



# 2026 Sustainability Report



Where Performance  
**Comes Together**



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## 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, 2025 (FY2025).

## Forward-looking statements

This Sustainability Report contains forward-looking statements, 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, 2025, 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.

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## IN THIS SECTION

A message from our CEO

What is PAR?

Our approach to sustainability

# Introduction



# 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 reflect the culture we are building and the standard we hold ourselves to as we create long-term value for our customers, employees, partners, and shareholders.

For more than 40 years, PAR has helped businesses navigate major technology shifts. Today, we are entering our next chapter: evolving from a company known for category-leading products into an AI-first company helping shape the future of multi-unit operations.

With PAR Intelligence, we are bringing together products, data, and reasoning into a single intelligent layer that helps operators act faster, work smarter, and scale what works across every location. This is a natural next step in our evolution and a reflection of how we continue to innovate alongside our customers.

Our 2026 Sustainability Report highlights how we are building a resilient business for the future while staying committed to responsible growth, our people, and the communities we serve. I invite you to read through our progress and accomplishments as we continue to Win Together.



Savneet Singh  
CEO, PAR Technology



# What is PAR?

PAR delivers an **agentic operating platform** that enables **smarter, more consistent operations for multi-unit brands** across restaurant, retail, and high-volume commerce.



Connects critical systems and data across operations, transactions, customer engagement, and payments



Turns insight into action through AI-powered intelligence, automation, and decision support



Helps multi-unit brands scale what works across locations, teams, and channels

# Our mission

To help brands improve efficiency, deliver better experiences, and make every store more profitable.

