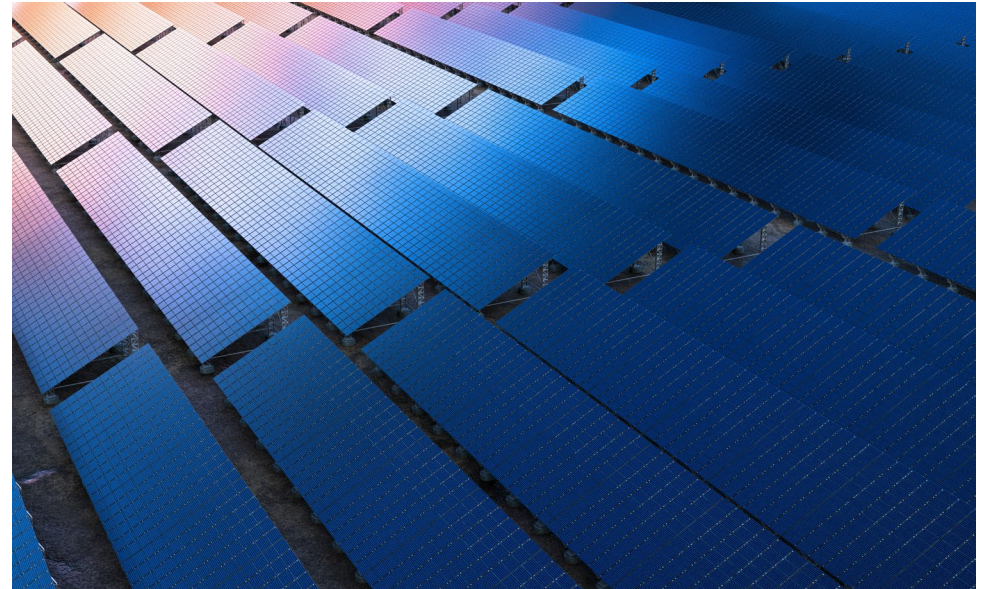
Driving Impact Through Trust

As stewards of the planet, we are dedicated to minimizing our environmental impact and using resources effectively and efficiently. Our environmental sustainability efforts are guided by our commitment to the UN Global Compact and our [Environmental Sustainability Policy](#). Through continuous improvement and collaboration, we strive to leave a positive and lasting impact on the world.

Our Greenhouse Gas Emissions Footprint and Commitments

As a global SaaS company, OneTrust has limited direct greenhouse gas (GHG) emissions. We are committed to responsibly reducing our environmental impact and promoting sustainable practices across our operations and product impact.

In 2025, OneTrust set near-term, company-wide GHG emissions reduction targets aligned with the Science-Based Targets initiative (SBTi). The SBTi is a global body that drives ambitious corporate climate action, aiming to halve GHG emissions before 2030 and achieve net-zero emissions before 2050 to limit global temperature rise to 1.5°C above pre-industrial levels. Our targets were developed by OneTrust's ESG team with oversight from senior leadership, including our Chief Business and Legal Officer. OneTrust commits to reducing absolute Scope 1 and Scope 2 GHG emissions by 42% by 2030, using a 2023 baseline. Additionally, we commit to reducing absolute Scope 3 GHG emissions by 25% by 2030, also using a 2023 baseline. OneTrust's near-term targets were validated by the SBTi in 2025.





Our GHG Emissions Inventory

As part of our ongoing commitment to transparency and improvement, OneTrust conducted a comprehensive GHG emissions inventory for its fiscal year (February to January) 2024, 2025, and 2026 operations in collaboration with Sodali & Co. This assessment includes Scope 1, Scope 2 (location-based and market-based), and upstream Scope 3 GHG emissions.

