PAR®

Food. People.
Nothing in between.™

2025 Sustainability Report

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PAR®

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PAR

About This Report

This Sustainability Report has been prepared in accordance with the accounting standards published by the Sustainability Accounting Standards Board (SASB) related to Software and Information Technology (IT) Services and Hardware. We also have identified the United Nations Sustainable Development Goals (SDGs) that we believe best align our business activities and key priority areas. Both the accounting standards from SASB and SDGs are included in the Appendix at the conclusion of this Sustainability Report. Unless otherwise noted, the data provided for PAR Technology Corporation (PAR) throughout this Sustainability Report reflects data for the year ended December 31, 2024 (FY2024).

Forward-Looking Statements

This Sustainability Report contains forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), Section 27A of the Securities Act of 1933, as amended, and the Private Securities Litigation Reform Act of 1995, the accuracy of such statements is necessarily subject to risks, uncertainties and assumptions as to future events that may not prove to be accurate. Statements, other than statements of historical or current facts, including statements about our growth and financial performance, Board of Directors, corporate governance practices, executive compensation program, use of equity compensation, and corporate responsibility and sustainability policies and initiatives, contained in this Sustainability Report are forward-looking statements, and reflect management's current assumptions and expectations and are inherently uncertain. Actual results could differ materially for a variety of reasons. Factors, risks, and uncertainties that could cause our actual results to differ materially from those expressed in or implied by forward-looking statements contained in this Sustainability Report are discussed in our Annual Report on Form 10-K for the fiscal year ended December 31, 2024, and our other filings with the Securities and Exchange Commission ("SEC"). We undertake no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as may be required under applicable securities law.

"PAR®," "PAR POS®", "Punchh®," "PAR Ordering™", "PAR OPS™," "Data Central®," "Delaget™," "PAR Retail™", "PAR® Pay", "PAR® Payment Services", and other trademarks identifying our products and services appearing in this Sustainability Report belong to us. This Sustainability Report may also contain trade names and trademarks of other companies. Our use of such other companies' trade names or trademarks is not intended to imply any endorsement or sponsorship by these companies of us or our products or services.

Introduction

In This Section

A Message From Our CEO

What is PAR?

Our Approach to Sustainability

A Message From Our CEO

We live by five values at PAR: Act With Urgency, Own It, Win Together, Deliver Outcomes, and Never Settle. These values encompass our Better Together culture we are creating to drive long-term stakeholder value.

To date, we've invested in more than 40 years of foodservice technology innovation, and we're not slowing down. PAR has been investing heavily in creating a Unified Experience that, through software, makes interaction more seamless between diners, operators, and brands. This strategic focus on delivering a unified solution aims to improve user experience and embed PAR deeper across organizations and industries. As we redefine the foodservice technology industry of the future, this innovation is also seen in our sustainability efforts that aim to positively impact our customers, communities and our people.

I am pleased to present our 2025 Sustainability Report, which outlines our efforts to fostering a sustainable and resilient future. I invite you to read through our accomplishments as we Win Together.

Savneet Singh
CEO, PAR Technology

What is PAR?

A **unified experience** of **best-in-class solutions** help foodservice businesses **win.**

Combines POS, eCommerce, flexible payments options including mobile wallet, and loyalty with actionable customer data aggregated in one place

Drives opportunities to scale for enterprise and growth-aspiring brands

Creates frictionless interactions for customers and employees

Our Mission

To enable personalized experiences that connect people to the brands, meals, and moments they love.

Our culture is built on 5 values

Act with Urgency

We don't wait for the elevator

Own It

We take charge - every problem has an owner

Deliver Outcomes

The scoreboard matters - effort must yield a "W"