## 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

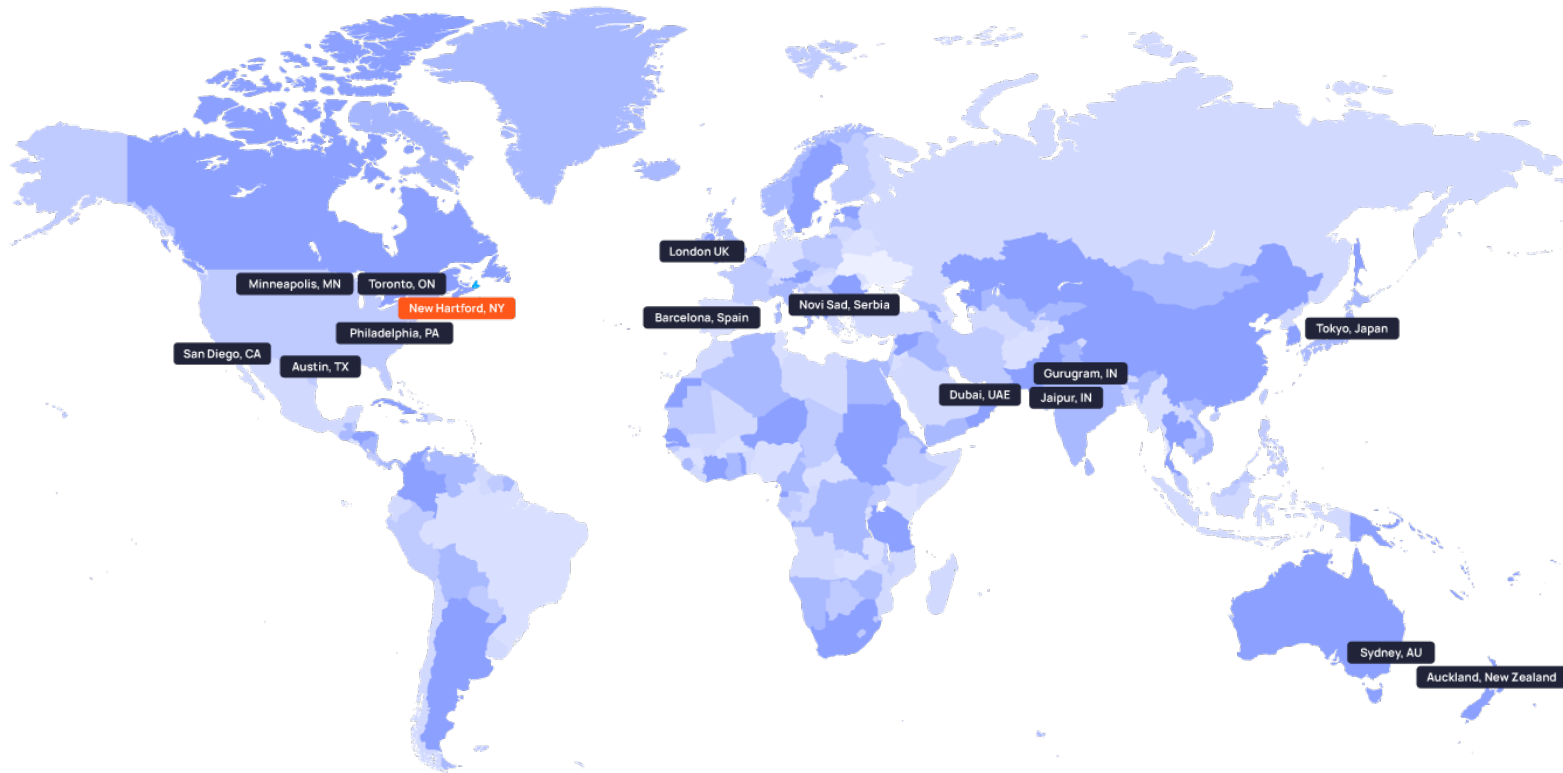


### Never Settle

We are drivers, forever disrupting the status quo



# About us



## EMPLOYEES

1,798 Full-time\*

## OFFICES

### North America

Corporate HQ - New Hartford, NY  
Canada

### International

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

# 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, including governance
- The critical roles played by our people and culture
- Our commitment to data responsibility
- Minimizing 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 stewardship and social impact, as well as long-term financial value creation.

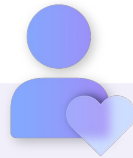


# Our approach to sustainability



## 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.



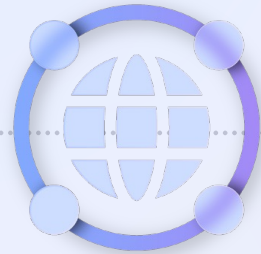
## Environmental Stewardship

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.



### Nominating and Corporate Governance Committee

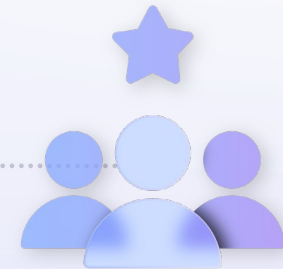
Sustainability and social responsibility

Sustainability Committee



### Audit Committee

Risk exposure assessment of financial, compliance, and cybersecurity risks



### Compensation Committee

Human Capital Management

## IN THIS SECTION

Governance and board composition business ethics and compliance

Risk management

Intellectual property and competitive behavior

Supply chain management

Government affairs and advocacy

# Responsible business practices



# Responsible business practices

**Honesty, integrity, ethics, and compliance - coupled with our hard work - 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.partechnology.com/investor-relations/](http://www.partechnology.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 Nominating and Corporate Governance Committee ("NCGC") strives to identify and nominate a pool of director candidates with a variety of points of view, professional and personal experiences, and backgrounds, as well as other differentiating characteristics.

By the Numbers, Board Composition



**86%**  
INDEPENDENT  
6/7

**29%**  
MINORITY  
2/7

**29%**  
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.



# 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) and an internal Compliance Handbook (Handbook), which apply 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/](http://www.Partech.com/investor-relations/).