Assessment Scope

Our GHG inventory was developed in alignment with the Greenhouse Gas Protocol (GHG Protocol) and captures emissions from direct energy usage and our broader value chain across OneTrust's global leased and operated facilities in:

- **Regions:** United States, Canada, Germany, Spain, Netherlands, Singapore, United Kingdom, France, Australia, and India
- **Operations:** 13 global office locations

GHG Emissions Breakdown

GHG Emission Source	FY2024	FY2025	FY2026	Units
Scope 1 Emissions	96	85	54	MTCO ₂ e
Scope 2 Location-Based Emissions	1,201	1,051	971	MTCO ₂ e
Scope 2 Market-Based Emissions	1,341	1,095	971	MTCO ₂ e
Total Scope 1 and 2 (Location-Based)	1,297	1,136	1,025	MTCO₂e
Total Scope 1 and 2 (Market-Based)	1,437	1,180	1,025	MTCO₂e
Total Scope 3 Emissions	17,513	22,184	16,563	MTCO₂e

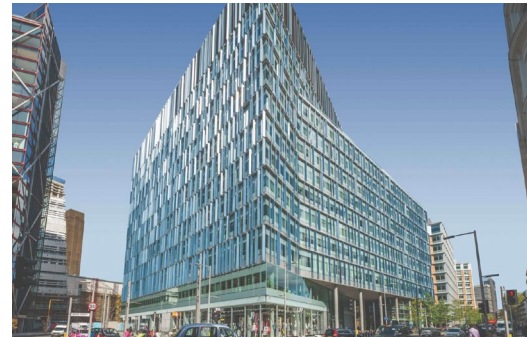




OneTrust considers environmental sustainability when choosing work locations



Madrid
LEED Platinum



London
BREEAM Very good



New Atlanta space
LEED Gold



Amsterdam
BREEAM In-use
very good certified



CapitaSpring in Singapore
has a BCA Green Mark
Platinum granted by the
Singapore Building and
Construction Authority

LEED (Leadership in Energy and Environmental Design) is a widely used green building rating system, providing a framework for designing, constructing, operating and maintaining healthy, highly efficient, and cost-saving green buildings.

BREEAM (Building Research Establishment Environmental Assessment Method) evaluates holistic environmental, social and economic performance of masterplans, infrastructure, and buildings across their entire lifecycle.



Regulatory Readiness and Energy Efficiency

The UK Energy Savings Opportunity Scheme (ESOS) is a mandatory framework for large organizations that promotes systematic evaluation of energy use, identification of cost-effective efficiency opportunities, and action planning with progress tracking.

In response to evolving regulatory expectations, OneTrust continues to strengthen its energy and emissions governance. As part of this effort, OneTrust was in compliance with ESOS Phase 3, completing the required energy assessment and submitting the necessary regulatory notification for its UK facility. Alignment with ESOS enhances transparency, accountability, and continuous improvement in energy management, supporting our broader climate strategy and commitment to responsible operations across our markets.

Product Sustainability

We consider the environmental impact of our products throughout the Software Development Life Cycle. We do this by incorporating sustainable software development practices that minimize environmental impact and promote resource efficiency. Our efforts include optimizing cloud & development operations, reducing carbon footprints, and ensuring that our software development lifecycle aligns with industry-leading standards like ISO 27001. OneTrust remains committed to continuously improving integration of sustainability considerations into our core development processes.





Our People and Communities

Culture is a set of shared beliefs, values, and practices.

It's how we show up—not just on our best days, but also during times of challenge and growth. It's a balance of who we are today and who we strive to become as a company moving forward.

Our regional OneClubs puts culture first and is an employee-led group within a designated office whose efforts organize team-building activities and events to help create stronger bonds among employees.



Fostering Inclusion

At OneTrust, we aim to build globally diverse teams that drive innovation and reflect the diverse communities we serve. We are committed to fostering a vibrant and inclusive culture where differences are not only recognized but celebrated. We aim for all teammates to feel respected, included, and heard, empowering everyone to bring their authentic self to work and excel each day.

We honor and celebrate the unique characteristics that make each individual and group distinct, including markers such as race, ethnicity, gender, disability, sexual orientation, and religion. Our commitment extends to identifying and removing barriers that have historically limited the full participation of some groups, ensuring fairness in our procedures, processes, and resource distribution.



We have several key initiatives in place to foster an inclusive workplace and drive meaningful progress in these areas:

Bias Awareness in Performance Management:

We've embedded bias awareness into our performance enablement and assessment processes to promote fairness and equity in evaluations. This includes mid-year and year-end review enablement training with guidance on mitigating bias in performance conversations, enterprise-wide unconscious bias learning resources, and a practical biases awareness guide to support employees. These tools help equip our teams to make more informed, equitable decisions and reinforce our ongoing commitment to inclusive talent practices.

Employee Trust Groups (ETGs):

We support 9 Employee Trust Groups, which are employee-driven and actively supported by our Executive Leadership. These groups foster an inclusive culture and serve as vital resources for employees and the organization.