Win Together

We generate collective wins for our customers, employees, shareholders and community
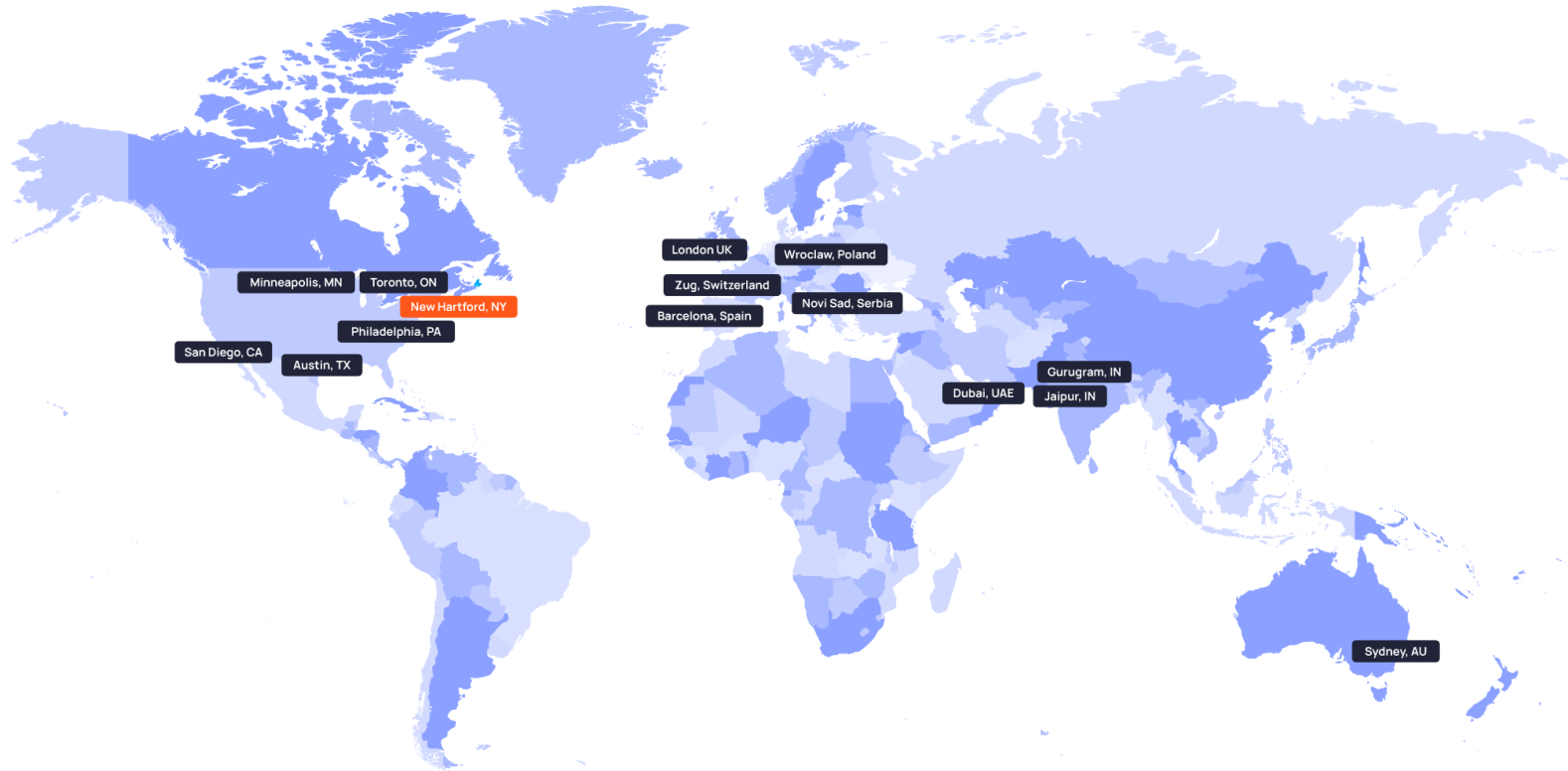
Never Settle

We are drivers, forever disrupting the status quo

About Us

Employees

1,581 Full-time*

North America
Corporate HQ - New Hartford, NY
Canada

International
Australia
India
Japan
London UK
New Zealand
Poland
Serbia
Spain
United Arab Emirates

*As of 12/31/2024

Our Approach to Sustainability

We strive for responsible business practices, ongoing operational improvement, and strengthening our relationships with our stakeholders.

We are working to build long-standing, sustainable relationships with our customers, partners, stockholders, and communities based on honesty, integrity, and compliance.

Our Approach to Sustainability

The core pillars of our Sustainability strategy include:

- Our responsible business practices

- The critical roles played by our people

- Our commitment to data responsibility

- Our stewardship to lessen our environmental impact

This Sustainability Report outlines our current initiatives, practices, and objectives in the areas fundamental to our business. We view our Sustainability strategy as an important driver of our environmental impact, social responsibility, and long-term financial value creation.

Environment

Social

Governance

Our Approach to Sustainability

Responsible Business Practices

We endeavor to promote sound governance and compliance, responsible business practices, and the highest standards of ethics to help us achieve business success and enhance long-term stockholder value.

Our People and Culture

We are working to create a safe environment where our employees enjoy, have a sense of belonging and thrive at work each day to support our customers and grow our business.

Our Data Responsibility

We earn our customers' trust each day by working to keep their valued customer data safe and responsibly managing our security and privacy governance and protocols to promote strong data protection.

Environmental Stewardship

We strive to minimize the environmental impact of our operational footprint through energy-efficient and eco-friendly sustainable business practices.

Our Approach to Sustainability

Sustainability Oversight

Our Board and management team believe that our approach to Sustainability is important to our long-term operational goals and strategies.

Board of Directors

Nominating and Corporate Governance Committee
Sustainability and social responsibility

Sustainability Committee

Audit Committee
Risk exposure assessment of financial, compliance, and cybersecurity risks

Compensation Committee
Human Capital Management

Responsible Business Practices

In This Section

Governance and Board Composition
Business Ethics and Compliance
Risk Management
Intellectual Property and Competitive
Behavior
Supply Chain Management
Government Affairs & Advocacy

Responsible Business Practices

We integrate our core values of honesty, integrity, ethics, and compliance into all that we do.

Coupled with our hard work, these values are the foundation on which we build competitive excellence and business success.

Governance and Board Composition

We strongly believe that sound corporate governance principles are critical to delivering sustainable business success

We believe that our stakeholders expect our company to meet the highest standards of integrity, ethical practices, and accountability by operating in accordance with our Corporate Governance Guidelines (Guidelines) in all aspects of our operations. For more information about our corporate governance practices, please refer to our Guidelines which can be found in the Investor Relations Section of our website, at www.partech.com/investor-relations/.

Board Independence and Composition

Our directors have a diverse set of attributes and skillsets from their particular fields of expertise, which reflect their broad experience and contribute to their exercise of sound business judgment in the governance of our business practices.
The NCGC continues to strive to identify and nominate a diverse pool of candidates in terms of opinions, perspectives, professional and personal experiences, and backgrounds, as well as other differentiating characteristics

By the Numbers, Board Composition

71%	29%	29%
INDEPENDENT 5/7	MINORITY 2/7	WOMEN 2/7

Business Ethics and Compliance

Our values reflect who we are as individuals and who we are as PAR people.

We make the conscious choice to be who we are, stand up for what is right, and embrace authenticity. We foster adherence to compliance rules and strive to create and promote a compliance culture.