# 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/](http://www.Partech.com/investor-relations/).



We provide global,  
**24/7**  
access  
to anonymous  
reporting

# Business ethics and compliance

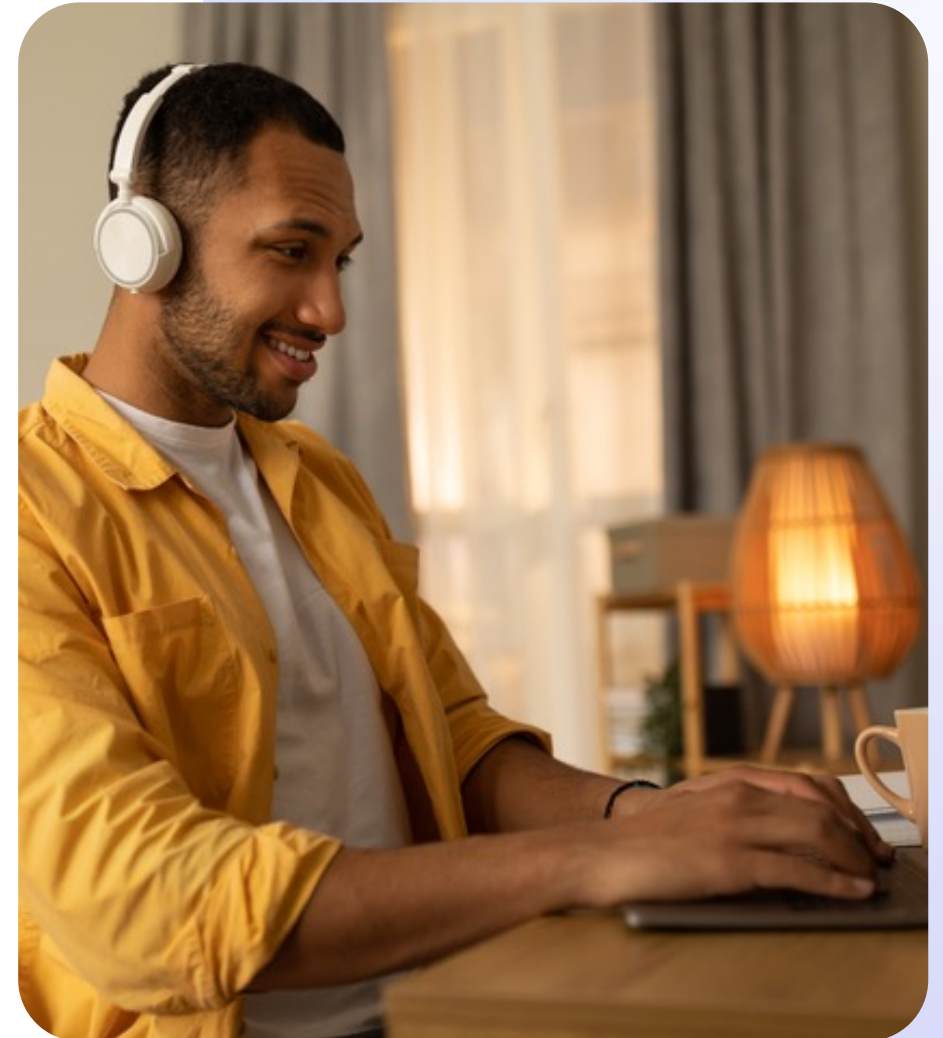
## TRAINING & ACKNOWLEDGMENTS

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, continuity and succession planning, and sustainability and social responsibility matters.
- **Compensation Committee.** Our Compensation Committee focuses on risks related to our compensation policies and programs and oversees our human capital management culture and strategies, including related risks.

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/](http://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 are 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.



# 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) which can be found in the Investor Relations Section of our website, at [www.partech.com/investor-relations/](http://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 FY2025.

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 FY2025.

## 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

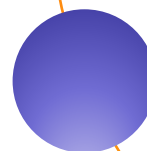


# Our people and culture

**We are people with big ambition, warm hearts, and a strong sense of purpose. We are not just here to build innovative technology; we are here to be long-term partners in our customers' success.**

At PAR, we think boldly, move with urgency, and build for the future. Working here means being part of a global team that challenges convention, collaborates deeply, and stays focused on delivering meaningful outcomes for the businesses and communities we serve.

We take a holistic approach to supporting our people, with a strong focus on well-being, growth, and belonging. Through our culture and values, we aim to create an environment where employees feel empowered to do their best work, grow their careers, and win together.



# 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 multi-unit operators work smarter, move faster, and deliver better outcomes across every location.



## Our mission

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



## Our strategy

PAR's talent strategy is straightforward: hire exceptional people, give them real ownership, and trust them to execute. We amplify that by ensuring every employee has access to AI tools that make them faster, sharper, and more impactful.



## 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.



# Attracting top talent

We recruit broadly and deliberately prioritizing diverse backgrounds and experiences that strengthen our teams. AI-powered tools accelerate our time to hire, while structured interview practices ensure every candidate experience reflects PAR's standards and business priorities.

## 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, five core values guide how we work and grow as a global team. They foster a culture of excellence, collaboration, innovation, and integrity — connecting our people, our customers, and the communities we serve.

## We want people who want to grow WITH US

PAR invests in its people for the long term. We offer competitive benefits, meaningful development opportunities, and an environment built for high performance — because retaining and growing great talent is core to how we scale.

# 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 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 surveys

Surveys sent to all new hires within 30 and 90 days of hire date.

Over 90% satisfaction score with onboarding experience.