- Able @OneTrust
- Asian @OneTrust
- Black @OneTrust
- Families @OneTrust
- Interfaith @OneTrust
- Latin @OneTrust
- Pride @OneTrust
- Veterans @OneTrust
- Women @OneTrust

Global Parental Leave Policy:

We offer a global, equitable parental leave policy that provides 14 weeks of paid leave to all eligible employees.

Celebrations and Education:

Throughout the year, we organize key moments of reflection, education, and celebration to honor global contributions that come from diverse groups of people. These events include Black History Month, Juneteenth, Pride Month, Asian Heritage Month, Global Diversity Awareness Month, and more.

We strive to create an environment where every individual feels welcomed, supported, and valued. By embracing our differences and demonstrating respect through our actions and words, we aim to foster a culture of inclusivity and equity for all.



Supporting Employee Well-Being and Work-Life Balance

At OneTrust, we recognize that our people are our greatest asset. That's why we are committed to providing benefits that support their well-being, personal growth, and work-life balance. As part of our ESG strategy, we invest in programs and resources designed to foster a supportive and inclusive workplace where every employee can thrive.

Through partnerships with leading mental health platforms like Modern Health, we remove the barriers to comprehensive mental health support—giving our employees easier access to licensed therapists, certified coaches, and digital wellness resources. By connecting our team with these services, we help them prioritize their mental health, manage stress, and build resilience, all essential components of a healthy, productive work environment.

We understand the importance of family and the need for time to bond during life's most significant moments. Our parental leave policy offers generous time off for both primary and secondary caregivers, enabling them to focus on their families without the added stress of work obligations. By offering this benefit, we support gender equity and shared caregiving responsibilities, reinforcing our commitment to an inclusive and supportive culture.

Through these and other benefits, OneTrust continues to foster an environment where our employees feel supported both personally and professionally. We believe that investing in our people's well-being directly contributes to our long-term success and aligns with our mission to create a more equitable and sustainable future.





Employee Health and Safety (EHS)

As a global organization operating across multiple jurisdictions, we maintain a comprehensive Occupational Health and Safety framework aligned with applicable local laws and regulatory requirements. Our approach is designed to promote safe, healthy, and compliant work environments for all employees, regardless of location.

We implement risk-based health and safety protocols tailored to regional requirements and the nature of our operations. These protocols are supported by ongoing monitoring, periodic reviews, and continuous improvement practices to ensure effectiveness and responsiveness to evolving regulatory expectations.

Our EHS program emphasizes employee well-being, safety awareness, and prevention. We provide guidance, resources, and training to support safe workplace behaviors and to enable employees to identify and address potential risks proactively. To reinforce accountability and program effectiveness, we monitor participation in health and safety initiatives and review program outcomes to identify areas for continuous improvement. Through this approach, we seek to foster a culture of shared responsibility for workplace safety.





Learning and Development

We provide structured and continuous learning and development opportunities to support employee growth, capability building, and organizational effectiveness. Our programs are designed to align with business objectives and equip employees with the skills needed to succeed in evolving roles and markets.

At OneTrust, Learning & Development is focused on building capability over time—not just through one-time training, but through practical, scalable learning experiences that are embedded into day-to-day work. This approach enables employees to develop skills through real-world application, ongoing feedback, and meaningful collaboration,

ensuring learning is relevant, actionable, and directly connected to business outcomes.

Our learning framework includes role-based onboarding for Corporate and Functional teams, as well as specialized onboarding for Go-To-Market and R&D functions. We offer targeted manager development programs to strengthen leadership capabilities, with a focus on effective team management, ethical decision-making, and performance development.

We support professional development through access to external certifications and continuing education opportunities, including industry-

recognized credentials such as Certified Information Privacy Professional (CIPP/E). In addition, we partner with leaders, People teams, and cross-functional stakeholders to translate business priorities into scalable learning solutions and provide curated resources to address evolving skill needs.

We are also investing in building internal AI knowledge and capabilities across the organization, including the deployment of platforms such as Glean and Microsoft Copilot. These tools support more efficient ways of working, enhance productivity, and enable employees to integrate AI-driven insights into their day-to-day responsibilities.

Our approach emphasizes shared ownership of development, where employees, managers, and leaders actively contribute to building skills and reinforcing learning in practice. We track participation and completion rates across key training programs and evaluate impact through adoption, feedback, and application, using these insights to continuously improve program effectiveness.