Oversight of Ethics

Our Audit Committee is responsible for the oversight of our compliance with policies and procedures, and for addressing legal and ethical concerns. We have appointed a Chief Compliance Officer responsible for implementing and managing our compliance program. Our Chief Compliance Officer reports directly to our Chief Legal Officer and provides quarterly reports to the Audit Committee.

PAR

Business Ethics and Compliance

CODE OF CONDUCT
We believe conducting business ethically is critical to our long-term success.

We fully expect our employees to adhere to the highest standards of business conduct in every business relationship, including with each other, our customers, business partners, and competitors, and we do not tolerate unethical or improper conduct.
We have adopted a Code of Conduct (Code) an internal Compliance Handbook (Handbook), which applies to all of our subsidiaries, affiliates, officers, directors, employees, and third-party intermediaries working with or on behalf of PAR. We periodically review our Code and Handbook and update them as needed.

The Code and Handbook address such areas as:

- Financial Controls
- Mutual Respect
- Money Laundering
- Fair Dealing and Fair Competition
- Business Gifts

- Insider Trading
- Bribery and Corruption
- Trade Controls
- Conflicts of Interest

For additional details regarding our standards of conduct, please see our Code which can be found in the Investor Relations section of our website at www.Partech.com/investor-relations/.

PAR®

Business Ethics and Compliance

WHISTLEBLOWER POLICY

We do not tolerate violations of any law, regulation, or PAR policy or procedures.

We have a longstanding Whistleblower Policy in place to provide guidance to employees for reporting any violations of our Code, the Handbook, or any law, rule, or regulation. We provide global, 24/7 access to anonymous reporting hosted by an independent, third-party provider.

Retaliation against anyone for reporting potential misconduct in good faith is not permitted, and violations may result in disciplinary action, financial penalties (such as denial of a bonus or fines), and termination of employment.

The PAR Company Hotline can be accessed via telephone, e-mail, or at the website, https://integritycounts.ca/org/par. For more information, please see our Code which can be found in the Investor Relations section of our website at www.Partech.com/investor-relations/ .

We provide global,

24/7 access

to anonymous reporting

Business Ethics and Compliance

TRAINING & ACKNOWLEDGMENTS

All new employees receive and must acknowledge that they have read and understand the Code and Handbook when they begin employment.

Additionally, we provide annual company-wide compliance training and periodic targeted training on subjects, including: The Code and Handbook, and address such areas as:

- The Foreign Corrupt Practices Act and international bribery laws

- Insider trading

- Giving and receiving business gifts

- Trade controls

- Gathering competitive information

- Conflicts of interest

- Our Code and Handbook

We engage in internal and external audits of our compliance training at least annually and update as needed. All employees must annually certify that they have read and complied with the Code and are unaware of any violations.
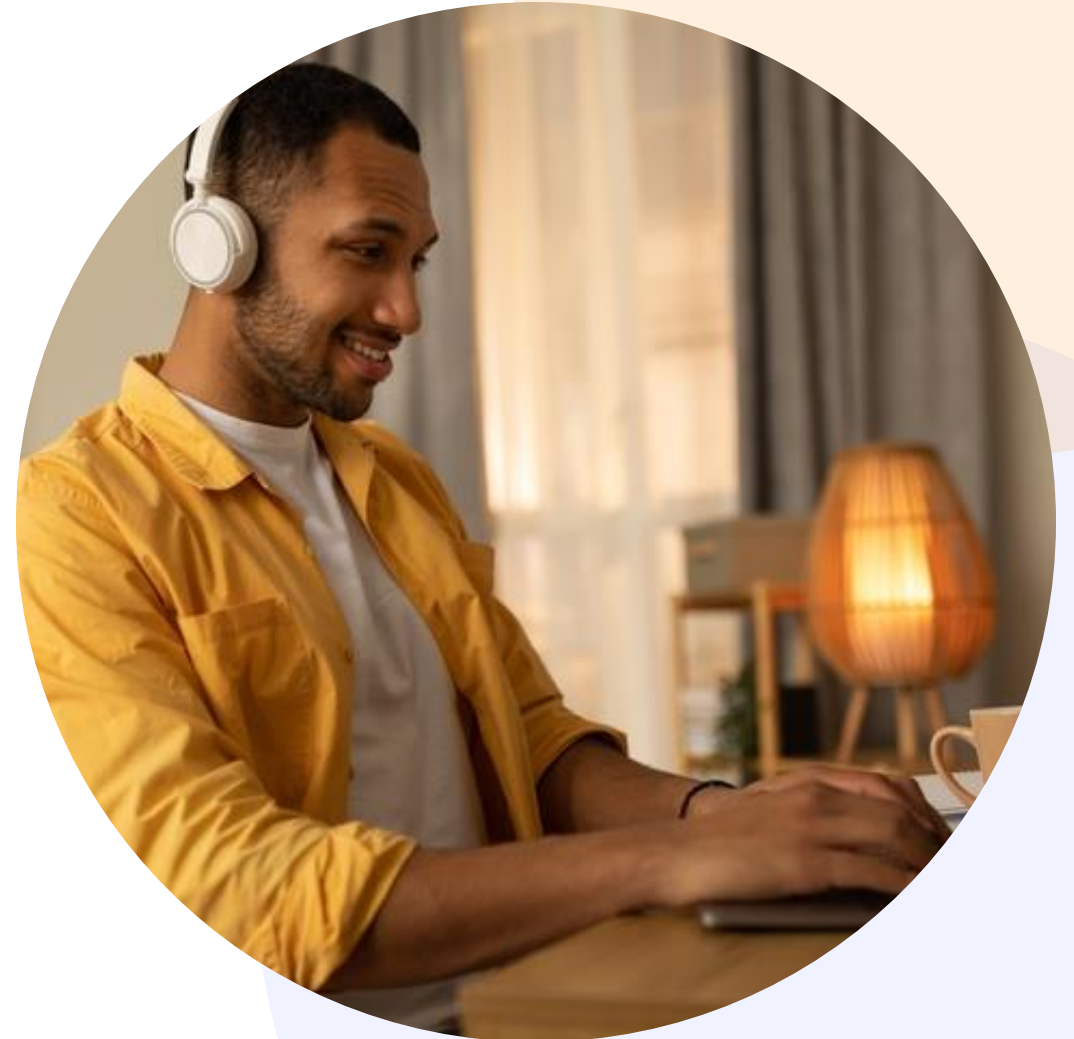
Risk Management

Our Board of Directors manage the risk oversight function at PAR with certain areas addressed by Board committee where such risks are inherent in a committee's purview.