## Ad-hoc employee pulse surveys

2-4 Questions On Pressing Topics in That Quarter.

Transparent Action Planning Following Each Survey.

## Annual engagement survey + win together

Once a year survey focusing on the most critical employee engagement topics, including trust, inclusion, belonging + eNPS\*.

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.*

# 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

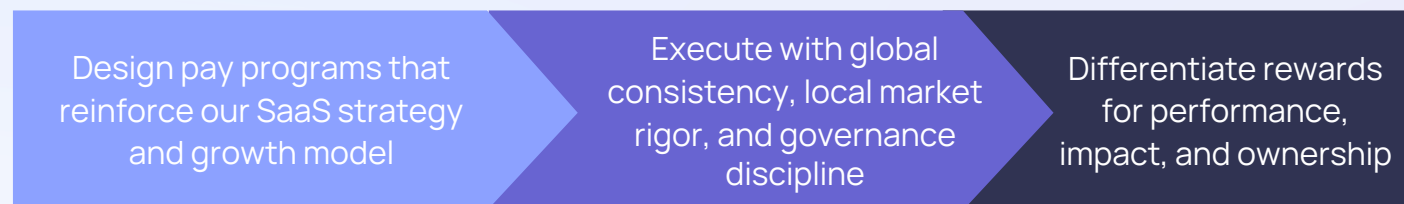
Our Annual Performance reviews assess individual performance toward both goals and culture contribution to the work environment at PAR.



# Our compensation philosophy

Our compensation philosophy is designed to attract high-impact talent, retain top performers, and drive sustained value creation in a competitive global technology market. We align total rewards directly with business performance – linking pay to outcomes that support our scalable SaaS model and Rule of 40 objectives.

Compensation is structured to reward differentiated results, foster an ownership mindset, and reflect the value individuals contribute to shared success.



Six principles guide our compensation philosophy – balancing market discipline, internal equity, and performance differentiation to deliver a program that is fair, defensible, and aligned to PAR’s strategic priorities.

## 1. Strategically Aligned

Compensation design supports our Rule of 40 objectives, reinforcing the revenue growth and margin discipline that drive long-term shareholder value.

## 2. Externally Competitive

Pay is benchmarked against validated market data, targeting median competitiveness with premium positioning for critical and scarce talent.

## 3. Performance Differentiated

Merit, variable pay, and equity awards are meaningfully differentiated based on individual impact and measured performance outcomes.

## 4. Internally Equitable

A consistent global job architecture ensures pay reflects role scope and contribution fairly across functions, levels, and geographies.

## 5. Fiscally Disciplined

Compensation programs are sized within approved budgets, with reward investment optimized to sustain operating leverage and company performance.

## 6. Governed and Defensible

All programs operate within a structured governance framework – reviewed by the Board and subject to annual audit for compliance, equity, and market alignment.

Our approach to base salary begins with understanding each market and paying equitably – globally consistent in framework, locally relevant in practice.

# 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.



**MENTORING PROGRAM**

- Annual program
- Custom matching process
- Over 200 participants in 2025
- Over 90% satisfaction score from mentees

**PAR LEADERSHIP ACADEMY**

- Multi-day leadership training program
- Live content delivery and discussion
- 98% of 2025 participants would recommend the PLA to others

**AI EDUCATION SERIES**

- AI Hub with practical resources, prompts, and tips
- 2025 AI "Hack Your Job" event in India produced 161 innovative ways to improve job efficiency, accuracy, or speed with AI

**CAREER DEVELOPMENT RESOURCES**

- 1:1 Career coaching available to everyone
- New global Learning Management System for access to training
- 1:1, Feedback & Career Development Best Practices

**ON-DEMAND LEARNING**

- On-Demand video training on hundreds of topics.
- Top skills include AI, Excel, and Project Management

# Talent retention and development

Global AI Leadership Summit 2026

- Future-ready workforce & AI talent strategy award

Inc. Best Workplaces 2025 (HR)

The SaaS Awards - Finalist (PAR Pay)

The Banking Tech Awards (PAR Pay) [Shortlisted]

BIG Innovation Awards (Coach AI)

Global Tech Awards (Restaurant Technology)

PeopleFirst HR Excellence Awards 2025 (India)

- Corporate Social Responsibility
  - Best HR Practices for effective Employee Engagement
- US News and World Report: Best Companies to Work For 2025
- Manufacturing and Agriculture
  - Northeast



**Inc.**



**GLOBAL TECH  
— AWARDS —**



# Win together at PAR

## Culture as competitive advantage.

Culture is a business imperative at PAR. We believe the quality of our culture determines whether we win – so we invest in building one where diverse perspectives are valued, talent is retained, and every employee is positioned to contribute at their best. A workforce that reflects the diversity of our global customers makes us sharper, more innovative, and better equipped to serve them.