Through these efforts, we enhance technical expertise, reinforce a culture of continuous learning, and support long-term career development across our global workforce.





Building Strong Communities and Advancing Responsible Innovation



At OneTrust, we believe that trust and responsibility extend beyond our products—they shape how we engage with the world around us. In April 2024, we proudly joined the Responsible Artificial Intelligence Institute (RAI Institute), a leading non-profit dedicated to helping global organizations harness the power of responsible AI. This partnership strengthens our commitment to the ethical and safe deployment of AI technologies, ensuring our solutions prioritize accountability, fairness, and transparency.



Our dedication to advancing responsible AI governance is further demonstrated by our role as a foundational supporter of the International Association of Privacy Professionals (IAPP) AI Governance Center, which addresses the industry's growing need for AI governance expertise. Through our expert-led OneTrust for AI Governance Masterclass webinar series, we empower compliance and technology professionals to mature their AI compliance programs and foster responsible AI practices across their businesses.

Beyond our industry contributions, OneTrust remains deeply invested in strengthening communities and creating opportunities for future innovators. In 2025, we were proud to support Technovation Girls, a 12-week initiative that mentors and inspires young women to develop programming, leadership, and innovation skills. By empowering the next generation of female technologists, we contribute to closing the gender gap and building a more inclusive tech industry.

We also encourage our employees to give back through our dedicated Paid Volunteer Time Off program, enabling them to support their communities while maintaining a healthy work-life balance. Through these efforts, OneTrust continues to foster a culture of trust, responsibility, and impact—both within our organization and beyond.



Responsible Governance

Creating Impact with Our Products

OneTrust's products play a critical role in enabling organizations worldwide to build and maintain trust in an increasingly data-driven world. Through our comprehensive platform, we empower businesses to govern vast volumes of data responsibly, ensuring transparency and compliance at every step. Our solutions support the governance of numerous AI and machine learning projects, with more than 6,437 models managed across a diverse customer base, providing robust oversight and risk management for evolving technologies.

Every day, our platform facilitates more than 26 million consent transactions, protecting consumer privacy and empowering at least 2 billion daily visitors to manage their privacy preferences with confidence. This far-reaching impact reflects OneTrust's commitment to delivering scalable, responsible, and impactful technology solutions that drive trust and accountability across industries.





Responsible AI, Security, and IT Governance



OneTrust's AI Governance program is led by its interdisciplinary AI Governance Committee, which operates within the broader OneTrust Integrated Management System (IMS) Committee ("IMS Committee," "Committee"), which is responsible for ensuring that information security, **quality and privacy** objectives are established, identified, and integrated into organizational processes. With comprehensive oversight and rigorous software security assurance processes, we

proactively identify and mitigate risks during development and service delivery.

This program ensures robust security, IT governance and AI governance practices across our organizational operations and throughout the AI systems lifecycle. Our approach is grounded in our internal AI Use Policy and reinforced through dedicated Responsible AI training for employees. In 2024, we launched an AI Transparency Report

to our customers, which provides important information about the AI features available in the OneTrust platform. As AI governance laws evolve, we remain committed to continuously enhancing our program to stay aligned with emerging standards. At the heart of our AI vision is the integration of our core Trust values, shaping the design, delivery, and application of AI solutions and services. We believe transparency is essential to building and maintaining trust in AI.



Strong Security Culture and Accreditations

We engage independent third-party assessments, including external penetration testing, to validate our adherence to globally recognized standards. By implementing multi-layered protection, we ensure customers that their data is secure and compliant.

Our Trust Profile on our dedicated trustcenter highlights our international data transfer policies, certifications, and attestations, demonstrating our unwavering commitment to security and compliance.



Data Centers

Leveraging Microsoft Azure data centers worldwide, we ensure each customer's data remains safe in the chosen database, minimizing risks and supporting global business needs. Microsoft Azure cloud hosting services are utilized to scale quickly to meet current and future customer demand. OneTrust is responsible for designing and configuring the OneTrust Platform infrastructure within Azure (with the exception that MS Azure manages the operating systems for the database servers) to ensure the availability, security, and resiliency requirements are met.