- **The Audit Committee.** Our Audit Committee oversees our guidelines, policies and processes established by management relating to our financial statements, financial reporting processes and internal audit function and meets regularly with senior management and our independent auditors concerning our financial statements and financial reporting processes, including our internal control over financial reporting and the effectiveness of such processes and controls.

- **Nominating and Corporate Governance Committee ("NCGC").** Our NCGC focuses on risks associated with our corporate governance policies and practices and environmental, social and governance matters.

- **Compensation Committee.** Our Compensation Committee focuses on risks related to our compensation policies and programs and oversees risks related to human capital management matters.

Our Board is aware of each committee's risk oversight activities from joint sessions with the full Board and executive sessions, as well as from periodic briefings by management to the Board on specific material risks or legal developments. For additional information relating to our risk management program, please refer to our most recent Proxy Statement which can be found in the Investor Relations section of our website at www.partech.com/investor-relations/.

Intellectual Property and Competitive Behavior

Basic Rules Regarding Competitive Information

We have guidelines to provide protocols for prohibited practices around competitive information within our policy for "Basic Rules: Gathering Competitive Information," which is included in our annual compliance training plan for relevant employees.

These basic rules address instances where competitive information may not be obtained or used if it is:

- Obtained directly from a competitor, unless received through one of the permitted sources (i.e., a competitor's public website)

- Nonpublic or protected (i.e., subject to a confidentiality agreement)

- Obtained through deceit or misrepresentation (such as posing as a customer or reporter)

Intellectual Property

A number of our products and components are developed and designed based on our existing copyrighted work and/or patents issued or obtained through the acquisition of other businesses. Our other products include software or other intellectual property licensed from third parties.

We rely on various intellectual property laws, confidentiality procedures, and contractual provisions to establish, maintain, and protect our intellectual property. We have patents filed and issued to protect our discoveries and inventions, registered and common law trademarks to protect our brand, and copyrights that relate to software and various distinctive characteristics of our products.

Supply Chain Management

Our suppliers a driver of our success, and to provide superior products and services responsibly, we require suppliers to meet our expectations for ethics and compliance. We expect all suppliers to comply with all laws and regulations applicable to their business relationship with us.

Vendor Management

We have established a vendor evaluation process that requires all potential new suppliers to complete a supplier questionnaire that provides, among other things, information about their quality systems, corrective action processes, their packaging and delivery systems, and their legal and compliance programs. We also subject high-risk suppliers to supplemental background checks. We conduct an annual survey of those suppliers who provide components that may contain conflict minerals to encourage them to avoid sourcing such components. We have implemented additional safeguards to promote compliance with the Uyghur Forced Labor Prevention Act. Additionally, we engage in ongoing collaboration with our customers to promote an equitable supply chain across the vendor management process.

We plan to recommence on-site supplier audits in late 2025. Those audits will include six onsite visits beginning with our largest critical suppliers who make up the majority of our spend.

PAR

Supply Chain Management

Supplier Code of Conduct

We have a rigorous Supplier Code of Conduct (Supplier Code) in place to establish the expectations for each of our suppliers that align with the expectations we maintain for our directors, officers, and employees. We require training and compliance acknowledgment by our suppliers upon onboarding and annually thereafter.

For additional information regarding our expectations of suppliers, please see our Supplier Code which can be found at https://partech.com/supplier-disclosures/ .

Highlights of our Supplier Code include:

QUALITY AND ENVIRONMENTAL HEALTH AND SAFETY
Products and services must be designed, produced, and delivered with the paramount consideration being the safety and health of employees and consumers. Quality assurance processes must be in place to detect, communicate to PAR, and correct defects to ensure the delivery of products and services that meet or exceed contractual quality and legal and regulatory requirements. All required inspection and testing operations must be completed properly by appropriately authorized and qualified individuals, and any required certifications must be completed accurately.

CONFLICT MINERALS
All suppliers must take all measures necessary to comply with our Conflict Minerals requirements. For more information, please see our latest Conflict Mineral Report filed with the U.S. Securities and Exchange Commission (SEC) www.partech.com/investor-relations/.

HUMAN TRAFFICKING
Suppliers must comply with laws and regulations prohibiting human trafficking. Furthermore, suppliers must not engage in the use of forced labor, bonded labor, indentured labor, involuntary prison labor, slavery, or human trafficking.

Government Affairs and Advocacy

We do not maintain any political action committees and do not engage in lobbying activities.

We also do not reimburse, compensate, or otherwise incentivize employees for making political contributions, and we do not have a lobbying program nor did we spend money on lobbyists in FY2024.

We do not use corporate funds for independent political expenditures to support or oppose any candidate for office. We did not make any corporate political contributions or political party contributions in FY2024.