# Pillars of win together



## Transparency

We regularly share key diversity 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 **NEVER SETTLE**. This is how we **WIN TOGETHER**.

















# 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](#)

-   PARents
-   PARade
-   Balance
-   Salutes
-   Soul
-   WIT | WOMEN IN TECHNOLOGY
-   Mitzvah

# Employee assistance programs

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



## Headspace is our Employee Assistance Program (EAP).

This confidential service provides assistance for everyday issues, at no cost to our employees and their dependents - more than your average EAP! It's all part of our commitment to supporting our employee's total well-being. Employees can use the tools at their fingertips whether it's the AI companion Ebb or Therapy, there's support at every turn! They can get help with work-life issues, referrals for clinical, legal, and financial services and more.



## Employee Assistance Fund (EAF).

When large scale federal disasters or personal hardships occur, the PAR-Sammon Family EAF is here to help PAR employees and their families. America's Charities, a nonprofit 501(c)(3) organization, administers the EAF for PAR and is responsible for the management of the Fund, including all reviews and decisions for applications according to the guidelines established in Fund policy.

# 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) Policies.

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

Our EHS Policies include 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 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 Policies cover additional topics such as:

- [Infectious Disease Plan](#)
- [Bloodborne Pathogen Exposure Control Plan](#)
- [Injury and Illness Prevention](#)
- [Ergonomics](#)
- [Workplace Violence](#)



# Corporate social responsibility

**PAR endeavors 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.



## IN THIS SECTION

Data security management

Customer privacy and product security

Third-party supplier assessment and compliance

# Our data responsibility



# 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.

Our data stewardship commitment is grounded in responsible governance – implementing privacy and security protocols to safeguard data in an increasingly complex, global landscape.



# 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 important to promoting our long-term operational sustainability and business success.

Our 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 Executive Security Steering Committee, comprised of cross-functional leaders from our legal, finance, compliance, and IT teams, provides quarterly updates on our security operation incident management to the Audit Committee.

## 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's 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 annual 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 & 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.

We have been certified to various international security certifications and standards, and our practices leverage industry-leading frameworks and standards, such as:

- Payment Card Industry Data Security Standard (PCI DSS)
- SOC 1 and SOC 2 reports for multiple products
- NIST Cybersecurity Framework
- NIST Privacy Framework
- California Consumer Privacy Act (CCPA)
- General Data Protection Regulation (GDPR)

# 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 a product 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, including our artificial intelligence ("AI") solutions. Before onboarding any 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 to be 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.

## IN THIS SECTION

Our environmental footprint

PAR planet

Emissions data

# Environmental stewardship



# Environmental stewardship

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



# Our environmental footprint

We currently operate under a hybrid work model, with certain non-production employees working fully remote or reporting to the office a few days per week based on role and business needs. This model supports collaboration while reducing environmental impact through lower office space requirements and fewer employee commutes.

With the exception of our headquarters, our office locations are leased, allowing us to periodically right-size our real estate footprint as workforce needs change and reduce emissions associated with underutilized space. While most facility operations are managed by third-party property managers, we incorporate environmentally responsible practices where feasible, such as:

- Energy-efficient lighting
- Waste diversion through recycling and paper shredding programs
- Water conservation through water-efficient fixtures



# PAR Planet

**We promote Environmental impact improvements in our products and processes.**

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

The reduced packaging 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.



## 2025 GHG Emissions (mtCO<sub>2</sub>e)\*

Scope 1	445
Scope 2	374

\*Metric tons of carbon dioxide equivalent.

## IN THIS SECTION

United Nations Sustainable Development Goals (SDGs)

Sustainability Accounting Standards Board (SASB)

# Appendix



# 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
	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
	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
	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
	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	
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	
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	Our Data Responsibility



# Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	SASB Code	PAR Response
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances <sup>3</sup>	TC-HW-410a.1	Supply Chain Management
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent <sup>4</sup>	TC-HW-410a.2	
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	Supply Chain Management
Intellectual Property Protection and Competitive Behavior	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	Responsible Business Practices