Personal Data

Privacy is at the heart of what we do. At OneTrust we provide a wide range of solutions to help enterprises globally use data and AI responsibly. We adhere to these standards ourselves by implementing the highest privacy principles as provided in laws such as the EU General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA). We also hold several certifications including ISO/IEC 27701 on Privacy Information Management Systems.

Our policies are designed to ensure compliance with data protection and privacy requirements and are regularly updated accordingly, especially concerning new regulations and processing activities. We prioritize safeguarding personal data and adhere to relevant laws and regulations to maintain privacy and security standards.

Privacy notice:

<https://www.onetrust.com/privacy>

Cookie notice:

<https://www.onetrust.com/cookie-policy>



Respecting Laws, Promoting Human Rights, and Modern Slavery

We are committed to respecting and upholding all internationally recognized human rights and labor standards, including the Universal Declaration of Human Rights, the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles for Business and Human Rights. Beyond this, we believe that our business, like our products, should positively contribute to advancing human rights.

As a signatory and participant in the UN Global Compact, OneTrust actively supports and promotes human rights across all facets of employment, equality, and beyond. We stand firmly against human trafficking, slavery, servitude, forced labor, and all related activities. Our Policy Statement on Labor and Human Rights outlines our commitment to addressing the challenges of modern slavery proactively within our organization and supply chain. We remain vigilant, continually raising awareness of these issues and taking decisive action to minimize risks. For further details, please see our annual Statement on Slavery and Human Trafficking, which highlights the steps we are taking to uphold these commitments.

OneTrust is committed to compliance with all applicable export control laws as well as trade and economic sanctions regulations in the jurisdictions in which we operate, including but not limited to those administered by the United States Department of Commerce (Export Administration Regulations, "EAR"), the U.S. Department of the Treasury's Office of Foreign Assets Control ("OFAC"), as well as relevant laws and regulations of the European Union, the United Kingdom, and other applicable jurisdictions.

We do not engage in transactions, directly or indirectly, that involve:

- Countries or regions subject to comprehensive U.S., UK, or EU sanctions;
- Individuals or entities listed on applicable restricted or denied parties lists;
- Any activity that would facilitate the proliferation of weapons of mass destruction, including nuclear, chemical, or biological weapons, or missile technology.

OneTrust maintains internal controls, screening procedures, and training programs to support compliance with these legal requirements and to ensure that no product, technology, or service is exported, re-exported, transferred, or disclosed in violation of applicable export control or sanctions laws or regulations.



Looking Ahead

As we conclude our inaugural impact report, we recognize this is just the beginning of our journey toward greater transparency, accountability, and sustainable impact. The insights and commitments shared here reflect both our progress and our ambition to do more.

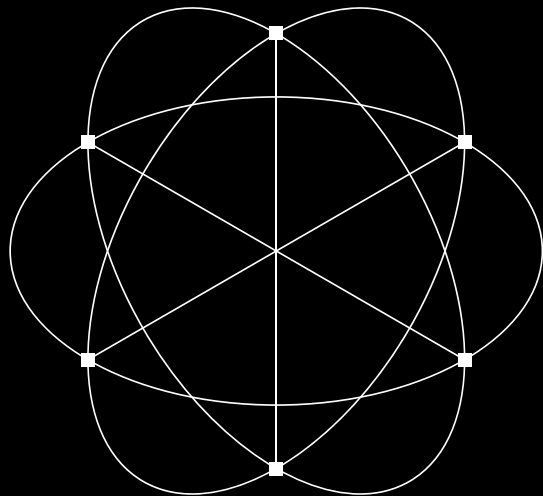
Looking forward, we are focused on deepening our integration of ESG principles across all levels of our organization. We aim to set clear targets, strengthen data collection, and engage more meaningfully with our stakeholders. Our efforts will evolve as we learn, grow, and respond to emerging challenges and opportunities in a rapidly changing world.

This report marks a foundation we will build upon, with annual updates to ensure continuous improvement and alignment with global best practices. We thank our employees, partners, and communities for their ongoing support and collaboration as we work together for a more sustainable, equitable future.

About this report

This report covers the fiscal year ending January 31, 2026, and was published in August, 2026. Unless otherwise stated, all data and disclosures pertain to this reporting period. The information presented in this report encompasses the operations of OneTrust, Inc. Any material exclusions or limitations to the reporting boundary are noted within the relevant sections.

This report has not been externally assured. We welcome feedback and questions regarding this report.



 **OneTrust**