Our People and Culture

In This Section

People Strategy and Oversight

Attracting Top Talent

Employee Engagement and Culture of Feedback

Managing Our Talent

Our Compensation Philosophy

Talent Development

Win Together

Employee Assistance Program

Workplace Health and Safety

Corporate Social Responsibility

Our People and Culture

We are people with big appetites, warm hearts, and ambition. We are not just here to sell a flashy product; we are daring and long-term partners in our customers' success.

We are here to think huge and lead alongside innovative (and delicious) foodservice. Working with us means being part of a global team that is always challenging, focuses on the customer experience, and is not afraid to move fast and boldly.

At PAR, we take a holistic approach to ensure the health, well-being, and psychological safety of our people. This is reflected in our Talent and Win Together strategy. We strive to provide a high level of care and support, going beyond the baseline to help position our employees to perform at their best.

People Strategy and Oversight

Our people are our most important asset. We are self-starters, embrace challenges, and have collaborative mindsets. We're here to help restaurants do what they do best: turn each and every order into a unique and lasting relationship.

Our Mission

To create an environment that reflects our values, where our employees can thrive.

Our Strategy

To hire the best talent, give them the responsibility and authority they deserve and need, and let them decide how to best execute.

Human Capital Oversight

The Board has assigned oversight responsibility of human capital management to the Compensation Committee to oversee our strategies and policies related to human capital management, including with respect to matters such as employee engagement, inclusion, workplace environment and culture, and talent development and retention.

PAR

Attracting Top Talent

PAR works diligently to attract the best talent from a diverse range of sources to meet the current and future demands of our business. To proactively attract diverse talent, we engage with universities, professional associations, industry groups, and we leverage PAR's robust employee value proposition, which includes our location-flexible philosophy, a collaborative global work environment, and a shared sense of purpose.

We Promote Transparency in Our Interview Process

Technical Roles

- Recruiter Screen

- Hiring Manager Interview

- Key Stakeholders' Interview

- Opportunity to meet with a member of executive leadership—applicable for certain roles or levels during the interview process.

- Candidates may be invited to showcase their technical skills and expertise through a project or technical assessment.

Non-Technical Roles

- Recruiter Screen

- Hiring Manager Interview

- Key Stakeholders' Interview

- Opportunity to meet with a member of executive leadership—applicable for certain roles or levels during the interview process.

We Look for People Who Live Our PAR Values

At PAR, our five core values guide everything we do. They inspire how we work, interact, and grow as a team. By living our values every day, we foster a culture of excellence, collaboration, and integrity that drives success for our employees, customers, and communities. Together, we embody what it means to be PAR.

We Want People Who Want to Grow WITH US

At PAR, we believe our employees are one of our greatest assets. We're committed to providing exceptional benefits, professional growth opportunities, and a supportive environment where you can thrive. Whether you're advancing your career, pursuing your passions, or striving for work-life balance, PAR is here to help you achieve your goals.

Employee Engagement and Culture of Feedback

Consistent with our employee-first strategy, we believe that our employees should have the opportunity to have a forum to communicate their feedback, concerns and suggestions. We conduct numerous employee surveys throughout the year to turn employee feedback into action to drive a strong company culture.

We believe understanding the "pulse" of our employees through engagement surveys is critical to inform our actions with respect to integrating areas of opportunity in our employee engagement, retention and total rewards programs.

New Hire Onboarding Survey

Survey sent to all new hires within 30 days of hire date.

Over 90% satisfaction score with onboarding experience.

Quarterly Employee Pulse Surveys

2-4 Questions On Pressing Topics in That Quarter

Transparent Action Planning Following Each Survey

Annual Engagement Survey

Once a year survey focusing on the most critical employee engagement topics + eNPS*.

Track results year over year to inform strength and areas of opportunity.

Win Together Surveys

Annual Collaboration Survey

Track results year over year to inform strength and areas of opportunity.

*eNPS or Employee Net Promoter Score is a metric that measures employee loyalty and engagement by asking employees, on a scale of 0 to 10, how likely they are to recommend their company as a good place to work.

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PAR

Managing Our Talent

Annual Talent Roadmap

GOAL SETTING
Annual goal setting and tracking

PERFORMANCE REVIEW
Self-assessment and manager review

TALENT ASSESSMENT
Potential review and development planning

360 FEEDBACK
Giving and receiving feedback are vital to growth and development

To support our meritocratic, pay for performance strategy, we execute annual performance reviews with the intent to incentivize and motivate our employees. Our Talent Roadmap provides multiple opportunities throughout the calendar year for employees to receive feedback and coaching on their performance and impact to team and company culture. We believe creating a culture of feedback increases engagement and helps retain our talent. Our talent assessment process enables us to identify individuals that are ready for the next step in their career with PAR.
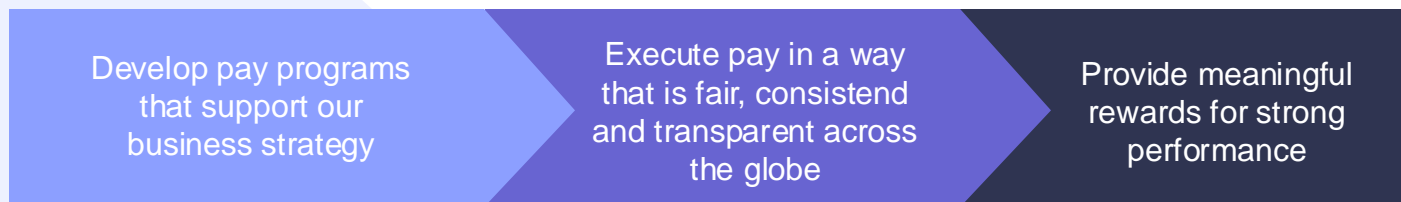
Annual Performance Reviews

Our Annual Performance reviews equally assess individual performance toward goals and culture contribution to the work environment at PAR.

We believe strongly in our Winning Together value and have intentionally designed our performance review to weight half of an individual's performance score on their culture contribution to drive a positive and inclusive environment here at PAR.

Our Compensation Philosophy

Our compensation philosophy aims to attract, retain and incentivize top performers in a highly competitive market for talent, who can deliver competitive financial returns to shareholders through the achievement of short-term and long-term performance targets.

The first step in determining employees' compensation is to clearly define the company's compensation philosophy.
Our compensation philosophy is to:

Develop pay programs that support our business strategy → Execute pay in a way that is fair, consistend and transparent across the globe → Provide meaningful rewards for strong performance

The following six principles guide our compensation philosophy and are balanced to develop and execute a compensation program that is designed to be fair and suitable to PAR stakeholders.

1. Strategically Aligned
Compensation practices reinforce PAR's strategy, structure, needs and culture.

2. Externally Competitive
Compensation targets are competitive with the relevant job markets in which we compete to attract and retain employees.

3. Personally Motivating
Salaries recognize and reward employees based on variations of in individual contribution.

4. Cost-Effective
Compensation programs are designed to optimize shareholder value in relation to operational costs.

5. Internally Equitable
The salary range assigned to each position aims to fairly reflects its value relative to other positions in the company.

6. Legally Defensible
Compensation programs are in compliance with all applicable laws and regulations.

Based on these factors, our approach to base salary is to understand the market and pay equitably.

Talent Development

We aim to be an employer of choice.

We are investing in tools, programs, and development resources that are designed to help employees spend valuable time driving innovation in their work and developing their careers. We strive to unlock the potential of all employees during their professional journey.

Women's Leadership Development

Four-Part Women's Focused Leadership Session Open to All Employees

100% satisfaction score from session attendees.

Launching In-Person Women's Summit in 2025

Mentoring Program

Annual Program

Custom Matching Process

Over 115 participants

Over 90% Satisfaction Score from Participants

PAR Leadership Academy

3-5 Day Training Program.

Over 220 People Leaders Trained in 2024.

100% would recommend the PLA to other people leaders.

AI Education Series

Quarterly Sessions Open to All Employees

Average of 200+ Employees Attended Each Session

Career Development Resources

1:1 Career Coaching Available On Demand

Custom Development Curriculum For Teams/Departments

1:1, Feedback & Career Development Best Practices

LinkedIn Learning

On Demand Video Training on Hundreds of Topics.

100% Activation Rate of PAR Users.

50% Repeat Learners.

Talent Retention and Development

PAR was a Technology Industry Top Workplace in 2024!

Win Together at PAR

Community. Belonging. Everything in Between.

At PAR, we believe we'll win or lose through the culture we build. PAR has embraced the challenge of building a culture of belonging, where every customer and employee feels valued and engaged. We want to hire and retain the best talent that reflects the diversity of our global customers and communities. We are committed to an inclusive employee experience that celebrates the differences among our global team and help us Win Together.

We are proud of PAR's journey so far and remain committed to this work that we believe contributes to our success.

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Pillars of Win Together

Transparency
We regularly share key data, feedback, trends and what we are doing to improve.

Feedback Culture
We provide the tools to provide feedback and share employees' perspective – regardless of role, level or title.

Top Talent
We recruit, hire, and retain the best talent that reflects the wide range of experiences and skills needed to win.

Celebrate Each Other
We embrace our different backgrounds and experiences!

One PAR
We collaborate and support each other across regions, business units and roles – and celebrate our wins!

Our Win Together Philosophy

Community. Belonging. Everything in Between.

We embrace and celebrate the differences among our team. As we **ACT WITH URGENCY** and strive for innovation, we embrace a culture where our team can make mistakes, learn from them, and provide feedback to each other.

We strive to hire and retain the best talent and provide every employee with the opportunity to reach their potential and aspirations. Our employees should feel a sense of belonging, want to be part of the PAR team, and be fully empowered to **DELIVER OUTCOMES**.

Being a good human and teammate - we all **OWN IT.** Leading and working with empathy, we hold each other accountable as we pursue excellence. This is how we **WIN TOGETHER**.

Building a Win Together Culture Starts with Leadership

All people managers are required to participate in the PAR Leadership Academy, which includes a segment on the business case for Winning Together and how to be a more inclusive leader at PAR.

Awareness Creates Understanding

We host at least four "Celebrate You" Series events every year, where guest speakers are invited to PAR to share their life experiences and advice on various topics to help drive inclusive behavior.

Win Together

Employee Resource Groups

In the spirit of our Win Together philosophy, we continue to gradually launch employee resource groups (ERGs) to foster community and belonging among our team through networking with others who share common interests and background.

The ERGs are voluntary, led by employees, open to all employees, and approved and supported by PAR. We continue to create ERGs as our global program continues to expand.

More information regarding our current ERGs groups can be found on our Win Together Website

Employee Assistance Program
We are committed to supporting our employee's total well-being.

Our global team has access to best-in-class wellness and mental-health support for full-time employees and their families via the Headspace EAP platform. The program provides confidential access to services for everyday issues at no cost which offers help with work-life issues, referrals for clinical, legal and financial services, and more.

Unlimited Mental Health Coaching: Employees have access to on-demand mental health coaching 24/7.

Therapy and Psychiatry Services: Includes in-person and video therapy, as well as psychiatry services for U.S.-based members.

Critical Incident Support: Provides support during critical incidents to help employees cope with unexpected events.

Work-Life Services: Offers assistance with financial, legal, elder care, childcare, and identity theft issues.

Mindfulness and Meditation: Access to guided meditations, mindfulness practices, sleepcasts, focus music, and movement exercises.

Management Support: Includes consultations and referrals for managers to help improve workplace outcomes

These benefits aim to support employees' mental health and overall well-being, making it easier for them to manage stress and maintain a healthy work-life balance.

PAR

Workplace Health and Safety

The personal safety and health of each employee is of utmost importance to us.

We provide our employees with the personal protective equipment (PPE) and mechanical safeguards required for personal safety and health, in keeping with the current government and industry standards, as outlined in our Environmental Health and Safety (EHS) Policy.

We regularly assess our facilities to promote compliance with our EHS Policy and regulatory requirements.

Our EHS Policy includes a detailed Emergency Action Plan in the event of a fire, severe weather, medical emergency, or related events. We provide training for all new hires and annual training and evacuation drills for all employees in our facilities. The Emergency Action Plan is reviewed annually or as needed if changes to the worksite are made, then modified after each drill as necessary to address any weakness identified in the plan. The EHS Policy also covers additional topics such as:

• Infectious Disease Plan

• Injury and Illness Prevention

• Ergonomics

• Workplace Violence

Corporate Social Responsibility

PAR endeavors has a commitment to go beyond profit-seeking and actively prioritize the well-being of society and the environment.

This entails adopting ethical and sustainable business practices and providing education and awareness internally to employees. It also includes collaborating with customers and external organizations to reduce negative impacts on communities and the planet with a focus on sustainable practices.

Through programming, partnerships and cooperative efforts, we strive to strengthen our presence in the industry and leave a positive corporate legacy specifically in combatting food waste and food insecurity in the restaurant sector.

Our Data Responsibility

In This Section

Data Security Management
Customer Privacy and Product Security
Third-Party Supplier Assessment and
Compliance

PAR®

Our Data Responsibility

Our customers trust us to keep their valued data safe and secure.

We incorporate automation into our solutions to help reduce the manual and environmental overhead that comes with operational efficiencies.

We focus on our stewardship to responsibly manage our data privacy protocols and systems that are designed to securely protect data in a very complex, global environment.

Data Security Management

We recognize that digital information is a valuable asset. We view our responsibility and oversight of enterprise data security, customer privacy, and business continuity practices as essential to promoting our long-term operational sustainability and business success.

The Audit Committee is responsible for the oversight of our exposure to cybersecurity risks and the steps management takes to monitor and control such exposures.

Our Vice President of Information Security & Privacy leads our Security Executive Steering Committee, composed of cross-functional leaders from our legal, finance, compliance, and IT teams, and provide updates on our security operation incident management to the Audit Committee at least quarterly.

Information Security Policy and Compliance

Our Information Security Policies aim to outline an effective and secure standard for information security within our corporate structure. These policies are published and communicated to all relevant internal and external parties, and apply to all employees, contractors, vendors, partners, temporary workers, and agents operating on behalf of PAR.

All employees and agents are responsible for safeguarding the confidentiality, integrity, and availability of any systems, software, equipment, technology, or information to which they have access.

Data Security Management

Training and Security Awareness

PAR Information Security Policies outline the expectations for all employees and agents to maintain an up-to-date awareness of information security related to company information and IT systems.

All employees are required to receive regular security awareness training via a training platform to remain informed on current best practices, and employee completion rates are audited internally. Additionally, all new hires receive security awareness training as a part of their onboarding process.

Data Security Management

Information Security Policy and Compliance

We regularly review and maintain our technology systems to promote the confidentiality, availability, and integrity of our customer data. Our Internal Audit team conducts regularly scheduled audits on IT systems and business systems.

We routinely engage with a reputable, objective, and licensed auditor to comprehensively assess our controls, capabilities, and programs against security and compliance standards. We also monitor our external exposure through a third-party service; we review these reports monthly and make changes and updates accordingly.

PAR has been certified to various international security certifications and standards and otherwise adopts appropriate best practices from industry- leading frameworks and standard, such as:

- Payment Card Industry Data Security Standard (PCI DSS)

- California Consumer Privacy Act (CCPA)

- General Data Protection Regulation (GDPR)

- SOC 1 and SOC 2 reports for multiple products

Data Security Management

Security Incident Response Plan

In the event of a security incident, we have a Security Incident Response Plan (SIRP) that is designed to provide timely response and mitigations.

Our procedures require that the SIRP is referenced to manage the detection, analysis, containment, and eradication of cybersecurity incidents. The SIRP is reviewed at least annually and updated as needed. We use the SIRP to conduct tabletop exercises annually, and we also review the SIRP and our supporting information security policies annually.

Customer Privacy and Product Security

Our emphasis on data privacy and product security compliance and protocols help us support our customers. We have systems in place that are designed to protect and secure our customers' data.

Privacy Policy

We respect privacy and are committed to protecting personal data collected through our website or offline in our provision of products and services. To learn more, please see our Privacy Policy which can be found at https://partech.com/privacy-policy/.

Product Security

We have an application security team that is responsible for reviewing and confirming that each of the software solutions offered by PAR operates under an appropriate set of security measures by implementing and enhancing the security systems, processes, and tools for software development and the security of cloud-hosted products. We have quality assurance policies and protocols in place that are designed to protect our customers' data.

Third-Party Supplier Assessment and Compliance

We directly oversee all data processing activities required to provide our services.

We also engage third-party suppliers to provide services related to some of our solutions. Before onboarding third-party suppliers, we assess and confirm that they provide product security and data privacy appropriate to their access privileges and the scope of services provided. Further, third parties are required to comply with appropriate security, confidentiality, and privacy contract terms.

We outsource the majority of our data center needs to third-party providers utilizing cloud-based platforms and leveraging their physical and data security infrastructure. These providers are required to comply with our third-party vendor and security protocols, other applicable PAR policies, processes, procedures, and all applicable laws and regulations, including data privacy laws. We also conduct regular risk assessments.

Environmental Stewardship

In This Section

Our Environmental Footprint
PAR Planet
Emissions Data

Environmental Stewardship

We strive to minimize the environmental impact of our operational footprint by adopting sustainable business practices.

Our Environmental Footprint

We have announced a move towards a hybrid work model (where certain non-production employees will come into the office a few days a week) and are still working to lower overall operational environmental impact through reduced office space needs and fewer employee commutes. Besides our HQ, we lease our office space, allowing us to nimbly right size our operational footprint to help lower our overall environmental footprint and emissions.

While most of the decisions about the operations of our leased facilities are controlled by third- party property managers, we integrate eco-friendly business practices where feasible, such as:

- Energy conservation with motion-sensor lighting

- Waste diversion with recycling options in our breakrooms and a paper shredding/ recycling program

- Water conservation with automatic water efficiency features
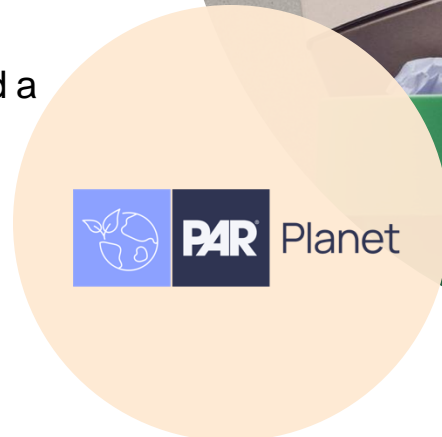
PAR Planet

We have launched a PAR initiative to focus and promote Environmental impact improvements in our products and processes.

The first product to embrace this new program is the PAR Wave® All-In-One Touch Panel POS Terminal. The PAR Wave terminal achieves a significant 50% plus reduction in the outer packaging size, compared to the previous PAR product. We also removed the printed paper manuals, in favor of a QR code on the product which allows the documents to be accessed from the documentation page.

The reduced packaging also provides cost reductions in inventory storage space/costs and minimizes shipping costs for our customers.

We plan to look for further packaging reductions in all our other products.
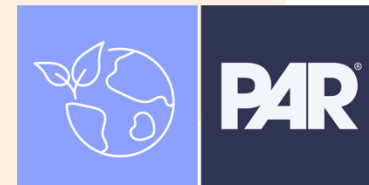
Emissions Data

We monitor the risks of climate change and the impact our activities have on the environment. Following the GHG Protocol, we identified our most significant sources of Scope 1 and Scope 2 emissions.

- Scope 1 emissions represent the direct release of GHGs from sources owned or controlled by PAR. Our most significant sources of Scope 1 emissions come from the combustion of fuels used by PAR's fleet trucks.

- Scope 2 emissions represent the indirect release of GHGs from purchased electricity, steam, heat, and cooling that is consumed in PAR's owned or controlled operations. Our most significant source of Scope 2 emissions originates from purchased electricity at PAR's headquarters and other exclusively leased facilities deemed material to PAR's operations.

2024 GHG Emissions (mtCO$_2$e)*	
Scope 1	438
Scope 2	348

* Metric tons of carbon dioxide equivalent.
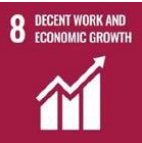
Appendix

In This Section

United Nations Sustainable Development
Goals (SDGs)

Sustainability Accounting Standards Board
(SASB)

United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 Global Goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace and justice. We identified the key areas where we believe we have the greatest influence and impact through our business strategy, products and services.

Goal	Description	PAR's Contributions	Report Section
3 GOOD HEALTH AND WELL-BEING	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	We design our employee compensation and benefits programs to be competitive, consistent with our values, and incentivize and reward outstanding performance.	Our People and Culture
5 GENDER EQUALITY	Make cities and human settlements inclusive, safe, resilient and sustainable	We seek to connect with the communities where we live and work and to provide the resources needed to help them thrive.	Corporate Social Responsibility
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	We design our employee compensation and benefits programs to be competitive, consistent with our values, and incentivize and reward outstanding performance.	Our People and Culture
11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	We seek to connect with the communities where we live and work and to provide the resources needed to help them thrive.	Corporate Social Responsibility

Sustainability Accounting Standards Board (SASB)

The following tables incorporate the accounting standards from the Sustainability Accounting Standards Board (SASB) related to Software and IT Services (TC-SI) and Hardware (TC-HW). They include the relevant topic metric(s) where available and/or references to sections within this report where specific topics are discussed.

Topic	Accounting Metric	SASB Code	PAR Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Environmental Stewardship
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Our Data Responsibility
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	

Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	SASB Code	PAR Response
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Our Data Responsibility
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Our People and Culture
	Employee engagement as a percentage	TC-SI-330a.2	
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Intellectual Property and Competitive Behavior
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Our Data Responsibility
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	

Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	SASB Code	PAR Response
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	Our Data Responsibility
Employee Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees2	TC-HW-330a.1	Diversity, Equity and Inclusion
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances3	TC-HW-410a.1	Supply Chain Management
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent4	TC-HW-410a.2	
	Percentage of products by revenue that contain IEC 62474 declarable substances3	TC-HW-410a.1	
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent4	TC-HW-410a.2	

Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	SASB Code	PAR Response
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	Supply Chain Management
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	TC-HW-430a.2	
Intellectual Property Protection and Competitive Behavior	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	Supply Chain Management